

HSCB

Hounslow Safeguarding Children Board



Hounslow Safeguarding Children Board Annual Report 2015-2016

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Hounslow Safeguarding Children Board

1) Foreword from the Chair

This is my sixth and final annual report as the Independent Chair of the Hounslow Safeguarding Children Board (HSCB). My independent role is defined in Working Together (2015) and was created by the Government to strengthen partnership working and hold leaders accountable for safeguarding children within the local area.

This annual report covers the business of the 2015-16 financial year. It has been a busy year for the HSCB including the completion of the Serious Case Review (SCR) for Anita B. The Serious Case Review began in November 2014 and was a significant part of the Board's work within the 2015-16 financial year. The SCR has been published and is on the Board's website.

In 2015/16, the Hounslow Safeguarding Children Board has been well supported by its constituent agencies to address national issues that affect children and young people in Hounslow. In particular, we have been seeking to understand and strengthen services relating to child sexual exploitation, female genital mutilation, and gang activity. These agendas have necessarily required the Board to forge new and strengthen existing relationships to ensure that there are neither gaps nor overlaps in strategic planning in responding to these complex areas.

Alongside addressing these areas of development, much of the work of the Board has been focused on making improvements across the following: governance; regular scrutiny and challenge of frontline practice including application of thresholds; vulnerable children including children missing, those with mental health or complex needs, substance misuse; improving strategic partnerships; facilitating and evaluating the effectiveness of multi-agency learning and training; scrutinise the performance and effectiveness of local services, including holding partner agencies to account for their contribution to the safety and protection of children and young people; learning from serious case reviews and other learning reviews; HSCB Quality Assurance Framework; increasing the voice of the child within the work of the Board. The Board has also continued to keep abreast of staffing issues and organisational change across the area.

A great deal of the work of the Board is undertaken in its Sub-Committees and I wish to acknowledge the commitment and contribution of Sub Committee members as well as members of the Board in managing the wide span of work evident in this annual report.

I want to take this opportunity to thank those who have worked hard with me in the last year and indeed over the 6 years of my time as the Independent Chair of the HSCB. In particular, I would like to thank the Chairs of the sub groups and the HSCB Operational team for their contribution to deliver the priorities of the Board. I take this opportunity to bid farewell to and wish the HSCB well in its journey as I retire later this year.

A handwritten signature in blue ink, appearing to read 'D. McPhail'.

Donald McPhail, HSCB Independent Chair



Hounslow Safeguarding Children Board

Annual Report 2015-16

2) Introduction

Chapter 3 of the Working Together (2015) to Safeguard Children stipulates that the Chair must publish an annual report on the effectiveness of child safeguarding and promoting the welfare of children in the local area. The purpose of this report is to present the effectiveness of safeguarding arrangements for children and young people in Hounslow in order to impact on strategic developments and set improvement priorities for the Hounslow Safeguarding Children Board (HSCB) to take forward with individual agencies.

The work of the Board for the 2015-16 financial year has focused on the national issues that have impacted on children and young people in Hounslow, namely, child sexual exploitation, gang activity, and female genital mutilation. On top of this, the Board has also been making improvements and changes in its core functions as outlined in Working Together to Safeguard Children (2015) and the most recent OFSTED inspection (2014).

This report considers the following areas:

1. Hounslow's Children
2. Children at risk of sexual abuse and exploitation
3. Female genital mutilation
4. Gang activity
5. Governance
6. Regular scrutiny and challenge of frontline practice including application of thresholds;
7. A local quality assurance framework
8. Vulnerable children including those missing, with mental health or complex needs and substance misuse;
9. Improving strategic partnerships;
10. Facilitating and evaluating the effectiveness of multi-agency learning and training;
11. Scrutiny of performance and effectiveness of local services, including holding partner agencies to account for their contribution to the safety and protection of children and young people;
12. Learning from serious case reviews and other learning reviews;
13. Increasing the voice of the child within the work of the board.

The evidence is gathered from the HSCB Meeting minutes, sub group reports and minutes, individual agency reports, the annual HSCB training evaluation report and data presented to the HSCB and other relevant sources.

3) Hounslow's Children

This section provides an overview of the general child population in Hounslow, setting the context for understanding the needs of vulnerable and 'at risk' children who are the concern of the HSCB. Equality and diversity considerations are an integral part of the work of the HSCB to tackle the harmful effects on children and young people of discrimination.

Population

Hounslow is the 11th largest London Borough (out of 33) by size and the 18th largest by population.

The 2011 Census showed that the total resident population of Hounslow was 253,957 persons, of which 251,961 people in a total of 94,902 households. The remaining lived in communal settings. This was a 19.6% increase on the size of the population measured by the 2001 Census (212,341 persons) – the fifth largest growth in London. This comprises of 127,397 males and 126,560 females. The age profile of the population has not changed greatly between 2001 and 2011. The child population (0 to 17) years is 57,487 and makes up 22.6% of the population in Hounslow. This is about the same as the London average (22.55) but slightly higher than the England average (21.5%) (The Hounslow JSNA Population Overview 2014).

In 2011, 19.1 per cent of the population was under the age of 15. In 2001, the under-5 age group comprised 6.7% of the population, and in 2011 this has increased slightly to 7.7%, confirmed by an increase in the fertility rate in Hounslow over the last decade. Overcrowding, as measured by whether there are more occupants than rooms, has increased from 16 per cent in 2001 to 22 per cent in 2011. Across Hounslow's wards the age bands with the biggest increases in size (0 to 4, 25 to 34 and 55 to 64) shows a similar distribution to the wards with the biggest growth in dwellings and households. The growth in age groups of 0 to 4 and 25 - 34 year olds suggests an increase in young families moving into the borough (The Hounslow JSNA Population Overview 2014).

In 2011, of the 94,902 households in Hounslow, 5.5 per cent had dependent children living in the household but no adults in current employment. This is 16 per cent of the 32,763 households in Hounslow where there are dependent children (The Hounslow JSNA Population Overview 2014).

Ethnicity, Language and Religion

The percentage of the Hounslow population that identifies as 'White British' has reduced by 32 per cent, from 55.8 per cent in 2001 to 37.9 per cent in 2011. The second largest group in the population identify as Indian or British Indian, making up 19 per cent of the population (an increase of 9.4 per cent from 2001), followed by the 'Other White' category (11.5 per cent; an increase of 86.4 per cent from 2001). The pattern across Hounslow's wards of English speakers as a percentage of the ward population has a similarity to the profile for where 'White British' Hounslow residents live. After English (71.3 per cent), Panjabi (4.8 per cent) Polish (4.1 per cent) and Urdu (2.1 per cent) are the three most common first languages in Hounslow.

In terms of religion, Christianity is on the decline in Hounslow, falling 19 per cent between 2001 and 2011, but remains the largest religious group (42 per cent) followed by no religion (15.9 per cent), Muslims (14 per cent) and Hinduism (10.3 per cent). The biggest growth is in Buddhism; the per cent of Buddhists has doubled from 0.7 per cent to 1.4 per cent (The Hounslow JSNA Population Overview 2014).

Schools

Schools league tables (2015) show that the performance of primary schools (total of 48), 79% of primary schools achieve the expected levels in both English and Maths. There are approximately 16 secondary schools within the Borough of which 61.8% achieve 5 good GCSEs. OFSTED report that out of the total number of maintained and academy primary and secondary schools, inspected since 2006: 15 were rated outstanding, 35 rated good and 3 require improvement.

Child Poverty and Inequalities

Hounslow has a higher than average low pay rate among residents than London, at 24%. It also has the fifth highest pay ratio between the 20th and 80th percentile of earners. There is a slightly higher rate of overcrowding in Hounslow than across London, with 13% of all households overcrowded. Trends in housing and homelessness have been in line with the rest of the capital over the past five years, with landlord repossession orders, homelessness acceptances and households in temporary accommodation all rising. Similarly, trends in worklessness and low pay have followed trends across London, with unemployment falling between 2011 and 2014 and low pay rising, including by 10 percentage points to 22% of jobs in the borough between 2010 and 2014. (London's Poverty Profile, New Policy Institute)

The child poverty rate in Hounslow is estimated at 30% in comparison to the London estimate of 37%. Hounslow is ranked the 19th worst of Borough in London. Homelessness per 1000 households increased from 2% in 2009 to 4.2% in 2014 and those in temporary accommodation within the Borough increased from 7.7% in 2009 to 10.3% in 2014.

Community Safety in Hounslow

Overall, there has been an 18 percent reduction in recorded crimes by the Police since 2011. This equates to 355 fewer crimes per month. This decrease is even more positive in the outset of a population increase of about 2,000 more residents since 2011. Using population estimates from the Office for National Statistics, the rate of crime per 1,000 residents in the borough over the last three years has reduced from 98 in 2011/12, to 76 in 2013/2014 (Community Safety Strategy 2014-17).

The Community Safety Partnership undertook a series of consultations in 2013 to develop the Hounslow Community Safety Strategy for 2014-17. The overall feedback was that there was a subculture of peer pressure and bullying making children and young people feel unsafe in schools and the wider community. They also spoke about feeling unsafe when using virtual, online and social media communication. Bullying and safety concerns vary depending on the individual circumstances of each child and other factors including gender, sexuality, ethnicity, health and disability. The role of the HSCB is to assure itself that there is

information and support available to parents, schools and support services in the statutory and voluntary and community sector (Community Safety Strategy 2014-17).

Hounslow has an active and diverse voluntary and community sector (VCS) which is made up of more than 90 not for profit organisations, who are all listed in a service directory published by the Hounslow Community Voluntary Service. The directory provides a list of targeted services for the most vulnerable children and their families.

The journey of the child through referral, assessment and care planning pathways.

The effectiveness of the multi-agency child protection system is best understood by the perspective of the 'journey of the child' which is the process through the referral, assessment and care planning pathways of children in need. The definition of children in need refers to the Section 17 of the Children Act 1989 which defines the child as being in need if: 'he or she is unlikely to achieve or maintain or to have the opportunity to achieve or maintain a reasonable standard of health or development without the provision of services from the Local Authority.

The reports about concerns of children come either from professionals or the public and most of these are defined as contacts by the Children's Social Care Front Door Service, which operates a Multi-Agency Safeguarding Hub (MASH). The decision to undertake a 'child in need assessment' is made in partnership by Children's Social Care Front Door Service, Metropolitan Police and key safeguarding partners. The criteria for assessing that a child is in need and the threshold pathways for accessing assessments and services for children is outlined in the Children's Social Care Threshold Guidance and Assessment Protocol 2016-2020. All staff are trained and supported to assess the needs of children against the criteria set out in the document.

The table below outlines the number of children and young people who were referred and assessed in the last year and those subject to statutory services in 2015-16.

Hounslow's Referral, Assessment and Care Planning Pathways			
1. Vulnerable Children	Numbers between 2013 and 2016		
Target Group	2013-14	2014-15	2015-16
Total number of contact received through the front door.	23,601	30,352	28,627
% of contacts actioned within 24 hours	90%	97.8%	81.3%
2. Children in Need			
Number of referrals	2648	3338	3250
Repeat referrals within 12 months	438	843	591
Children and young people subject of an assessment	-	2855	3240
Children subject to a Section 47 starting in the year	503	535	628
Initial Child Protection Conferences starting	279	261	227
Transfer in conferences starting	14	17	44
Child Protection Plans starting	258	235	243
Child Protection Plans ending	236	262	225
Child Protection Review Conferences	584	600	518
Number of Child Protection Plans throughout the year	458	426	439
Children and young people who were Looked After on 31 March 2016			289

The following is a breakdown of the sources of referrals received in Hounslow for the last 2 financial years.

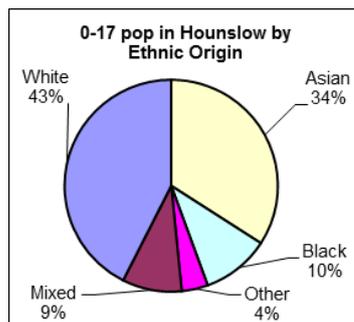
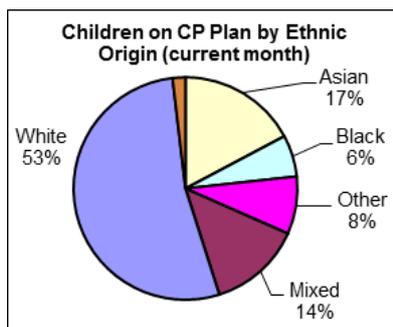
Source of referral in Hounslow	Number of referrals and percentage per sources type			
	2014/15	% of total	2015-16	% of total
Police	697	20.9 %	898	27.6 %
Schools	683	20.5 %	746	23.0 %
LA Services – Social Care	377	11.3 %	253	7.8 %
Other	259	7.8 %	244	7.5 %
Health Services - other	247	7.4 %	211	6.5 %
LA Services – external	210	6.3 %	192	5.9 %
LA Services – other internal	295	8.8 %	139	4.3 %
Individual – Family member, relative, carer	119	3.6 %	129	4.0 %
Health Services – A+E	47	1.4 %	107	3.3 %
Other legal agency	73	2.2 %	85	2.6 %
Individual – acquaintance	17	0.5 %	51	1.6 %
Health Services – health visitor	59	1.8 %	46	1.4 %
Individual – self	83	2.5 %	44	1.4 %
Health Services – GP	29	0.9 %	26	0.8 %
Health Services – other primary health services	53	1.6 %	26	0.8 %
Education Services	18	0.5 %	14	0.4 %
Housing	26	0.8 %	12	0.4 %
Anonymous	39	1.2 %	12	0.4 %
Unknown	3	0.1 %	12	0.4 %
Individual – other	4	0.1 %	3	0.1 %
Health Services – school nurse	0	0 %	0	0 %
Total number of referrals	3338		3250	

The key areas identified at the end of the assessment as the most common reason for referral are:

Factors Identified at the end of Assessment	Number and percentage of factors			
	2014/15	% of total	2015-16	% of total
Other	873	30.6 %	1149	35.5 %
Domestic Violence (parent, carer, child)	851	30 %	1190	36.7 %
Mental Health (parent, carer, child)	1037	36.3 %	1006	31.0 %
Emotional Abuse	462	16.1 %	427	13.2 %
Neglect	416	14.6 %	410	12.7 %
Physical Abuse	383	13.4 %	313	9.7 %
Sexual Abuse	105	3.7 %	137	4.2 %
Drug misuse (parent, child, carer)	993	34.7 %	1036	32.0 %
Disability (child)	310	10.6 %	363	11.2 %
Disability (parent, carer)	230	0.8 %	261	0.8 %
Missing	67	2.3 %	81	2.5 %
Child Sexual Exploitation	71	2.5 %	73	2.3 %
Gangs	30	1.1 %	46	1.4 %
Unaccompanied Asylum Seeking Children	14	0.5 %	19	0.6 %
Trafficking	5	0.2 %	3	0.1 %
Privately Fostered	8	0.3 %	1	0 %
Total number of completed assessments	2855		3240	

The work of the HSCB for the 2016-17 year is reflective of some of the key issues represented in the table above.

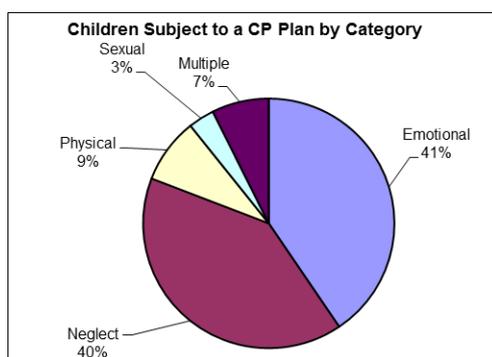
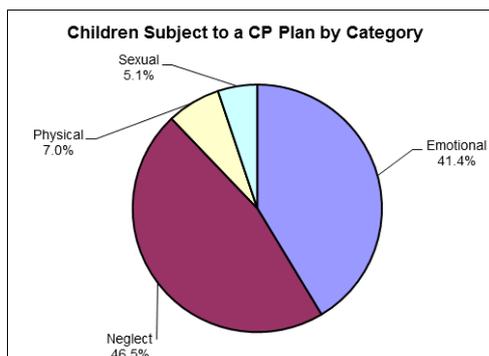
The pie charts below shows the ethnicity of Children Subject to a Child Protection Plan, compared to the general population of Hounslow aged 0-17 (source 2011 census).



The pie chart below on the left shows the breakdown of category for the current month and the pie chart on the right shows the West London average category of Children subject to a Child Protection Plan as at 31/03/2015.

LBH Breakdown of category for current month

West London Average as at March 2015



The table below shows the percentage of the total number of Children Subject to a Child Protection Plan for the current month by Gender and Age.

Age Band / Gender	Under 1	1 - 4	5 - 9	10 - 15	16 plus	Total
Total	32	54	53	64	12	215
Female	8	26	25	29	6	94
Male	20	28	28	35	6	117
Unborn	4					4
% Female	25%	48%	47%	45%	50%	43.7%
% Male	63%	52%	53%	55%	50%	54.4%
% Unborn	13%					4.3%

4) Children at Risk of Sexual Abuse and Exploitation

Over the last year, the Board has continued to be made aware of the progress with the CSE Partnership Improvement Plan in Hounslow. This has included some key areas of activity including:

Reviewing the Strategy to Address Child Sexual Exploitation

A strategy to address child sexual exploitation was agreed by the Board in December 2013. This strategy is based on four key themes:

- Prevention
- Disruption
- Protection and Support
- Prosecution

A review of this strategy began in February 2016 with a view to being finalised and disseminated to all partner agencies by the end of August 2016.

Child Sexual Exploitation Partnership Improvement Plan

A 79 point action plan, named the Partnership Improvement Plan has consolidated the learning from the Rotherham report and the peer review held in Hounslow in 2014, which has now been implemented. The effectiveness of the work undertaken and the impact of it on practice within Children's Social Care was considered in a single agency audit completed in January 2016. The HSCB hopes to implement a multi-agency audit in order to ascertain if the practice has improved across partner agencies before June 2016.

Operation Makesafe

In conjunction with the national child sexual exploitation day on the 18th March 2015, Hounslow undertook a coordinated local response to the Metropolitan Police's Operation

Makesafe. The aim of the local action was to develop an understanding of child sexual exploitation and how to respond to it within the wider community in Hounslow. The detailed plan for the local response included information being presented to hotels, fast food outlets, and local public houses in the area.

Although the London wide Operation Makesafe was a one off activity, there was commitment within Hounslow to this being on-going, and two further such days have been held during the financial year.

Multi Agency Sexual Exploitation Panel (MASE)

A Multi-Agency Sexual Exploitation Panel was established in Hounslow in July 2013. This group oversees the issues emerging from cases of sexual exploitation in Hounslow to ensure that there is a full understanding within the multi-agency network of the profile of sexual exploitation in Hounslow and an ability to recognise and respond to the challenging issues

This panel is now held in two parts: the first to review progress of each young person presented to the panel; and the second to identify relevant strategic issues to support an intelligence led approach to child sexual exploitation in the Borough.

Work has been undertaken to ensure that there is appropriate information sharing with involved professionals and parents when a young person is accepted on to the MASE. This is aimed to strengthen the support available to the most vulnerable young people.

Child Sexual Exploitation Data in Hounslow

Data from the MASE Panel is presented to the Child Sexual Exploitation Sub Group and this, along with general updates is presented to each meeting of the Hounslow Health and Wellbeing Board.

More young people, who are not looked after, are now being identified and reported to the MASE panel for consideration. This indicates that there is a greater understanding of the dangers of child sexual exploitation by the agencies in the Borough and that their staff are reporting their concerns to the MASE panel.

The other factor in the recognition of risks to the non- looked after population in Hounslow is the greater emphasis now being placed on looking at the risks to the peers of those who have been identified as at risk of sexual exploitation.

A Child Sexual Exploitation screening tool has been developed to assist agencies to review their concerns about young people with a view to establish which young people should be referred as a child sexual exploitation concern.

Support to young people

Several young people (8) within the MASE cohort have been referred to the NSPCC's Protect and Respect project, which provides support to the young people to address their vulnerabilities and develop strategies to stay safe.

Some young people have been unwilling to be referred to the Project, but further work is being undertaken to encourage their future participation.

In addition to providing support to young people, the group will also seek the views of their participants to provide feedback to Hounslow agencies on how best to identify and reach out to young people at risk.

An issue emerging from national reviews on child sexual exploitation was the need to ensure that agencies listen to the views of young people who have experienced child sexual exploitation to ensure that preventative and support activity is relevant to their needs. The Child Sexual Exploitation subgroup has worked on the principles of this engagement and an implementation process is being developed.

Chelsea's Choice

This drama presentation was rolled out in most secondary school in the autumn term 2015. Arrangements were made to provide access to professional support in the aftermath of the performances.

The production was well received and the message of child sexual exploitation was strongly communicated. A number of young people have come forward after the production to express concerns to members of staff about how they may have been exploited.

Training

Targeted training has been provided to social workers, early help staff, and the fostering service to develop skills in talking to young people about the risks of child sexual exploitation. Fourteen such training sessions have already been held.

Training is available on child sexual exploitation either by attendance at the courses run by the Hounslow Safeguarding Children Board or individually, usually the online training course of the virtual college. The statistics of completion of the on-line training course across agencies is reported as being high for Hounslow agencies.

The Exploitation and Vulnerabilities Coordinator and the faith police officer for the Borough have met with members of faith communities to raise awareness of CSE.

CSE Champions

The Exploitation and Vulnerabilities Coordinator has been working with the CSE sub group to develop a method of information sharing and learning in relation to sexual exploitation. This has resulted in the development of CSE champions within the Borough. There have been a number of people showing interest in becoming CSE champions and most agencies have identified representatives. The training will be rolled out in the 2016-17 financial year.

NSPCC PANTS Campaign Proposal

The Vulnerabilities Coordinator met with the NSPCC school service and campaign service to put together the PANTS campaign proposal, which will be offered to primary schools from September 2016. This campaign is a key element in the prevention of child sexual abuse.

Primary schools will welcome the programme and it is hoped that it is received in the same way as Chelsea's Choice was for secondary school children. Schools will allow parents to withdraw their children from sessions should they wish to. Parents from particular communities are likely to not let their children take part in the programme. Educating parents about the programme content will help and it will be explained that even if they do not allow

their child to be part of the sessions they are likely to hear it from their peers in the playground.

CSE Resources

There are still no CSE resources available in other languages. The agencies of the Board will use their networks to establish if there are information leaflets translated into the languages in use in Hounslow to assist in informing parents of the risks associated with child sexual exploitation. This will be progressed further in 2016-17 once identified.

Sexual abuse in the family

There was discussion at the Board of the apparent lack of identification of child sexual abuse within the family as the focus has moved to consider the sexual exploitation of children in the community. The Board was concerned about the low reported number of cases, but agencies were not able to identify concerns about individual cases that had not been managed appropriately. It was agreed that the Board's conference on child sexual abuse would look further at this and that participants would be asked for their views on how we can be assured that we are not missing child sexual abuse within the family. This conference is set to take place in May 2016. An action plan will be developed following the conference.

Other work undertaken and reported to the Board include

- Child Sexual Exploitation Referral Pathway introduced
- A range of CSE training provided, including the virtual college
- NSPCC provision of group work to address 4 phases in relation to CSE
- Strengthening of approaches to listening to young people who have been abused
- Introduction of a child sexual exploitation screening tool
- Young people affected by CSE being assessed and supported within normal safeguarding processes

Overall, the CSE Subgroup has been busy with the support of the Exploitation and Vulnerabilities Coordinator and partner agencies with implementing the Partnership Improvement Plan and safeguarding children vulnerable to sexual abuse and exploitation. The subgroup which has consistent representation from the key agencies within Hounslow, has a number of actions which are currently underway and some key priorities that will inform its work for the coming year (see SR 3 and Appendix H – Subgroup Report and Work plan)

5) Preventing Female Genital Mutilation

Work has continued by Forward, which has a two year commission, to engage with schools, parents, and the communities in Hounslow to develop an understanding of the illegality and risks associated with female genital mutilation.

In advance of guidance in the London Child Protection Procedures, pathways for the identification of risks to children were developed. The pathway for risks relating to children was immediately implemented, but the pathway for responding to potential risks to children arising from adult issues was deferred, pending publication of the London Procedures.

Legislation was introduced to create an individual responsibility for practitioners to report female genital mutilation and the Board asked agencies to confirm that this responsibility had been made known to their staff.

The work overseen by the FGM Prevention Subgroup has included significant training and awareness raising and identification of gaps within the local area:

- Several local women (11) have been trained as community champions who have carried out prevention work through one to one work, group meetings, speaking at their local mosques and schools reaching 790 residents.
- A further 5 women have completed training on mental health and wellbeing course which is an 8 week course on basic counselling skills.
- A total of 7 men have agreed to be part of the Men's group, which will focus on how men can support the prevention work in Hounslow. Three meetings have taken place and the first men's FGM awareness workshop is scheduled for April 2016
- Twelve professionals have been trained to deliver FGM prevention work in schools
- Numerous teaching staff (415) from 7 schools have received the training on FGM
- Two hundred professionals have also been trained within the area including - Midwives, Health Visitors, Young People & Teenage Pregnancy Forum
- Mini mapping exercise carried out highlighted no counselling/therapeutic services locally for women and girls

Overall, the FGM Prevention Subgroup continues with the work lead by FORWARD in ensuring that prevention of FGM continues to be a priority in Hounslow. The sub-group, which has consistent representation from the key agencies within Hounslow and regularly reports into the Missing and Vulnerable subgroup, has a number of actions, which are currently underway, and some key priorities that will inform its work for the coming year (see SR 5 and 12 – Subgroup Report and FORWARD Annual Report).

6) Gang Activity

Fatal Stabbing Review

The Board commissioned a review which was finalised in November 2015, following a fatal stabbing incident and considered the action plan arising from this in January 2016. The incident occurred in a gang related context, and it was concluded that there was a need for a gang strategy to be developed for Hounslow. The Board is linking with the Community Safety Partnership on this issue and it has been concluded that the Community Safety Partnership will take the lead on the Gang Strategy and the implementation of the recommendations from the Review.

Ending Gang violence and Exploitation

The Police report that while there is some gang activity in Hounslow, it is not at a level for Hounslow to be designated a gangs Borough. Concerns were expressed about the complex

nature of gang activity as it related to drugs, exploitation and violence, and that it was not exclusively a young people's issue as gang activity was often adult led.

The Board undertook to write to the various agencies involved, including the Youth Crime Management Board (January 2016) to ensure that the crime strategy took account of these various dimensions.

Overall, the board continues to consider this issue when it becomes apparent that there is evidence of activity relating to gangs. This is further considered in the Feltham YOI subgroup in relation to how it impact for young people placed within the YOI.

7) Governance

Since the last inspection of the Board (January 2014), the HSCB has been steadily making improvements and progress on the key areas identified by OFSTED in relation to its operation and governance. Improvements made include:

- Board meetings minutes contain more analysis and recorded accordingly.
- More analysis within the annual report and an ability to consider the effectiveness of the Board.
- The above information is now used to develop and monitor local plans as it was done for the 2015-16 and 2016-17 financial years.
- That the work of the subgroups has become more focused, especially that of the Monitoring and Evaluation, Missing, CSE and Training subgroups as demonstrated in this annual report and the work plans devised for the 2016-17 financial year.
- Publication of Minutes - In response to a request from an elected member who is not on the Board, the Board agreed that it wished to make its work more transparent. As such, although there was no requirement for Board minutes to be published, it agreed that minutes would be published, in redacted form if necessary. The Board minutes are now available on the website of the Board.
- A revamped website for the Board independent of its partners was approved for development and is currently in progress with a view to a launch in May 2016.
- All subgroups complete reports for every Board meeting and an annual summary is presented to the Business Planning Day in March of every year.
- A Business Planning Day was held in March 2016 to review the work undertaken in 2015-16, consider both national and local issues that impact on children in Hounslow as well as plan for the year ahead. The plans developed for HSCB now include an overarching Business Plan for the Board with targeted priorities for the next 2 years (Appendices D and E). As part of this planning, each subgroup also now has a work plan, leading on various aspects of both the overarching and targeted priorities (Appendices F to L). These developments have resulted from the work undertaken in 2015-16 financial year.

- Challenge and performance of individual agencies and that of the Board has increased during the year as indicated by the Board and subgroup minutes. It is the intention that this will continue to be a priority for the forthcoming year.

Review of Safeguarding Children Boards

In 2015, the Government announced that it would undertake a national review of LSCBs. In May 2016, Department of Education published the Wood Review, which considered the role that LSCBs play in protecting and safeguarding children. The Government endorsed and confirmed support for Wood's main finding that the current duty to cooperate does not sufficiently promote effective collaboration between health, the police and the local authority.

Subsequent to this, the Children and Social Work Bill was put to the Parliament, which incorporates the changes to the statutory regulations governing LSCBs and is expected to have an impact on the role and functions of the LSCBs. The Government proposals for managing Serious Case Reviews at a national level and ensuring that learning reviews continue to be managed locally require statutory changes to the LSCB regulations and Working Together 2015 which are currently being considered in parliament. It is also the intention by the Government to move the responsibilities of managing Child Death Overview Panels from the Department of Education to the Department of Health, where the NHS would host CDOPs rather than the LSCBs.

Board Membership and contribution

Over the last year the Board has made significant progress with ensuring that it is more reflective of partners within Hounslow. As such, it now has regular participation and input from the voluntary sector, local community representation and views from the young people and appropriate representation from all statutory partners (see Appendix A). Overall, there were 33 Board members across Children's Social Care, Health (West Middlesex Hospital, Clinical Commissioning, CAMHS, Health Visiting, School Nursing) Police, I-Hear, Schools and Colleges, CAF/CASS, Youth Offending Services, Probation, Education, Voluntary Sector, Youth Participation, Councillor and Lay member. Over the 2015-16 year, seventy eight percent (78%) of Board members attended at least 50% (3 or more) of Board meetings held. Partner agency attendance and input into Board discussions is reflected in Appendix B.

Board's Budget

The HSCB was presented with a paper in the last financial year (2014) which discussed the funding formula agreed in Hounslow. This was not reviewed in 2015-16, partly due to not knowing what recommendations would be made in the Wood Review regarding LSCBs. This will require further consideration in 2016-17 and when the Wood Review and its implications are better known (Appendix C).

Overall, the HSCB has made significant progress in improving several aspects of its governance during 2015-16. There is considerably more work to be undertaken and the business plans reflect this.

8) Regular Scrutiny and Challenge of Frontline Practice Including Application of Thresholds

The HSCB actively oversaw the scoping and reconfiguration of the Early Help and MASH Services across its partners in January 2014. Since then the Board has received regular and consistent data from the MASH to determine the progress of the service. However, during

the last financial year, this was reviewed again by the Local Authority and changes took place during 2015-16.

Strategic Review of Early Help Hounslow

The Local Authority undertook a Strategic Review of the Early Help Hounslow Service during this financial year. The review has led to a change in the location of the service to Children's Specialist Services and the threshold for access to early help remains the same. There is a dedicated telephone line for schools to be able to access Early Help Hounslow.

Application of Thresholds in Hounslow

The Board was informed in the latter part of 2015 that the Threshold Guidance for Hounslow would be reviewed to ensure it reflects *Working Together 2015*, the *London Child Protection Procedures (March 2016)* and *Threshold Document: Continuum of Help and Support*. This work has begun and will be completed in 2016-17 with appropriate training and awareness raised in its application.

Increase in safeguarding referrals

The West Middlesex Hospital raised concerns about the increase in safeguarding referrals from the Hospital. This was further looked into and it was found that while there had been an increase in the hospital making referrals, the data related to all safeguarding referrals, irrespective of the local authority area. Once recognised, the data relating to Hounslow accorded with the Local Authority's understanding of the referral situation.

Combining with Chelsea and Westminster Hospital

The plans for the merger of West Middlesex Hospital with Chelsea and Westminster were reported to the Board. It was clarified that, while there would be no change of safeguarding lead for the hospital, a new lead at senior level would be appointed.

The challenge to frontline practice will be further considered under the heading of Quality Assurance and Learning and Development. The effectiveness of the application of the thresholds and the practice in MASH is scheduled to be considered via multi-agency audits in the coming year and plans for this are reflected in the HSCB Quality Assurance Framework.

9) A Local Quality Assurance Framework – Evaluating Safeguarding Performance through Single and Multi-Agency Audits and Performance Monitoring

The Monitoring and Evaluation Subgroup

The Monitoring and Evaluation subgroup has undertaken a range of work during the last twelve months to become more effective and focused on evaluating the safeguarding performance of all agencies. Some of the key achievements of the sub group include (see SR 6 and Appendix F – Subgroup Report and Work plan):

- The Monitoring and Evaluation Sub Group has considered agency data sets, where available, with a view to recommending to the HSCB a combined data set that may provide a measure of the effectiveness of the arrangements to

safeguard children in Hounslow. Central to this debate has been the variability in detail and timeliness between different agency data sets. Whilst improving the understanding of the data sets that are available, members of the subgroup have yet to agree a final, combined version of the data set that could usefully be reported to the HSCB on a regular basis. This is to be finalised in the next twelve months.

- As part of this discussion, the subgroup has considered the MASH data set. Following the change in the arrangements for the management of the MASH, a revised reporting format is awaited.
- The subgroup has received audit reports from a number of agencies over the course of the year (including GPs, Midwifery, Probation and FGM) as well as updates on work being undertaken on multi agency audits (“deep dive” and Feltham Young Offenders Institute). The learning from individual audits was discussed and in some instances reported to the LSCB. However, the subgroup has identified a need to be more focussed in audit work that is reported so that:
 - Individual agency audits are undertaken as part of an overall Quality Assurance Strategy to improve learning across the partnership;
 - Multi Agency Audits are devised to be proportionate and realistic.
- For the first time the Board is undertaking a section 175 process to audit schools preparedness to undertake safeguarding activities. This will be given priority before the section 11 audit of Board statutory agencies is repeated. Implementation of the Section 175 Schools Safeguarding Audit undertaken in November 2015 and the analysis of the returns are currently in progress. The Board will receive this information, before the end of September 2016. Once finalised, it will be featured into its ongoing work to improve safeguarding in schools.
- A Quality Assurance Framework for the HSCB is currently being drafted and the subgroup will ensure it is appropriately endorsed and implemented for the Board in May 2016.

Health Annual Reports

The Board reviewed each of the annual reports of the Health Trusts in the area. It was recognised that the quarterly reports would assist the work of the Monitoring and Evaluation Sub Committee and the Training Sub-Committee.

Safeguarding and Homelessness

The Board asked for a report on the safeguarding of children who had been made homeless. An audit had found that when needs were identified on initial assessment, the needs of children were addressed and appropriate support offered. There was concern that the needs of children may be masked at the initial assessment period and a further audit is to be undertaken to identify if secondary assessments are required to fully identify the needs of young people.

The Board was informed that children in families without recourse to public funds were being appropriately supported. Assurance of this will be sought by the Monitoring and Evaluation sub group within the next 12 months.

Overall, the subgroup recognises that further work is required in the areas of HSCB data, quality assurance of single and multi-agency safeguarding practice and measuring the effectiveness of the Board. These issues have been incorporated into the work plan of the Board and the subgroup accordingly.

10) Vulnerable Children including those Children Missing, with Mental Health or Complex Needs and Substance Misuse

Missing and Vulnerable Sub Group

The Missing and Vulnerable sub group has completed the following areas of work over the course of the last year (see SR 7 and Appendix G – Subgroup Report and Work plan):

With the formation of the LSCB CSE Subgroup, responsibility for the development of a local response to CSE was handed over to that sub group. However, this followed the creation of the post of Exploitation and Vulnerabilities Coordinator and the appointment to that post, leading to significant improvements to the recording of information about young people at risk of CSE / MASE data; improvements to the matching of data about young people at risk of CSE and those recorded as missing from home or care.

The sub group has seen an improvement to the reporting on children missing from home or care, those missing from education and those at risk of sexual exploitation.

The completion of the “Grab Pack” for missing children, which has also been shared with providers in the private and voluntary sector.

Information sharing with the Prevent Coordinator and the development of joint processes to identify children and young people at risk of radicalisation has increased and improved.

Introduction to Trafficking / Modern Slavery and improved recording of trafficking concerns within the social care recording system has been implemented in 2015-16.

i-Hear – transition to adult services

Work has been undertaken to clarify and strengthen the support to young people affected by drug problems as they reached the age of 18 and thus transitioning to adult services.

While the link between I Hear and adult services has been clarified, the Board identified that there was less clarity about how other services linked into the continuous support for young people who required on-going support for drug problems. The Board raised this with the Children’s Delivery Group and asked for this to be investigated.

Feltham Young Offenders Institute (YOI) Sub Group

As per the requirements in Working Together to Safeguard Children 2015 (Chapter 3, paragraph 18) which states that a Local Safeguarding Children Boards (LSCBs) with a secure establishment within their area are required to include a review of the use of restraint within that establishment in the LSCB’s annual report on the effectiveness of child safeguarding, the Hounslow Safeguarding Children Board (HSCB) has a dedicated subgroup named the Feltham YOI which meets 6 times per year to review data as well as

any key trends relating to safeguarding the children residing at Feltham YOI. With this in mind, clear terms of reference are set for the sub group and a significant portion of the meeting considers the data of all activity pertaining to safeguarding, progress made with meeting the educational, health and care needs of the children and the monitoring of statutory processes such as Children Looked After reviews (see SR 4 and Appendix I – Subgroup Report and Work plan):

The key areas of work it has undertaken within the last 12 months include Revised safeguarding data set to include use of restricted regime.

- Revised safeguarding data set to include use of restricted regime.
- The consultation with YOI users about their experience of the use of ‘isolation’
- Review of arrangements of Education and Health provision
-

FYOI - Data Analysis 2015/2016

End of year analysis shows a continued reduction in Use of Force (UoF) and Control and Restraint (C&R). Use of force incidents remained high in 2015 (Jan – Dec) at 848, however this is less than the previous year (1019). Most of these were to restrain and protect boys in fights and assaults. The end of year figures for 2015/16 were lower than the same time period for the previous year.

This is being closely monitored in the current year and it is anticipated that there will peaks in Q3 over the festive / winter period versus Q4. It is anticipated that overall, FYOI will be able to maintain the projected overall reduction in UOF and C&R for longer than the seasonal changes which they usually see.

HMIP during their inspections of the FYOI have acknowledged and validated some key examples of how well staff have managed difficult incidents and situations – these examples have been shared with the FYOI subgroup during the year. Over the last 2 years incidents have reduced by 20% (approximate) – especially with a reduction in fights and assaults. These numbers are the lowest that have been seen.

The use of separation had increased in 2015-16 in comparison to the previous year. On average young people were in the segregation unit for three days.

In 2015-16 more young people (71%) were supported by the Psychosocial Services team. This was identified as an improvement from the 2014-15 year. Young people received a range of services including support, needs led assessments, advocacy and supported LAC reviews.

In August 2011, the Restraint Advisory Board (RAB) presented its report titled 'Assessment of Minimising and Managing Physical Restraint (MMPR) for the Children in the Secure Estate', to the Restraint Management Board (RMB) in the Ministry of Justice. The expectation of this report, for all YOIs and STC was to implement the new MMPR Model. Feltham YOI was expected to implement this accordingly.

At the end of 2015/2016, Feltham YOI had yet to “go-live” and was the last remaining YOI to implement the above system. The above report contained 37 recommendations designed to assist all YOIs with the implementation of the new system. However, Feltham YOI is a unique service in that it not only cares for young people securely but also young adults over the age of 18. MMPR was introduced for Children in the Secure Estate but it did not consider the challenges for an establishment where both children and young adult reside in the same facility albeit in 2 separate wings.

To allow for Safe Secure and successful implementation of MMPR, Feltham had to consider the complexities of MMPR and C&R where it related the crossover of 2 age groups. Negotiations with Trade Unions and Stakeholders have continued with an expectation that “go-live” will take place in July 2016.

Current Position – Implementing the Minimisation and Management of Physical Restraint:

MMPR went live on the 1st of October 2016 (the last of the 3 YOI establishments) and currently in transition stage. The sub group has seen the details of the overall quality policy, which sets out how the framework and the National Assurance /Restraint minimisation Programme will operate, what quality assurance activity will be undertaken and with who and how the young people will be supported after the use of restraint. The terms of reference (TOR) for the weekly assurance meeting, where stakeholders report, investigate, review and feedback procedures as part of the Minimising & Managing Physical Restraint process has also been sighted.

The FYOI subgroup considers the following issues at each of its meetings including input from Children’s Social Care – Front Door, FYOI, Health and Education Providers, Local Authority Designated Officer, the Heads of Safeguarding and Quality Assurance and Youth Offending Services and the Social Workers based at the FYOI:

- The FYOI’s referral thresholds to Children’s Social Care for incidents of injury following the use of restraint
- An outline of what the FYOI is doing to minimise the use of restraint and whether this is sufficient
- Any concerns about the safety of holds or the use of restraint
- Any concerns regarding injuries to young people and staff during or following the use of restraint
- Whether and how FYOI effectively de-escalates situations in order to prevent the use of restraint
- The effectiveness of de-briefings with young people

In 2015, as a result of challenge within the subgroup and concerns raised by the Howard League, the HSCB undertook consultations with the young people across the secure estate at Feltham on two separate occasions, once led by NOMS and once on its own. These consultations did not reveal any significant concerns about how restraints are managed or any other safeguarding matter. The Howard League was provided with assurances that there were no concerns regarding restraints and single cell unlock by the HSCB in

December 2015 through a meeting convened by the Chair of the Board. It is anticipated that similar quality assurance activity will be initiated before the end of this current financial year.

Protocol for complex Education Safeguarding cases

A protocol for managing the most complex cases was presented to the Board. The Board agreed this. This is intended to ensure that there is full communication and cooperation by the many agencies that may be involved with a young person who has particularly complex needs that does not fit within existing child protection procedures.

11) Improving Strategic Partnerships

Strategic Boards and Partners

The HSCB has improved links with other strategic agencies and boards including the Health and Well Being, Children's Scrutiny Panel, Youth Justice Board, MAPPA, and housing authorities and partners (particularly the police, schools and colleges, the voluntary sector, and the corporate parenting panel) and ensure they attend and contribute to meetings.

The Chair of the HSCB was the Chair of the Hounslow Adult Safeguarding Board for a period in 2015-16 and the links between the two Boards has continued through the ongoing participation with other Board members.

The Health Network

The Board continues to have input from Health Network, which is a forum, utilised to share information with and receive feedback from all health agencies / economies (see SR 8 and Appendix L – Subgroup Report and Work plan).

The Education Network

The Education network is a forum utilised to share information with and understand the key issues from the majority of education partners (see SR 9 Subgroup Report and Work plan)

Reference Group

A local reference group made up of various local communities met once during the financial year (November 2015) with the Chair of the Board to inform the Board of local issues and be informed of the Board's work.

NSPCC programme in Hounslow

NSPCC are a key provider of services within Hounslow and are a member of the Board and CSE Subgroup. Following discussion with Hounslow Children's Services, the NSPCC reported that their plans for 2015/16 included:

- SafeCare, the one to one parenting programme, would continue for another two years.
- BabySteps was due to continue for another one year. NSPCC are looking for somebody to take over following this.
- Family Group Conference would take no further referrals after July. Once the referrals stopped, a report is to be prepared on feedback and numbers.

- The Taking Care programme would be transferred to Children’s Social Services together with all information on the.
- Protect and Respect is a new programme for 11 – 19 year olds, which will be introduced from July 2015. The programme will support children at risk of, or involved in, child sexual exploitation
- In relation to the Protect and Respect initiative, the Board asked that appropriate links were established with schools and the Police to ensure the availability of the services was known and that young people would be supported through Court process, when required.

Local Assurance Test

The Director of Children and Adult Services sought the view of the Board on the impact on Children Services of there being a Director leading both Children and Adults Services, as required by regulation. The Board concluded that it was unable to identify any negative impact on Children’s Services and could identify helpful links with Adult Services, and could identify the potential for further development.

12) Facilitating and Evaluating the Effectiveness of Multi-Agency Learning and Training

Hounslow Safeguarding Children Board Website

The HSCB endorsed the development of a website independent of partner agencies in 2015-16. The website was to become a way of communicating learning and training material, provide access to local communities, professionals and children and families on a range of safeguarding matters, facilitate the access to the multi-agency training offered by the Board alongside the dissemination of useful information. The launch of the website is due to take place in May 2016.

The Training Subgroup

The Training Subgroup has made several improvements in its work and the roll out of the Multi-Agency Training and Learning Program. The HSCB Training Strategy and work plan was reviewed for the 2015-16 year (see SR 10 and Appendix K – Subgroup Report and Work plan)

- The HSCB Training offer for 2015-16 included both face to face and online/e-learning courses. The face to face courses for the year comprised of 23 safeguarding related subject areas reflecting the Board’s priorities and the London Child Protection Procedures (2015) which totalled seventy nine sessions.
- Of the 23 subject areas, 5 were commissioned which were neglect, familial sexual abuse, gangs, abusive adolescent relationships and parental mental illness. This was at a cost of £5,900 for the year for a total of 8 courses. The remaining 18 subject areas covering 71 sessions were delivered with the by the HSCB training and Development Manager with the assistance and support of all partners represented on the Board and Training subgroup. There were 655 attendees who participated in these face to face sessions, largely from Children’s Social Care, Health, Schools Early Intervention and early Years. The cost for catering to deliver all face to face courses run by the HSCB totalled £3,600 for the full year.

- Online courses developed and delivered by the Virtual College spanned 5 safeguarding related subject areas, with 32 courses and accessed by 3069 users. The online courses were largely accessed by Primary Schools (1279, 41.7%), Academy staff (472, 15.4%), faith schools (275, 9%), Special Schools (242, 8%), foster carers (140, 5%) and other non-identified persons (123, 4%). Evaluation of the online courses were completed by 2756 users, of who 95% found the course to be satisfactory and meeting their needs. The online courses offered by Virtual College were purchased on a three year licence for a total cost of £28,000. This licence is due to expire in October 2017.
- An annual conference was held in 2015, which focused on the gap between children and adult services.
- A self-harm and suicide awareness group was established to consider the roll out of training to increase awareness of self-harm and suicide awareness. New members have been recruited to replace lost members and enable possible roll out to interested schools.
 - A film on Domestic Violence was made and a course developed to include the video material.
 - Course evaluation forms have been revised and implemented to better measure the effectiveness of the HSCB training and learning. Overall, the course evaluations undertaken for the year indicated: 94.6% of participants found that that the level of course they attended was appropriate; 95% rated the facilitator was good or excellent and 93% rated their knowledge to have improved after they attended the course. The data from these evaluations have been included in the sub-group's annual report.
 - The Training and Learning Plan for the coming year has been devised with input from the needs of partners on the subgroup and it is anticipated that further improvements will be made to the work of the sub group and the training and learning offered by the Board over the coming twelve months.

13) Scrutinise the Performance and Effectiveness of Local Services, including holding Partner Agencies to Account for their Contribution to the Safety and Protection of Children and Young People

Attendance at Child Protection Conferences

School Nursing Attendance at Child Protection Conferences

A review of school nurses' attendance at child protection conference by Public Health was reported to the Board with the request that the Board agree the principles that:

- The school nurse attendance should attend the child protection conference if he/she has an active contribution to make,
- The school nurse should attend is believed that he/she may have a contribution to make to a child protection plan.

The Board agreed these principles. The chairs of child protection conferences will alert the Board to any concerns arising from the application of these principles.

Audit of Attendance at Child Protection Conferences

An audit of attendance at child protection conferences was undertaken which demonstrated good attendance by most agencies in Hounslow, but concerns were expressed about the attendance by CAMHS workers and GP's. It was agreed that further work would be undertaken to improve contributions from these agencies, both by attendance and by the availability of reports to child protection conferences. A further audit will be required to establish if there has been an improvement in contributions from these agencies.

Annual Reports

Annual Report for Managing Allegations

The overview of the management of allegations against the children's workforce and the role of the Local Authority Designated Officer (LADO) in the London Borough of Hounslow for the period 1st April 2015 to 31st March 2016 (SR 13) is included in the Supplementary Report of this Annual Report.

The report indicates that for 2015-16 there were a total of 87 allegations managed, of which 29 related to staff in educational, 16 in fostering, 11 in early years, 6 each in health and Feltham YOI and 5 in transport settings. In Hounslow physical abuse (34) concerns make up the majority of enquiries and this is consistent with Pan London allegation referral statistics. The physical abuse category includes allegations ranging from: inappropriate restraining methods, physical assaults, domestic violence. Sexual abuse (27) referrals included concerns over inappropriate text messages, sexual assault, rape, online images of children and historical abuse etc. Neglect category (12) included concerns where conduct of the staff member was deemed as neglectful, this category also includes emotional abusive situations

There has been an increase in the number of sexual abuse referrals and this effect was seen especially after Operation Yewtree; a police lead operation to investigate historical sexual abuse. In Hounslow where allegations of historical sexual abuse were identified they were robustly managed by the LADO process. Other sexual abuse LADO enquiries concerned inappropriate use of online communication and text communication between staff and young people.

Education referrals have increased this year; this is partly due to a clearer referral pathway for schools, and improved understanding of thresholds. There is also now more effective system of recording data within the service, which will be resulting in improved reporting in this area.

Overall, the outcomes for the allegations include 7 that were substantiated, 35 not substantiated, 23 which lead to criminal investigates, 4 that proceeded to section 47 enquires, 3 who were disqualified by associated and a further 4 referred to DBS.

Annual Reports for Child Protection Conferences and Care Plan Reviews for Children Looked After (SR 14 and 15)

The annual report for Child Protection Conferences and Care Plan reviews for Children Looked After for the period of 2014-15 was considered by the Board in 2015. The annual

reports for the 2015-16 period will be discussed at the Board Meeting on the 15th of November 2016.

Child Protection Conferences (See SR 14)

At the end of March 2015, 194 children were subject to Child Protection plans and 215 children were subject to Child Protection Plans at the end of March 2016.

In 2014/15, 54% of children were subject to a CP plan for neglect, by 2015/16 this had decreased slightly to 46%. Despite the decrease Hounslow still has more children subject to CP plans for neglect than other west London authorities. Neglect is a priority for Hounslow Safeguarding Children's Board and further work is being undertaken to improve outcomes for children suffering neglect, as this remains the most prevalent categories for CP plans. A strategic plan for tackling neglectful parenting in Hounslow is currently being developed and will be launched with along with the revised Quality of Care (QoC) assessment tool. There is an expectation that the QoC assessment tool is undertaken for all cases where neglect is the primary concern.

In 2015/16, the number of CP plans under the category of emotional abuse almost doubled and this could be attributed to an increase in cases of domestic violence and the emotional impact this has on children. Additionally, there was a noted decrease in the percentage of CP plans with the category of physical abuse this year. At this point, this data appears similar to other west London boroughs, but comparative data from 2015/16 regarding CP plan category percentages will not be published until October 2016 and we review the information at this time to look at any trends.

In total, 77.7% of Initial Child Protection Case Conferences (ICPCCs) were held within timescales and of the 504 Review Child Protection Case Conferences (RCPCCs) held 97.8% of these were within timescales.

There were 46 repeat CP plans during the course of the year. These concern 46 children from 26 families, which was 18.9% of all new CP plans and this is less than outer London Boroughs presenting with 25% repeat CP plans. Twenty-nine of these cases had a significant gap between the first and subsequent period of CP, which was between 3-10 years between the two periods. There were, however, 17 cases returned for a further period of CP planning within a 2 years period. Of all 46 children, 30 had at least one period of CP planning under the category of neglect.

There were 44 Transfer in Conferences in 2015-16, which was a significant increase from the last reporting year. Due to a significant increase in Transfer in Conference requests, an audit was undertaken in December 2015 to review the situation and consider any trends identified. It was recognized that the increase in transfer in conferences has an impact on resources within Hounslow. This trend is expected to continue with the challenges to housing stock across London and Hounslow having comparatively reasonable prices housing. IROs continue to scrutinize the conference reports and risk factors presented at these conferences to ensure that the most appropriate plan is agreed for the child.

From April 2015 – March 2016, feedback from CPCCs was gathered from 666 professionals and 176 parents. The feedback provided (both positive and areas for improvement) have been included in the work of the IRO Service for the oncoming year.

Care Plan Reviews for Children Looked After (See SR 15)

The Looked After population for 2015-2016 has ranged from 279-290.

	15/16	15/16	15/16	15/16
Quarter & Year	Q1	Q2	Q3	Q4
CLA	281	290	287	279

In 2015-16 there were between 279-290 children in care at any one time, which was a slight decrease from last year. There were approximately 725 LARs held for these children/young people, both initial and review LAR meetings. Of these 725 LARs, 81.1% were held within statutory timescales. This is a slight decrease from last year and the IRO service is working to ensure improvements in this area.

The majority (30%) of children and young people who became LAC were age 16+. There was a significant increase in the number of looked after children between the ages of 10 and 12 who were discharged from care and either reunited with their parents or transitioned into the care of kinship carers or connected persons. This could be attributed to further scrutiny of Section 20, identifying family members earlier in the stages of removal and increasing the use of Family Group Conferencing, which IROs continue to monitor.

Overall, the IRO service has undertaken considerable quality assurance work during 2015-16. Some of the key areas considered include: audit of transfer in conferences; repeat CP plans; review the Section 20 arrangements; IRO challenge systems and follow up; children vulnerable to CSE and subject to the Multi-agency Sexual Exploitation panel and pathway plan reviews for children aged 18 and over;

Accommodation for Young People Leaving Care

To follow up on the action plan from the most recent OFSTED inspection, an up-date on accommodation for young people leaving care was presented to the Board. This reported that there was work with the West London Alliance to provide guidance to potential providers of residential places and that Hounslow was leading on a project to provide a formal list of approved providers by autumn 2015.

The quality of accommodation provided by known providers is good and there is an attempt to place the more vulnerable care leavers in accommodation with on-site staff.

One of the Board's concerns has been the use of bed and breakfast accommodation for care leavers and it was reported that this has reduced, but that at times there is a need to use bed and breakfast when the young people in the age range of 19-20 have been evicted from others forms of accommodation because of behavioural challenges. It was reported that there were no young people under the age of 16 in bed and breakfast accommodation.

It was recognised that access to, and use of; leaving care accommodation should not be separate from work being done with young people to prepare them for, and support them in, their preparation for adulthood and independence.

Concern was expressed about the future impact of Universal Credit for over 21's as it was felt that there was a need for additional support to prepare them for managing rent payments themselves.

The Board requested further up-dates on leaving care accommodation for young people.

MARAC

The MARAC annual report was reported to the Board. This raised concerns about referrals to the MARAC process from child facing services and the Board asked for further work to be undertaken to ensure that there was knowledge of the MARAC process and of how to access it.

This work was undertaken and a referral pathway was developed and agreed by the Board.

The effectiveness of this will be reported in subsequent MARAC annual reports.

West Middlesex Hospital

Inspection Action Plan

Following a CQC inspection, it was reported that the Hospital has developed an Inspection Action Plan to respond to issues identified in the Accident and Emergency Service. This plan has been implemented. There were no aspects of the requirements from the inspection that related specifically to the safeguarding of children and young people.

Public Health Update on School Nursing and Health Visiting Services

Public Health reported that the recruitment of Health Visitors remains a problem, but that 32 Health Visitors were currently in post, which in itself was an improvement on previous numbers. Further work is being undertaken to recruit to additional posts.

The Board ask for the risk associated with recruitment difficulties to be identified. The risk was reported to be the workload pressured for individual staff. Priorities for staff had been identified as:

- Ante-natal health promotion visits
- New baby review
- 6-8 week review including maternal mood review
- 1 year assessments
- 2year review

Private Fostering

An annual review of private fostering was reported to the Board. This demonstrated considerable activity within Children Social Care to ensure that professionals and agencies and the community understood private fostering and knew how to report it. However, the number of cases reported remains low and there was concern that more of the same activity would not achieve better results.

It was agreed that the Board would support the Private Fostering Lead to find new approaches to recognising private fostering in the community. The Board undertook to use meetings with the School Safeguarding leads to reinforce messages about private fostering.

Children Detained in Police custody

The Board asked the Police to report on children detained in custody. Because of the closure of the custody suite in Hounslow for four months, it was not possible to give information that was comparable to other areas in the recent period. However, it was identified that in a 7 week period, 32 children had been held in the custody suite for over 4 hours.

The Board asked for further work to be undertaken to identify the needs of children who were being held in custody, particularly between midnight and 8 am, as this is the period when it was reported that the Local Authority has most difficulty in accessing care placements, in accordance with the Police Crime and Evidence Act.

Child Death Overview Panel (CDOP – See SR 2 and 11)

A brief overview of the CDOP Annual Report is as follows:

Overall there were seven CDOP meetings held during 2015-16. Chairing has continued to be undertaken by a representative of Public Health from the three boroughs. Attendance was good with all but one of the meetings quorate - see section 3.3 of the CDOP Annual Report for further commentary. The number of deaths across the three boroughs has decreased with a total of 43 deaths for 2015-16 compared to 51 for 2014-15, comprising 22 in Hounslow, 9 in Kingston and 12 in Richmond - see section 4 of the CDOP Annual Report for details of deaths occurring in 2015-16.

A total of 78 case reviews were completed during 2015-16. This is a significant increase on last year, when 42 cases were reviewed. The number of cases awaiting review as at 31st March 2016 was 27 (11 Hounslow, 7 Kingston, and 9 Richmond). In 2015-16, 12 of the 78 deaths reviewed were thought to have modifiable factors present, representing 15% of the reviews completed. This is a decrease from last year when 29% of reviews completed were found to have modifiable factors - see section 5 for full commentary on cases reviewed during 2015-16.

During 2014-15 Hounslow had the lowest number of deaths on record (19) since the child death review process was initiated in 2008 but this has increased in 2015-16 to 22 which is more typical of previous years, 8 of these were unexpected deaths. Seventeen of all child deaths involved children under the age of 1 and seven of these were neo-natal.

There were 15 unexpected deaths across the three boroughs during 2015-16. For 11 of these deaths, formal meetings were held as part of the rapid response process – in one case this was coordinated by another borough as the child died out of area. This is in accordance with Working Together Guidance 2015. Physical rapid response meetings for 10 of the 11 cases were held within 3-10 working days of the child's death. For the final case in which a child died abroad the physical meeting was held some months after the child's death with a prior period of virtual information sharing and gathering. In respect of a further 4 neonatal deaths, no physical meetings were held but information was gathered from the necessary sources and the panel were satisfied that these deaths were being investigated internally and that support was in place for families affected via the relevant hospital trusts. This approach is consistent with current guidance in Working Together 2015 and is usually applied locally in the case of neonatal deaths where the baby has not left hospital and there are no safeguarding concerns in respect of the family. The appropriateness of this approach will be kept under review in respect of national guidance and best practice.

The CDOP held a development session in October 2015 which focused on end of life care. The panel were joined by guests from Great Ormond Street Hospital (GOSH) and Shooting Star Chase Children's Hospice. The panel heard about local provisions for palliative care and the developments and challenges affecting this specialty both locally and nationally.

It was reported to the Board in September 2015 that there had been a delay in the review of some Hounslow cases being concluded at the Panel and the Board asked that additional, dedicated Hounslow Panels were held to resolve the backlog. Although this has been implemented, the Board was further informed that the tri-borough arrangement it had with Richmond and Kingston could no longer be supported. As such, the arrangements for Hounslow managing its own CDOP and the review of all its cases including the implementation of learning began on the 30th of March 2016. Arrangements for the handover of all cases and appropriate procedures commenced in early March 2016 and finalised in November 2016. The Hounslow CDOP has held 2 meetings, which include the 30th of March and 27th of September 2016.

14) Learning From Serious Case Reviews And Other Learning Reviews

Case Subgroup

The cases sub-group has made progress with reviewing its terms of reference to include the consideration of cases for learning as well as those that may meet the criteria for a serious case review. Since these changes have been made, the subgroup has considered the following (see SR 1 and Appendix J – Subgroup Report and Work plan):

- Review and progress of the fatal stabbing report
- Child C review and its progress to an SCR
- Good Case review – Portsmouth SCR reviewed and learning discussed.
- Child FDC review – Case presented to the subgroup and learning event held with practitioners in February 2016.
- Consideration of CDOP and high level learning
- Overview of Domestic Homicide Review
- Consideration of five cases for review

Prevent

In view of issues arising in a current serious case review in Hounslow and because of national concerns about the safeguarding of children in relation to radicalisation, a meeting of the Board was dedicated to considering the Prevent agenda and its significance for agencies working with children. The Hounslow Prevent Lead addressed the Board and a Home Office approved intervention provider.

It was recognised that early intervention was key to the successful safeguarding of children and that all agencies needed to be alert and responsive to children and young people who were vulnerable to negative influence. It was clarified that the Channel Panel only addressed the needs of individuals when there was a risk of violent radicalisation.

It was identified that the challenge for the Board was ensuring that the children and young people who did not meet the threshold for the Panel itself, but who could be influenced by radicalisation could be identified and supported.

The Board agreed that all agencies should report on their internal training on radicalisation, that Children's Services should become members of the Channel Panel, and that the Missing and Vulnerable Sub-Committee of the Board should oversee issues of radicalisation of children and young people.

15) Increasing the Voice of the Child within the Work of the Board

Young People's Views and Forum

A Young People's Forum for the Board was set up to ensure that the Board is able to access the views of young people on Board issues and to ensure that the Board is able to take account of their priorities.

Young people have also been actively engaged through the work of the CSE subgroup and the Exploitation and Vulnerabilities Coordinator.

16) Conclusion

The overall conclusion is that the HSCB has focused its attention on frontline practice to keep children safe, improve its governance, challenge and hold accountable partner agencies with their safeguarding practices and the national issues which have impacted in Hounslow, namely child sexual exploitation, female genital mutilation and gang activity.

The work of the Board has been progressed through the strong commitment by the partners, sub groups Chairs and the members, the HSCB Operational team and the senior executives to support the priorities set by the HSCB in last year's annual report.

Considerable work has been undertaken in the area of Child Sexual Exploitation over the last 12 months, impact of this work is more evident in the way children, and young people receive services within Hounslow. Improvements have been made to the manner in which the Board functions alongside the completion of the Serious Case review initiated in 2014.

A key concern for the HSCB is that the multi-agency MASH front door to services is working effectively and that there is appropriate application of thresholds in the decision making of referrals and assessments. Scrutiny of this work is scheduled for the next 12 months and the HSCB will continue to make it a priority to review the effectiveness of the service.

Other challenges for the HSCB include formalising a dataset reflective of the work of partners and the availability of timely data that could measure the Board's effectiveness in safeguarding children; undertaking multi-agency audits which are proportionate and realistic in line with the Board's newly devised Quality Assurance Framework.

The HSCB will continue to build on its progress in the last year whilst responding to priorities that arise from this annual review of the effectiveness of the HSCB. It is anticipated that next year will include consolidation of work initiated in the last year in addition to implementing the Board priorities identified in March 2016 as part of the Board's business plans.

The Business Plan for the Hounslow Safeguarding Children Board for 2016-17, the Targeted Priorities for the next 2 years and the work plans for each sub group are attached at

Appendix D to L. All appendices referred to in this annual report are also included in the Supplementary Report as a separate bundle.



Hounslow Safeguarding Children Board

APPENDICES

The following Appendices are attached to this report

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The Supplementary Report to the HSCB Annual Report includes all annual reports referenced throughout the body of this document.

Appendix A

The Membership of the Board (1st April 2015 – 31st March 2016)

Name	Designation	Role
Donald McPhail	LSCB Independent Chair	Chair of the LSCB
Alan Adams	Director of Children's and Adults Services, LB Hounslow	Member of the Board
Sarah Bennett	CDOP Coordinator	Member of the Board <ul style="list-style-type: none"> • Member of CDOP • Member of Case Sub-Committee
Kylee Brennan	Borough Manager, iHear	Member of the Board
DCI Mark Broom	DCI, Hounslow Borough Police, Metropolitan Police	Member of the Board <ul style="list-style-type: none"> • Member of Monitoring & Evaluation Sub-Committee • Member of Case Sub-Committee • Chair of Cases Sub-Committee (December 2015 – present) • Member of Missing and Vulnerable Sub-Committee • Member of Child Sexual Exploitation Sub-Committee
Nicky Brownjohn	Associate Director of Safeguarding, CWHHE CCG	Member of the Board <ul style="list-style-type: none"> • Chair of Cases Sub-Committee (September 2014-December 2015)
Councillor Tom Bruce	Lead Member for Children, Young People and Families, LB Hounslow	Participant Observer of the Board
Permjit Chadha	Community Safety Manager, LB Hounslow	Member of the Board <ul style="list-style-type: none"> • Member of Training Sub-Committee • Member of Child Sexual Exploitation Sub-Committee • Chair of Female Genital Mutilation Sub-Committee
Imran Choudhury	Director of Public Health, LB Hounslow	Member of the Board <ul style="list-style-type: none"> • Chair of CDOP Panel
Stuart Crichton	Operations Manager, Ambulance Service	Member of the Board
Julie Hulls	Designated Nurse for Safeguarding Children, NHS England, Hounslow CCG	Member of the Board <ul style="list-style-type: none"> • Member of Monitoring & Evaluation Sub-Committee

		<ul style="list-style-type: none"> • Member of Feltham YOI Sub-Committee • Member of Missing and Vulnerable Sub-Committee • Member of Training Sub-Committee • Member of Health Network • Member of Case Review Sub-Committee • Member of Child Sexual Exploitation Sub-Committee • Chair of Health Network
Steve Davis	Deputy Head Teacher Representing Hounslow Secondary Schools	Member of the Board
Chris Domeney	Head of the Youth Offending Service, LB Hounslow	Member of the Board <ul style="list-style-type: none"> • Chair of Feltham YOI Sub-Committee • Member of Monitoring & Evaluation Sub-Committee • Member of Missing and Vulnerable Sub-Committee
Niamh Farren	Assistant Chief Officer, Hillingdon and Hounslow, Probation Service	Member of the Board
Siobhan Gregory	Director of Quality and Clinical Excellence, HRCH, NHS	Member of the Board
Mary Harpley	Chief Executive, LB Hounslow	Member of the Board
Paul Hewitt	Head of Safeguarding & Quality Assurance, LB Hounslow	Member of the Board <ul style="list-style-type: none"> • Chair of Monitoring & Evaluation Sub-Committee • Chair of Missing and Vulnerable Sub-Committee • Chair of Training Sub-Committee • Member of Case Review Sub-Committee • Member of Feltham YOI Sub-Committee • Member of Education Network • Member of CDOP • Member of Case Sub-Committee
DCI Coretta Hine	DCI, Child Abuse Investigation Team, Metropolitan Police	Member of the Board

Janet Johnson	LSCB Training & Development Manager	Training & Development Manager <ul style="list-style-type: none"> • Member of Training Sub-Committee
James Jolly	Assistant Chief Officer, Hounslow, Kingston and Richmond, Probation Service	Member of the Board
Shan Jones	Director of Quality Improvement, West Middlesex University Hospital	Member of the Board <ul style="list-style-type: none"> • Member of Case Review Sub-Committee
Debra Kane	Head teacher Representing Hounslow Primary Schools	Member of the Board
Monica King	Named Nurse Safeguarding Children, West London Mental Health Trust	Member of the Board <ul style="list-style-type: none"> • Member of Child Sexual Exploitation Sub-Committee
Bhupinder Lakhanpaul	Lay Member	Member of the Board
Michael Marks	Assistant Director, Education and Early Intervention Service, LB Hounslow	Member of the Board <ul style="list-style-type: none"> • Chair of Education Network • Member of Case Sub-Committee
Jacqui McShannon	Assistant Director of Children's Services, LB Hounslow	Member of the Board <ul style="list-style-type: none"> • Vice Chair of the Board • Member of Case Sub-Committee • Member of Child Sexual Exploitation Sub-Committee
Melissa Neilson-Rai	LSCB Business Manager	Business Manager <ul style="list-style-type: none"> • Member of Feltham YOI Sub-Committee • Member of Education Network • Member of Health Network • Member of CDOP • Member of Case Sub-Committee • Member of Monitoring & Evaluation Sub-Committee • Member of Missing and Vulnerable Sub-Committee • Member of Training Sub-Committee • Member of Child Sexual Exploitation Sub-Committee • Member of Female Genital Mutilation Sub-Committee

Margaret O'Connor	Voluntary Sector Representative, LB Hounslow	Member of the Board
Johan Redelinghuys	Director of Safeguarding Children and Vulnerable Adults, West London Mental Health Trust	Member of the Board <ul style="list-style-type: none"> • Member of Case Review Sub-Committee
Dr Nirmala Sellathurai	Designated Doctor for Safeguarding Children, NHS England, Hounslow CCG	Member of the Board <ul style="list-style-type: none"> • Chair of Health Network • Member of Case Sub-Committee
Roger Shortt	Education In Partnership Facilitator, LB Hounslow	Member of the Board <ul style="list-style-type: none"> • Member of the Education Network
Alison Stewart-Ross	Service Manager, NSPCC	Member of the Board
Judi Walsh	Senior Service Manager, CAF/CASS	Member of the Board
Jonathan Webster	Director of Quality, Nursing & Patient Safety	Member of the Board
Glyn Williams	West Thames College Representative	Member of the Board
Caroline Wright	Head of Safeguarding at Feltham YOI	Member of the Board <ul style="list-style-type: none"> • Member of Feltham YOI Sub-Committee • Member of Monitoring & Evaluation Sub-Committee

Appendix B

Agency Attendance of the Board (1st April 2015 – 31st March 2016)

LSCB Board Date:

27th April 2015; 22nd June 2015; 14th September 2015; 23rd November 2015; 18th January 2016;
14th March 2016

Agency	Number of Boards Attended	Number of Boards Not Attended	
LSCB Independent Chair	6	0	Member
Children's and Adults Services, LB Hounslow	5	1	Member
iHear	6	0	Member
Hounslow Borough Police, Metropolitan Police	6	0	Member
CWHHE, CCG	5	1	Member
Lead Member for Children, Young People and Families, LB Hounslow	4	2	Member
Community Safety, LB Hounslow	6	0	Member
Public Health, LB Hounslow	4	2	Member
Ambulance Service	1	5	Member
Representing Hounslow Secondary Schools	2	4	Member
Youth Offending Service, LB Hounslow	6	0	Member
Hillingdon and Hounslow, Probation Service	4	1	Member
Quality and Clinical Excellence, WMUH	4	2	Member
Chief Executive, LB Hounslow	4	2	Member
Safeguarding & Quality Assurance, LB Hounslow	6	0	Member
Child Abuse Investigation Team, Metropolitan Police	3	3	Member
LSCB Training & Development Manager	5	1	Training & Development Manager
Hounslow, Kingston and Richmond, Probation Service	1	5	Member
Service and Transformation, WMUH	2	4	Member

Representing Hounslow Primary Schools	3	3	Member
West London Mental Health Trust	6	0	Member
Lay Member	5	1	Member
Education and Early Intervention Service, LB Hounslow	6	0	Member
Children's Services, LB Hounslow & Vice Chair of LSCB	6	0	Member
LSCB Business Manager	5	1	Business Manager
Voluntary Sector, LB Hounslow (Joined September 2014)	5	1	Member
Safeguarding Children, Hounslow CCG	6	0	Member
Education In Partnership, LB Hounslow	4	2	Member
NSPCC	3	3	Member
CAFCASS	2	4	Member
West Thames College	0	6	Member
Feltham YOI	4	2	Member

Appendix C

LSCB BUDGET 2015 / 2016

Annual Income

Children Services Base Budget Contribution.	142,974
Public Health (CDOP)	18,000
CCG	20,000
Police	5,000
The London Community Rehabilitation Company Ltd /	
Probation	1,000
Housing	1,000
CAFCASS	550
Early Years	4,000
London Fire Brigade	500
Misc. Income for Attending Safeguarding Training Courses	350
Total Income	192,874

Annual Expenditure

Employee Costs	129,500
Employee Expenses	800
Achieving for Children (Formally CDOP charge to Richmond)	17,800
Safeguarding Board Chairman	24,500
Chronolator Licence	2,700
Serious Case Review	7,800
Case Reviews	7,200
Subscriptions / Annual Memberships	6,100
Training Spend :	
Events / Catering / AV Services / Training Materials	9,000
Training	5,900
Gangline	2,000
J Lee (Trainer)	3,600
J Sellen (Trainer)	1,500
J Wiffen (Trainer)	1,200
Total Expenditure	219,600
Variance	26,700

Shortfall = £26,700

Reserve, Total Spend & Deficit

Reserve carried over 2015/16 = £23,300 (to offset Shortfall)

London Borough Comparisons

Ealing

Overall Budget - £307,472.00
Local Authority Contribution - £142,000.00
CCG Contribution - £69,000.00

Sutton

Overall Budget - £310,000.00
Local Authority Contribution - £242,300.00
CCG Contribution - £45,000.00

Croydon

Overall Budget - £337,500.00
Local Authority Contribution - £249,000.00
CCG Contribution - £33,800.00

Hackney

Overall Budget - £310,000.00
Local Authority Contribution - £186,929.00
CCG Contribution - £24,000.00

Appendix D



OVERARCHING BUSINESS PLAN 2016 -17

Overarching Priorities – to ensure that HSCB is able to deliver its core business in line with Working Together 2015

Overarching Priority	Outcome	Milestones	Lead	Timeframe
Governance and Accountability (O1)	<ul style="list-style-type: none"> The HSCB has robust governance and accountability in pace in line with WT 2015 	<ul style="list-style-type: none"> Review and implement the HSCB governance to reflect WT15. 	Board Chair and Subgroup Chairs	Ongoing
		<ul style="list-style-type: none"> Strengthen accountability of HSCB Chair with all partner agencies and lead member / chief executive of CS. 	Board Chair, BM	Ongoing
		<ul style="list-style-type: none"> Statutory partners to report annually on safeguarding performance 	Board Chair, BM	Ongoing
		<ul style="list-style-type: none"> Strengthen partnership working with strategic Boards HSCB membership to reflect local services and local communities. 	Business Team Board & ME Subgroup Chair	Ongoing
		<ul style="list-style-type: none"> HSCB to undertake regular review of published information on thresholds, access to early intervention services and referral protocols. Be aware of and understand the implications of any reviews and be ready to implement the relevant recommendations including the current review of LSCBs (Role and function of LSCBs, SCRs and CDOPs). 	Board Chair and Senior Executives	Ongoing
Quality Assurance (O2)	<ul style="list-style-type: none"> Improve scrutiny of HSCB partners safeguarding performance 	<ul style="list-style-type: none"> Develop and Implement a Quality Assurance Framework focused on learning for the HSCB through a programme of themed audits, deep dives and themed learning events to reflect identified Safeguarding issues 	BM	April – May 16
		<ul style="list-style-type: none"> Review, implement, analyse and share the learning of a section 11 audit as per requirement. 	BM and ME Subgroup	December 2016

		<ul style="list-style-type: none"> Review, implement, analyse and share learning of the Section 175 / 157 audit of schools. Implement a partnership performance management framework including an agreed dataset to identify the effectiveness of early help and safeguarding services Ensure that the HSCB is prepared for any inspections. 	<p>Chair BM and Education Network Chair</p> <p>Business Team and ME Subgroup Chair</p>	<p>September 2016</p> <p>Ongoing</p>
Partnership Working (O3)	<ul style="list-style-type: none"> All partner agencies are compliant with WT 2015 and assurance processes are in place to ensure robust safeguarding of children and families 	<ul style="list-style-type: none"> Promote the work of the HSCB with children and young people across Hounslow through working with: <ul style="list-style-type: none"> Children in Care Council Children with Disabilities Young Carers Hidden Communities Children as service users Voluntary and Faith Sector. Improve the input of the voice of children and families across all areas of the Board's work. Enhance the relationship between the HSCB and Voluntary & Independent Sector, Faith & Community Sector to promote safeguarding. Promote safeguarding as everybody's business across schools, academies and colleges through workshops, learning and development events 	<p>Business Team Board & All Subgroup Chairs</p>	<p>Ongoing</p>
Learning and Improvement (O4)	<ul style="list-style-type: none"> To ensure that the children and families workforce in Hounslow are confident and competent to undertake their safeguarding responsibilities 	<ul style="list-style-type: none"> To review and implement the multi-agency training strategy and program To QA the multiagency training program and ensure it feeds into the Strategy and Training Program HSCB to capture single agency training data and ensure there are appropriate QA mechanisms in place. Ensure appropriate training and learning events are facilitated to promote the changes to and raise awareness of the London Child Protection Procedures. 	<p>Training and Development Manager & Training Subgroup Chair</p>	<p>Ongoing</p>
Case Reviews and Learning and Development (O5)	<ul style="list-style-type: none"> The HSCB has an agreed process for reviewing unexpected child death and seriously injured and 	<ul style="list-style-type: none"> Multi-agency learning & development offer Annual conference Multi agency case learning discussions National learning from SCRs and thematic reviews (inspection) 	<p>Business Team Board & Cases Subgroup Chair</p>	<p>Ongoing</p>

	<p>maximising learning across the partnership</p>	<ul style="list-style-type: none"> • Identification of national and local good practice • Undertake SCRs where appropriate and ensure the learning is shared appropriately. • Consider the practicalities and implement the agreed changes to the local arrangements of the Child Death Overview Panel in Hounslow. 		
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Appendix E



Hounslow Safeguarding Children Board TARGETED PRIORITIES FOR 2016 -18

Priority	Milestones	Timeframe
Safeguarding Children from Sexual Abuse including Child Sexual Exploitation, Familial Sexual Harm and inappropriate internet exposure (P1)	<ul style="list-style-type: none"> • Support services for young people are informed by feedback / input from young people who are / were and or vulnerable to being sexually exploited. • Finalise and Implement the revised sexual exploitation strategy. • Establish any impediments to the recognition of familial sexual abuse and devise plans to overcome these. • Develop and implement an E-safety strategy (which includes the use of smart phones, tablets and computers) with the input of local young people, communities and where appropriate families. 	<p>July 2016</p> <p>June 2016 August 2016</p> <p>November 2016</p>
Harmful Practices – Female Genital Mutilation (FGM), Exposure to Extreme Beliefs and Radicalisation, Modern Slavery and Forced Marriage (P2)	<ul style="list-style-type: none"> • The HSCB is informed of and where relevant included in the implementation of actions addressing the prevention of FGM in the Violence against Women and Girls Strategy. • The HSCB is informed of and where relevant included in the implementation of actions addressing the prevention of forced marriage in the Violence against Women and Girls Strategy. • The HSCB to be assured that agencies and partners are equipped to fulfil their responsibilities with radicalisation and extreme beliefs through regular updates and audits including Sections 11, 175 and 157 audits) • The HSCB is informed of the implementation of relevant plans in respect of young people who are trafficked into the country / Hounslow and have appropriate engagement with relevant services. 	<p>July 2016</p> <p>September 2016</p> <p>November 2016</p> <p>July 2016</p>

Priority	Milestones	Timeframe
	<ul style="list-style-type: none"> The HSCB to facilitate training and information sessions to all Children's workforce in Hounslow on the changes to the Child Protection Procedures which target harmful practices. 	
Protect Children from Neglect (P3)	<ul style="list-style-type: none"> Develop and implement a neglect strategy. Implement and review relevant training Complete multi-agency audits to review the work completed on relevant cases and share the learning. 	August 2016 December 2016 September 2016 July 2016
Safeguard Children with specific vulnerabilities – children with hidden disabilities, severe disabilities and mental illness (P4)	<ul style="list-style-type: none"> LSCB to be assured the safeguarding needs of children with hidden disabilities are identified and appropriately addressed. LSCB to be assured the safeguarding needs of children with hidden disabilities are identified and appropriately addressed. LSCB to ensure the emotional and mental health needs of young people are included in the revised mental health strategy and to be made aware of the progress of its implementation. 	September 2016 November 2016 July 2016

Appendix F



Hounslow Safeguarding Children Board

MONITORING AND EVALUATION SUB GROUP WORKPLAN 2016-17

Description	Lead Officer	Milestones	Timeframe
Governance and Accountability (O1)	BM / Sub Group	<ul style="list-style-type: none"> Statutory partners to report bi-annually on safeguarding performance HSCB to undertake regular review of published information on thresholds, access to early intervention services and referral protocols. Be aware of and understand the implications of any reviews and be ready to implement the relevant recommendations including the current review of LSCBs (Role and function of LSCBs, SCR's and CDOPs) 	<p>July 2016</p> <p>Ongoing</p> <p>May 2016 - ongoing</p>
Quality Assurance (O2)	<p>BM</p> <p>Sub Group</p> <p>BM / Sub Group</p> <p>BM / Sub Group</p>	<ul style="list-style-type: none"> Develop and Implement a Quality Assurance Framework focused on learning for the HSCB through a programme of themed audits, deep dives and themed learning events to reflect identified Safeguarding issues Core Data set for the HSCB to be identified, confirmed, reviewed / scrutinised regularly. Review, implement, analyse and share the learning of a section 11 audit as per requirement. Review, implement, analyse and share learning of the Section 175 / 157 audit of schools. Implement a partnership performance management framework including 	<p>April 2016</p> <p>June 2016</p> <p>September 2016</p> <p>May 2016</p>

	Sub Group Chair Sub Group Chair	an agreed dataset to identify the effectiveness of early help and safeguarding services <ul style="list-style-type: none"> • Ensure that the HSCB is prepared for any inspections. 	June 2016 – ongoing April 2016 - ongoing
Safeguarding Children from Sexual Abuse including Child Sexual Exploitation, Familial Sexual Harm and inappropriate internet exposure (P1)	<ul style="list-style-type: none"> • BM 	<ul style="list-style-type: none"> • Undertake CSE Multi Agency Audits 	June 2016
Harmful Practices – Female Genital Mutilation (FGM), Exposure to Extreme Beliefs and Radicalisation, Modern Slavery and Forced Marriage (P2)	<ul style="list-style-type: none"> • Sub Group Members 	<ul style="list-style-type: none"> • Sub group participants submit / facilitate relevant data for discussion, scrutiny and analysis across all areas of Harmful practices • Report to the Board accordingly 	June 2016 / ongoing Ongoing
Protect Children from Neglect (P3)	<ul style="list-style-type: none"> • BM • Sub Group Chair 	<ul style="list-style-type: none"> • Implement relevant sections of the Neglect Strategy drafted by the MAV sub group. • Confirm data set to monitor progress • Report to the Board accordingly 	Ongoing
Safeguard Children with specific vulnerabilities – children with hidden disabilities, severe disabilities and mental illness (P4)	<ul style="list-style-type: none"> • BM 	<ul style="list-style-type: none"> • To be confirmed after MAV sub group have undertaken data gathering. 	Ongoing

Appendix G



Hounslow Safeguarding Children Board

MISSING AND VULNERABLE SUB GROUP WORKPLAN 2016-17

Description	Lead Officer	Milestones	Timeframe
Partnership Working (O3)	<ul style="list-style-type: none"> • Sub group chair • BM • BM 	<ul style="list-style-type: none"> • Promote the work of the HSCB with children and young people across Hounslow through working with: <ul style="list-style-type: none"> ○ Children in Care Council ○ Children with Disabilities ○ Young Carers ○ Hidden Communities ○ Children as service users ○ Voluntary and Faith Sector. • Improve the input of the voice of children and families across all areas of the Board's work. • Enhance the relationship between the HSCB and Voluntary & Independent Sector, Faith & Community Sector to promote safeguarding through consultation events and participation in HSCB training events. 	
Case Reviews and Learning and	<ul style="list-style-type: none"> • BM / Sub 	<ul style="list-style-type: none"> • In partnership with Cases sub group, facilitate at least 3 multi- 	

Development (O5)	group Chair	<p>agency case learning discussions focusing on the priorities.</p> <ul style="list-style-type: none"> • Ensure that National learning from SCRs and thematic reviews (inspection) are analysed and implications for the Board discussed. • Consider the practicalities and implement the agreed changes to the local arrangements of the Child Death Overview Panel in Hounslow. 	
Safeguarding Children from Sexual Abuse including Child Sexual Exploitation, Familial Sexual Harm and inappropriate internet exposure (P1)	<ul style="list-style-type: none"> • Sub Group / BM • Training Manager 	<ul style="list-style-type: none"> • Coordinate an E-Safety Workshop with schools to catalogue good practice, training and strategies to prevent internet related harm. • Develop and Implement E-Safety strategy in partnership with local communities, young people, school and other relevant partner agencies. • Ensure appropriate training and training material is made available for all Hounslow workforce, local communities, parents and young people on E-Safety and sexual harm 	<p>June 2016</p> <p>October 2016</p> <p>October 2016</p>
Harmful Practices – Female Genital Mutilation (FGM), Exposure to Extreme Beliefs and Radicalisation, Modern Slavery and Forced Marriage (P2)	<ul style="list-style-type: none"> • Sub group chair 	<ul style="list-style-type: none"> • Invite the Community Safety Manager / VAWG strategy coordinator to present up to date progress on the strategy and the role for the HSCB • Discuss / scrutinise the outcomes from the Section 175 /157 and 11 audits and implement relevant actions. • Consider the take up of training across these areas and the impact on the service delivery through the Training Sub Group • To facilitate training and information sessions to all Children’s workforce in Hounslow on the changes to the Child Protection Procedures which target harmful practices. 	<p>June 2016 / ongoing</p> <p>August 2016</p> <p>October 2016</p>
Safeguard Children with specific vulnerabilities – children with hidden disabilities, severe disabilities and mental illness (P4)	<ul style="list-style-type: none"> • Sub group chair 	<ul style="list-style-type: none"> • Invite relevant leads to the sub group to outline key areas to focus • Seek opportunities to include HSCB input into key strategies and plans targeting the needs of children with hidden and severe disabilities and mental illness. 	<p>August 2016</p>

Protect Children from Neglect (P3)	<ul style="list-style-type: none"> • BM 	<ul style="list-style-type: none"> • Develop and implement a neglect strategy. • Complete multi-agency audits to review the work completed on relevant cases and share the learning. 	August 2016 – March 2017
Quality Assurance (O2)	<ul style="list-style-type: none"> • BM 	<ul style="list-style-type: none"> • Implement the Quality Assurance and Learning Framework 	Ongoing
Learning and Improvement (O4)	<ul style="list-style-type: none"> • L&D Manager 	<ul style="list-style-type: none"> • Implement the Training Strategy 	Ongoing

Appendix H



Hounslow Safeguarding Children Board

CSE SUB GROUP WORKPLAN 2016-17

Description	Lead Officer	Milestones	Timeframe
Partnership Working (O3)	•	<ul style="list-style-type: none"> • Implement the CSE Champions project 	
Case Reviews and Learning and Development (O5)	•	<ul style="list-style-type: none"> • Undertake multi-agency audits and share the learning and good practice • Discuss implications of national reviews and policy directions 	
Safeguarding Children from Sexual Abuse including Child Sexual Exploitation, Familial Sexual Harm and inappropriate internet exposure (P1)	•	<ul style="list-style-type: none"> • Review and implement the CSE Strategy • Participate and contribute to the development of action plan for addressing familial sexual harm • Participate and contribute to the development of a E-Safety Strategy for Hounslow 	
Harmful Practices – Female Genital Mutilation (FGM), Exposure to Extreme Beliefs and Radicalisation, Modern Slavery and Forced Marriage (P2)	•	<ul style="list-style-type: none"> • Review and implement the VAWG strategy which addresses FGM and Forced Marriage. • Review and implement the Community Safety Partnership Strategy • Facilitate consultation and learning opportunities with community groups and ensure awareness of legislation and procedures are increased. 	

Appendix I



Hounslow Safeguarding Children Board

FY01 SUB GROUP WORKPLAN 2016-17

Description	Lead Officer	Milestones	Timeframe
Harmful Practices – Female Genital Mutilation (FGM), Exposure to Extreme Beliefs and Radicalisation, Modern Slavery and Forced Marriage (P2)	<ul style="list-style-type: none"> Caroline Wright 	<ul style="list-style-type: none"> Scrutinise Safeguarding data and reports presented to the sub group. Consider variations / new information. Where appropriate undertake case audits. Implement learning from case audits. 	Ongoing Ongoing 1 / year ongoing
Safeguard Children with specific vulnerabilities – children with hidden disabilities, severe disabilities and mental illness (P4)	<ul style="list-style-type: none"> Education & Health Leads 	<ul style="list-style-type: none"> Scrutinise Health and Education reports presented to the sub group. Scrutinise data set for emotional well-being referrals made for each quarter Where appropriate undertake consultations with residents Implement learning from consultations Oversight and quality assurance of use of care and separation strategy including audit of implementation 	Ongoing Ongoing 1/ year Ongoing October 2016
Quality Assurance (O2)	<ul style="list-style-type: none"> Caroline Wright 	<ul style="list-style-type: none"> Scrutinise Restricted Regime data and reports presented to the sub group. 	Ongoing

		<ul style="list-style-type: none"> • Consider variations / new information. • Where appropriate undertake case audits with the input / consultation of residents. • Implement learning from case audits and consultations. • Complete Section 11 audit when required. 	<p>Ongoing 1/ year Ongoing March 2017.</p>
Partnership Working (O3)	<ul style="list-style-type: none"> • Caroline Wright 	<ul style="list-style-type: none"> • Scrutinise data and reports presented to the sub group re partnership working. • Ensure FYOI and the sub group are informed by local and national guidance – invite relevant speakers to the sub group to consider impact and implementation of training and referrals including Radicalisation, Gang activity. • FYOI training plans to reflect guidance and learning accordingly including Radicalisation, gang activity and any other key issues. 	<p>Ongoing June 2016 November 2016</p>

Appendix J



Hounslow Safeguarding Children Board

CASES SUB GROUP WORKPLAN 2016-17

Description	Lead Officer	Milestones	Timeframe
Case Reviews and Learning and Development (O5)	<ul style="list-style-type: none"> Chair of Sub Group / BM 	<ul style="list-style-type: none"> Facilitate a minimum of 3 learning events during the year Implement / share learning from SCRs and case learning (local and national) Develop and implement a SCR process strategy for Hounslow Compile a list of all cases discussed both with single and multi-agency perspectives which include elements of good practice and areas for improvement. Report to the Board accordingly. 	March 2017 Ongoing September 2016 Ongoing Ongoing

Appendix K



Hounslow Safeguarding Children Board

TRAINING SUB GROUP WORKPLAN 2016-17

Description	Lead Officer	Milestones	Timeframe
Learning and Improvement (O4)	<ul style="list-style-type: none"> • TM • Sub-group Members • Sub-Group Members, BM • TM, BM 	<ul style="list-style-type: none"> • To review and implement the multi-agency training strategy and program • To QA the multiagency training program and ensure it feeds into the Strategy and Training Program • HSCB to capture single agency training data and ensure there are appropriate QA mechanisms in place. • Ensure appropriate training and learning events are facilitated to promote the changes to and raise awareness of the London Child Protection Procedures. 	April 2016 April – June Ongoing Ongoing
Case Reviews and Learning and Development (O5)	<ul style="list-style-type: none"> • TM • Sub-Group Members • Sub-Group Members, BM • TM / BM 	<ul style="list-style-type: none"> • To review and implement the multi-agency training strategy and program • To QA the multiagency training program and ensure it feeds into the Strategy and Training Program • HSCB to capture single agency training data and ensure there are appropriate QA mechanisms in place. • Ensure appropriate training and learning events are facilitated to promote the changes to and raise awareness of the London Child Protection Procedures. 	April 2016 April – June Ongoing Ongoing
Safeguarding Children from Sexual Abuse including Child Sexual Exploitation, Familial Sexual Harm	<ul style="list-style-type: none"> • Sub-group members, TM, 	<ul style="list-style-type: none"> • Arrange and facilitate HSCB Annual Conference about familial sexual abuse and related discussions. 	May 2016

and inappropriate internet exposure (P1)	<p>HSCB</p> <ul style="list-style-type: none"> • Sub-group members, TM • CSE & Vul Coord, TM • Sub-group members • CSE & Vul Coord, TM • Sub-group members 	<ul style="list-style-type: none"> • Provide HSCB conference finding to the HSCB for consideration of developing a Child Sexual Abuse Strategy. • Review current course offered for Child Sexual Abuse • Continue to provide face to face CSE training • Promote related Virtual College e-learning modules ‘Safeguarding Children and Young People from Abuse by Sexual exploitation’, and PACE course for parents across all partner agencies. • Focus on CSE training evaluation. • Promote related Virtual College e-learning module ‘E-Safety – Guidance for Practitioners’ across all partner agencies. 	<p>October 2016</p> <p>July 2016</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>
Harmful Practices – Female Genital Mutilation (FGM), Exposure to Extreme Beliefs and Radicalisation, Modern Slavery and Forced Marriage (P2)	<ul style="list-style-type: none"> • Sub Group Members • Sub Group Members • Sub Group Members • TM, EACH • Sub-group members 	<ul style="list-style-type: none"> • Maintain ‘Prevent’ training programme via HSCB course programme for Prevent Team. • Promote Virtual College e-learning module ‘Understanding Pathways to Extremism and the Prevent Programme’, across all partner agencies. • Promote Virtual College e-learning module ‘Trafficking, Exploitation and Modern Slavery’, across all partner agencies. • Continue to provide face to face Forced Marriage training via EACH specialist service. • Continue to provide face to face FGM training via FORWARD programme. • Promote Virtual College e-learning module ‘An Introduction to FGM, Forced Marriage, Spirit Possession, and Honour Based Violence’, across all partner agencies. 	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>
Protect Children from Neglect (P3)	<ul style="list-style-type: none"> • Sub Group Chair, TM 	<ul style="list-style-type: none"> • Re-launch Quality of Care Assessment tool • Create project group for Quality of Care Assessment Tool. 	<p>December 2016</p>

		<ul style="list-style-type: none"> • Provide training for Quality of Care Assessment trainers • Focussed evaluation of Quality of Care in practice • Develop Neglect Strategy 	<p>October 2016</p> <p>Ongoing</p> <p>June 2017</p>
Safeguard Children with specific vulnerabilities – children with hidden disabilities, severe disabilities and mental illness (P4)	<ul style="list-style-type: none"> • TM • Sub-group members • TM, Peer Support Members 	<ul style="list-style-type: none"> • Continue to provide face to face course ‘Safeguarding disabled children and young people’. • Promote Virtual College e-learning module ‘Safeguarding children with disabilities’ across all partner agencies. • Continue to work with and develop the peer support group delivering two relevant courses (see below) and enabling us to take this learning into schools. • Continue to provide face to face courses ‘Understanding and working with young people who self-harm’ and ‘Youth Suicide prevention Introduction’. 	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>

Appendix L



Hounslow Safeguarding Children Board

HEALTH NETWORK WORKPLAN 2016-17

Description	Lead Officer	Milestones	Timeframe
Safeguarding Children from Sexual Abuse including Child Sexual Exploitation, Familial Sexual Harm and inappropriate internet exposure (P1)	<ul style="list-style-type: none"> Julie to identify at Health Network 	<ul style="list-style-type: none"> Complete Multi-Agency audit from a health perspective and contribute to the learning and review of practice. Ensure that the guidelines for CSE are embedded into practice across health agencies. Complete Section11 audit as required. Identify CSE champions to represent all health agencies. 	
Harmful Practices – Female Genital Mutilation (FGM), Exposure to Extreme Beliefs and Radicalisation, Modern Slavery and Forced Marriage (P2)	<ul style="list-style-type: none"> Julie to identify at Health Network 	<ul style="list-style-type: none"> Complete, finalise and publicise the midwifery audit, its outcomes and learning as well the progress of the action plans and implementation. Ensure staff are trained adequately across the Health partnership in the areas of Extreme Religious / cultural beliefs and Radicalisation. Implement the policies and procedures which guide FGM and Forced Marriage and report / refer where appropriate. 	
Protect Children from Neglect (P3)	<ul style="list-style-type: none"> Julie to identify at Health 	<ul style="list-style-type: none"> Participate and implement the Neglect strategy and training. Undertake impact / evaluation of training on partnership working / 	

	Network	<p>multi-agency assessments.</p> <ul style="list-style-type: none"> • Undertake where appropriate case audits and or raise cases for learning / sharing good practice. 	
Safeguard Children with specific vulnerabilities – children with hidden disabilities, severe disabilities and mental illness (P4)	<ul style="list-style-type: none"> • Julie to identify at Health Network 	<ul style="list-style-type: none"> • Ensure that the Board is kept informed about the MH strategy and impact for services for children and young people in Hounslow. • Implement learning from Cases discussed re partnership working between the LA and admissions to acute interventions within health services • Any other? 	
Governance and Accountability (O1)	<ul style="list-style-type: none"> • Julie to identify at Health Network 	<ul style="list-style-type: none"> • Report to the board accordingly. • Review TORs • Review Health Network Action plan 	
Quality Assurance (O2)	<ul style="list-style-type: none"> • Julie to identify at Health Network 	<ul style="list-style-type: none"> • Implement the HSCB Quality Assurance Framework • Complete Section 11 audit • Work in partnership with the LA to consider the implications and prepare for any inspections. • Report to the Board accordingly on any quality assurance work undertaken by the Health Partnership. 	
Learning and Improvement (O4)	<ul style="list-style-type: none"> • Julie to identify at Health Network 	<ul style="list-style-type: none"> • Report accordingly to the Training sub group and the HSCB on health agencies' learning needs, impact of training and feedback about both single and multi-agency safeguarding training. 	
Case Reviews and Learning and Development (O5)	<ul style="list-style-type: none"> • Julie to identify at Health Network 	<ul style="list-style-type: none"> • Participate and complete relevant requirements for any multi-agency case learning events. • Participate and complete relevant requirement for any SCRs. • Contribute and participate in the HSCB Annual Conference. 	

