



## Dudley Safeguarding Children Board Annual Report April 2013-2014



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## Foreword

Welcome to the 2013/14 annual report of the Dudley Safeguarding Children Board (DSCB). I took up the post of independent chair for this board and its sister board, the Dudley Safeguarding Adults Board in April 2013. I was immediately impressed by the level of dedication, motivation and contribution to the cause of safeguarding by professionals from all statutory and voluntary agencies.

This is true both of board activity, which by its nature is strategically focussed, and front line service delivery where the crucial work of keeping children safe is undertaken on a daily basis. The importance of a transparent assessment of a safeguarding board's competence through its annual report cannot be understated as ultimately the more effective the safeguarding board, the lower the risk of harm to children. A good Safeguarding Board has the ability to hold its constituent members to account. This happened in Dudley in January 2013 when together with Safeguarding Adults Board we effectively challenged the Dudley Group of hospitals following allegations of lawful restraint within the national press.

One of the ways a board reaches its aims is through effective communication. It is necessary to engage with young people, inform practitioners and raise awareness within communities. The DSCB, together with the Safeguarding Adults Board, developed a new coordinated communications strategy and website to maximise opportunities to deliver information.

It seems that safeguarding has been subject of national focus for many years with understandable outrage expressed when things go wrong. During the year, serious case reviews into the deaths of Daniel Pelka in Coventry and Keanu Williams in Birmingham were stark reminders of the importance of effective multi-agency working. Likewise, organised and large scale sexual exploitation of young people in various towns around the country has been widely reported with criticism aimed at statutory agencies.

Within Dudley, one serious case review was published in 2013. Fortunately it did not involve the death of a child but nevertheless learning opportunities were uncovered and acted upon. Regarding Child Sexual Exploitation, the DSCB has been alive to such threats since 2006 and consequently has had a strong focus on the issue. Such is the level of harm caused by CSE that we continue to work both within the borough and across the wider West Midlands to improve our response even further.

With regard to board membership, several key members left throughout the year. On behalf of the board I would wish to thank Jane Porter, Graham Tilby and Pauline Owens for their invaluable contribution over several years.

Moving forward, I think there are excellent opportunities to be grasped in respect of ensuring we engage with young people, listen to what they have to say and, most importantly, do something about it. Another priority must be to continue to develop the most effective way for agencies to share information and the feasibility of a Multi- Agency Safeguarding Hub (MASH) should be explored. There are also significant risks facing us consequent to economic challenges in the public and voluntary sectors. Organisational change motivated by budget reduction must be considered a threat and I call on all stakeholders in Dudley to ensure that the delivery of safeguarding services do not suffer as a consequence.

Roger Clayton  
The Independent Chair of Dudley Safeguarding Children Board

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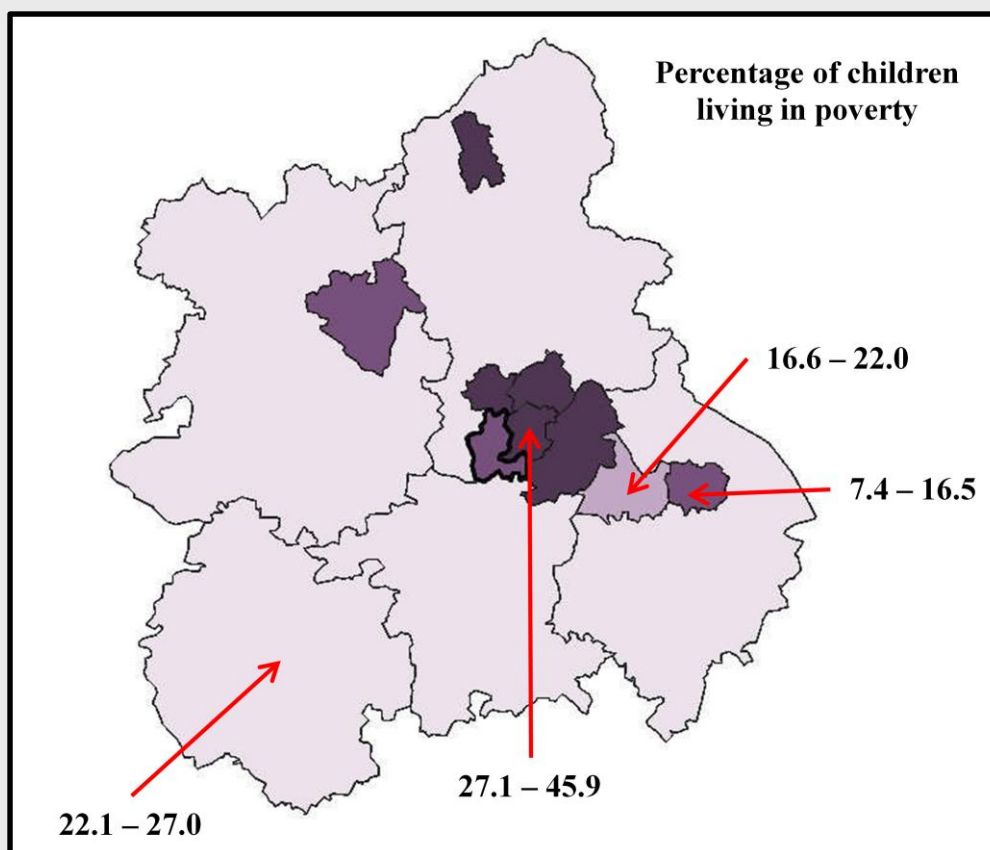
# Local Background and Context

## Dudley Profile

Dudley is a large metropolitan urban borough comprising of five distinct townships on the southwest edge of the West Midlands and forms the western part of the Black Country industrial region. The south and west fringes of the borough are relatively affluent but a number of wards close to Dudley town centre are among the most deprived nationally and are identified in Dudley's anti-poverty strategy. There is a higher percentage (23.1%) of children under the age of 16 in Dudley who live in poverty in comparison to the average percentage in England<sup>1</sup>.

Children and young people constitute 24.1% of the total population with 75,085 children and young people aged 0-19. The birth rate has been falling and the number of children of school age has declined but there is now some growth in primary education. The proportion of children and young people from minority ethnic groups is rising and now represent almost 18.6% of the school population. More than 52 nationalities are represented in schools in the borough and 10.5% of children and young people do not have English as their first language. The proportion of children and young people entitled to free school meals is 18%<sup>1</sup>.

Map of Dudley, showing the relative levels of children living in poverty<sup>1</sup>.



<sup>1</sup> Child Health Profile ChiMat March 2013

As at 1st July 2013 there are 98 Dudley MBC maintained schools and 7 Academies which educate 44,689 children:

- 77 Primary (of which 39 include a Nursery Unit)
- 1 Primary Academy
- 14 Secondary (of which 3 include sixth form)
- 6 Secondary
- 7 Special
- 3 Pupil Referral Units
- 1 maintained Nursery School

Across the Dudley Borough, there are various centres or services which support children and young people:

- 20 Children Centres
- 10 Youth Centres
- 5 Children's Homes
- 1 Family Assessment Centre
- 3 Contact Centre
- 3 General Further Education College
- 1 Sixth Form College
- 1 Independent Specialist College



## Equality & Diversity

Dudley has an equality scheme 2012-15 which sets out the council's commitment and approach to advancing equality, and identifies equality objectives for the council, which prioritise equality and diversity issues for the Directorate over the next three years in summary are:

- Monitor under performance in the outcomes for children and young people that may be related to their equality grouping and ensure that effective action to address causes is built into all action plans.
- Narrow the gap between the outcomes achieved by looked after children and those achieved by the majority of children and young people nationally.
- Ensure that effective equality impact assessments are undertaken whenever we are implementing new plans, policies and initiatives assessing the equality impact of important decisions and initiatives, such as the drawing up of a new policy or the redesign of a service is integral to meeting the legal duties.

Key areas for the Directorate where equality impact assessments were evaluated in 2013/14 are:

- Budget reductions and the impact on Service Delivery.
- Changes to existing policy and practice that have an impact on groups of children and young people with protected characteristics, or other groups within the Borough that the Directorate deems to be at risk of achieving outcomes that are significantly worse than the Dudley average.

- New policies or changes to practice that have an impact on groups of children and young people with protected characteristics, or other groups within the borough that the Directorate deems to be at risk of achieving outcomes that are significantly worse than the Dudley average.

## Summary of Safeguarding & Child Protection Activity

The following information provides an overview of the Safeguarding Data from April 2013-2014.

- 3262 children (around 4% of all children and young people) were defined as 'in need' by children's social care.
- 304 children were subject to a child protection plan.
- 754 children were looked after by the local authority.
- There were 6014 contacts made to Children's Social Care of which 3452 were new referrals.
- Section 47 child protection investigations took place in respect of 938 children and young people.
- There were 281 child abuse recorded crimes by the police and 90 cases were detected as child abuse related offences.
- 2368 notifications were made to children's social care involving children living within the household where a domestic abuse incident had taken place. There has been a 50% increase of referrals from 2012-13 where the figure was 1798.
- There were 170 concerns or allegations in respect of people who work with children leading to 114 independently chaired positions of trust complex strategy meetings concerning 80 individual members of the workforce.
- There were 204 Initial Child protection conferences of which 377 children were made subject of a Child Protection Plan, 12 Receiving In Conferences and 332 Review Child Protection Conferences.
- 376 children were reported as missing from home to the Police, an average of 31 children per month.
- 35 young people were referred to YPSE panel and assessed at risk of sexual exploitation.
- 989 children (under 18 years of age) were victims of recorded crime, of which 26 were victims of knife crime and 6 victims of gun crime.
- 40 young people (under the age of 18 years) were charged with drug related offences, 39 of whom were in respect of Class B drugs and 1 young person in relation to Class A drugs.



# Statutory and legislative context for the DSCB

The Local Safeguarding Children Board (LSCB) is the key statutory mechanism for agreeing how relevant organisations will co-operate and work together to safeguard and promote the welfare of children and young people in Dudley, and for ensuring the effectiveness of what they do.

## **Safeguarding and promoting the welfare of children is about:**

- Protecting children from maltreatment.
- Preventing impairment of children's health or development.
- Ensuring that children are growing up in circumstances consistent with the provision of safe and effective care.
- Taking action to enable all children to have the best outcomes.

The Board is made up of senior representatives from a range of organisations (see full list of membership – Appendix 2 DSCB Membership).

DSCB has been in existence since 2005 and is continually developing the best way to fulfil its role within a constantly changing and challenging context. It has been working on how to best demonstrate the effectiveness of arrangements by ensuring it has the right information, providing a leading critical edge, and widening its focus to multi agency activity. It also works within a regional and a national context.

## **LSCB Statutory Objectives as set out in Section 14 of the Children Act 2004 are:**

1. To co-ordinate what is done by each person or body represented on the Board for the purposes of safeguarding and promoting the welfare of children in the area.
2. To ensure the effectiveness of what is done by each such person or body for those purposes.

## **LSCB Statutory Functions as set out in Working Together 2013 as follows:**

1. Developing policies and procedures for safeguarding and promoting the welfare of children in the area of the authority, including policies and procedures in relation to:
  - The action to be taken where there are concerns about a child's safety or welfare including thresholds for intervention.
  - Training of persons who work with children or in services affecting the safety and welfare of children.
  - Recruitment and supervision of persons who work with children.
  - Investigation of allegations concerning persons who work with children
  - Safety and welfare of children who are privately fostered
  - Cooperation with neighbouring children's services authorities and their Board partners.
2. Communicating to persons and bodies in the area of the authority the need to safeguard and promote the welfare of children, raising their awareness of how this can best be done and encouraging them to do so.

3. Monitoring and evaluating the effectiveness of what is done by the authority and their Board partners individually and collectively to safeguard and promote the welfare of children and advising them on ways to improve.
4. Participating in the planning of services for children in the area of the authority.
5. Undertaking reviews of serious cases and advising the authority and their Board partners on lessons to be learned.

## Purpose of the Annual Report

This annual report is produced for the following purposes, primarily to inform agencies involved in safeguarding children in Dudley about the work of the Board and also to ascertain whether the board's assessment and evaluation of its achievements, performance and challenges are transparently reported to the public and professionals.

The publication of the annual report complies with the requirements in Working Together Guidance 2013 to publish an annual report on the effectiveness of arrangements to promote and safeguard the children and young people of Dudley.

This Annual Report is submitted to the Chief Executive and Leader of Dudley Metropolitan Borough Council, the Local Police and Crime Commissioner and a range of statutory partnerships. It is part of the way that DSCB accounts for its work, celebrates good practice and raises challenge issues for partners to address.

## Governance and Accountability Arrangements

DSCB aims to work with, and alongside, a range of statutory and non-statutory partnerships in the knowledge that co-ordinating and maximising the effectiveness of safeguarding and promoting children's wellbeing is best achieved through collaboration, and holding to, or being held to, account.

For example:

- The work of DSCB contributes to Dudley Children & Young People's Partnership goals of improving the wellbeing of vulnerable children.
- DSCB works alongside Dudley Health & Wellbeing Board in aiming to reduce health inequalities that affect children and young people lives.
- DSCB works with Dudley Safeguarding Adults Board to promote a 'Think Family' approach to children and young people who live in households where there is parental mental health.
- DSCB works in tandem with Dudley's Safe & Sound (Community Safety) Partnership to tackle domestic and sexual abuse.

Members of DSCB therefore provide a wide range of representation on other partnerships to strengthen mutual support and challenge. There is also strong collaboration with a number of regional partnerships and networks such as:

- West Midlands Regional Safeguarding Network and its sub-groups
- West Midlands Strategic Management Board for Multi-Agency Public Protection Arrangements (MAPPA)



- West Midlands Network for Designated Lead Dr's and Lead Nurses for Safeguarding

## Chairing Arrangements

Roger Clayton was appointed as the Independent Chair for both safeguarding Boards in March 2013. The commission commenced in June 2013.

Demonstrating its commitment to the protection of children has been evident by the Safeguarding Board during the past year. For example, there was an independent piece of work undertaken, and report on Missing Children commissioned by the Board, and a presentation to the Board by an Independent Author of a Serious Incident Learning Process, with recommendations for the Board.

Comprehensive training on SILP and findings from various Serious Case Reviews, including Daniel Pelka, and Keanu Williams was provided with key members of the Board delivering the training, namely staff from Children's Services, Police and Health professionals. So too was training provided on Signs of Safety, Child Protection, and Child Sexual Exploitation and Trafficking.

In addition, West Midlands Police organised a summit on Child Sexual Exploitation, with key note speakers including Jim Gamble, who was the former Chief Executive of the Child Exploitation and Online Protection Centre (CEOP). However, the most powerful impact came from a survivor of Child Sexual Exploitation who gave a graphic and harrowing account of the levels of abuse she had been subject too, and its lasting impact. She also provided clear recommendations to frontline practitioners working in this field on how to improve their responses based on her own experiences.

This presentation reaffirmed the necessity and critical importance of this work, particularly as it is one of the Board's priorities.

A further conference was held in April this year which I also attended on Building Resilience in Children against abuse and exploitation across West Midlands Schools, organised by Stephen Rimmer.

Representatives from the Safeguarding Board including myself, also undertook Section 11 audits, where we identified priorities that would improve multi-agency professional practices with children and families.

Furthermore, a Pan Board Reassurance Group has been formed which includes lay representation. This follows whistle-blowing allegations by both a current employee, and a previous member of hospital staff, who reported the inappropriate restraint of some patients, including children. These allegations have already been published by the media.

The whistle-blowers have provided a dossier of information to the Reassurance Group and a decision was made to pass it to the police for further investigation.

The Reassurance Group will undertake a rigorous and transparent review, pending the outcome.

December 2013 saw major changes to the staffing of the Board, following the simultaneous departure of key personnel, including the Director of Children's Services, the Head of Safeguarding and Review and the Named Nurse from the CCG. As a result, Roger Clayton, as Independent Chair, felt this was an appropriate time to review the Board structure, and subsequent work undertaken by various sub-groups.

A multi-disciplinary working party, which included me, was tasked with this review and there was unanimous agreement that there was a huge imbalance in the work carried out by Board members. The work was predominantly undertaken by the local authority and in particular by the Head of Safeguarding and Review. It is worth noting however, that particular members from other agencies would when approached, always try to assist. There was further agreement from the review group that this could not continue. Major changes are to be ratified, pending the outcome of the review.

Staff that have left have been replaced, with the addition of a Business and Communications Manager.

Karen Palk  
Lay Advisor

## Participating in planning and commissioning

The DSCB Annual Report for 2013-14 will be presented to a number of other partnerships including:

- Dudley Children & Young People's.
- Dudley Safeguarding Adults Board.
- Dudley Safe & Sound Partnership.
- Dudley MBCs Children's Services Select Committee.

Alongside this report, DSCB receives a number of other themed annual reports in respect of the following:

- Private Fostering arrangements.
- Child Death Overview Panel (CDOP).
- Local Authority Designated Officer (LADO) for the management of allegations against people who work with children.
- Independent Reviewing Service

The various sub-groups of the Board also produce a number of strategies and plans, influenced by the priorities. Some examples of this are:

- Training & Development Strategy.
- E-Safety Strategy.
- Child Sexual Exploitation Strategy & Delivery Plan.

For more information please go to the Board's Business Plan & Work Programme for 2013-15.

## Communication and Raising Awareness

Public Awareness campaign **Take A Closer Look** was launched and the new Dudley Safeguarding Board website was launched in April 2014. The priorities for 2014-2015 include:

- The Board's Communication Strategy will be refreshed during 2014-15.
- Establishment of a joint Communications Group with Dudley Safeguarding Adults Board.
- Re-design of DSCB SafER Newsletter

## DSCB Objectives

Since its inception in April 2005, Dudley Safeguarding Children Board has been working to three key objectives.

### OUR KEY OBJECTIVES:

1. **Promoting an understanding that safeguarding is everyone's responsibility.**
2. **Improving the safety and wellbeing of children and young people across all communities.**
3. **Developing safer services and employment practices across all organisations**

In order to achieve this Dudley Safeguarding Children Board (DSCB) have worked to ensure that all children and young people have safe environments to help promote their welfare and well-being, action is targeted at vulnerable groups such as disabled, children in care and responses to children who have been harmed to minimise lifelong impact are co-ordinated and effective.

## DSCB Key Priorities 2013-2015

Dudley Safeguarding Board agreed the following five priorities to be achieved over a two year period. This report covers the activity of the Board towards these priorities for the first year of 2013-2014.

<b>PRIORITY 1</b>	Improve the protection of children from abuse and neglect, through more effective inter-agency working and consistent approaches to minimising risk and strengthening resilience within families.
<b>PRIORITY 2</b>	Improve the effectiveness of early help and intervention for children and young people who are vulnerable.
<b>PRIORITY 3</b>	Strengthen the effectiveness of support and challenge provided by partners of the Board to improve safeguarding outcomes for children, young people and their families.
<b>PRIORITY 4</b>	Improve inter-agency responses to young people who are at risk of, or who have suffered, sexual abuse or exploitation.
<b>PRIORITY 5</b>	Improve the safeguarding and protection of children and young people who are living in households where there is domestic abuse, parental mental health and parental substance misuse.

# DSCB Functions

DSCB has five sub-groups

<b>Quality &amp; Performance Management Group</b>	Develops and implements work in respect of quality assurance and performance management on behalf of DSCB. It is also delegated to work on a range of strategic issues such as governance, self-assessment, Section 11 audit, peer review and challenge.
<b>Policy, Procedures &amp; Practice Sub-Group</b>	Responsible for keeping Dudley Safeguarding Children Board procedures up-to-date in the light of national, regional and local developments. It also provides support and guidance in respect of single agency procedures.
<b>Training &amp; Development Sub-Group</b>	Develops and implements the Board's multi-agency training strategy, overseeing the delivery, commissioning and quality assuring of safeguarding training and awareness-raising across the borough
<b>Serious Case Review Sub-Group</b>	Responsible for advising DSCB in respect of cases that should be considered for an SCR and managing the process. It also oversees other case reviews, monitors action plans, linking closely to the Child Death Overview Panel where appropriate.
<b>Child Death Overview Panel</b>	Responsible for reviewing all child deaths in the borough and rapid response arrangements in respect of children who die unexpectedly.

The sub groups have continued to meet on a regular basis throughout the year. Their commitment has been to the Board Business Plan and achieving against the five priorities.

## Quality & Performance Management

The Quality & Performance Management Group develops and implements work in respect of quality assurance and performance management on behalf of DSCB. The group oversees the development and implementation of the Board's Quality Assurance Framework and monitors performance in respect of Inter-Agency Child Protection Standards, key indicators and measures. A copy can be downloaded from the DSCB website [www.safeguarding.dudley.gov.uk](http://www.safeguarding.dudley.gov.uk). It is also delegated to work on a range of strategic issues such as governance, self-assessment, Section 11 audit, peer review and challenge.

During the past year the group has:

- Overseen the Board's audit programme details of which can be found in the Board's Business Plan and Work Programme for 2013-15.
- Completed Multi Agency Audits for CP standards and Repeat/Subsequent CP plans.
- Monitored and kept under review the Performance Data Set in the light of national, regional and local changes.
- Published a report on the learning from Quality Assurance Activity in December 2013 - a copy can be downloaded from the DSCB website [www.safeguarding.dudley.gov.uk](http://www.safeguarding.dudley.gov.uk).
- Scrutinised the Section 11 Audits undertaken by Partner Agencies
- Agreed new reporting templates for Child Protection Conferences

- Section 11 Scrutiny Arrangements

During 2013-14, key partner agencies undertook an audit of their Section 11 compliance using an online tool provided by Virtual College e-safeguarding children academy. The 11 standards in the Audit Tool were:

Senior management commitment to the importance of safeguarding children.  
A clear statement of the agency's responsibilities towards children available to staff.  
A clear line of accountability within the organisation for work on safeguarding and promoting the welfare of children.  
Service development takes account of the need to safeguard and promote welfare.  
Service development is informed by the views of children and families.  
Individual case decisions are informed by the views of children and families.  
Effective inter-agency working enabling information sharing to service users.  
Staff training on safeguarding and promoting the welfare of children for all staff working with or in contact with children and families.  
Safe recruitment.  
Effective inter-agency working to safeguard and promote the welfare of children.  
Effective inter-agency work.

It was noted that 7 out of 11 partners had commenced audit undertaking, and documented on audit tool. The average compliance score in completion of the audit against all of the criteria within the standards for all organisations/agencies is 65%.

The analysis of information obtained indicates that the strongest areas of compliance (on average) relate to:

- Safer recruitment.
- Senior management commitment to the importance of safeguarding children.
- Service development takes account of the need to safeguard and promote welfare

**The weakest areas of compliance (on average) relates to Monitoring and evaluation**

Whilst the Board received scrutiny reports in January 2014 from some key agencies in respect of their strengths and areas for improvement, it is recognised that with a new DSCB structure in place a repeat Section 11 audit is required with additional training for partners in the use of an online toolkit to assist them in completing the tool accurately and to progress actions. Therefore DSCB have arranged refresher training in November 2014 with a view to commencing the audit process early 2015. Findings will be reported on in the DSCB 2014-2015 Annual Report.

## Policy Procedure & Practice

The Policy, Procedures & Practice Sub-Group is responsible for keeping Dudley Safeguarding Children Board procedures up-to-date in the light of national, regional and local developments. It also provides support and guidance in respect of single agency procedures. Key activities during 2013/14 included updated or new procedures on:

- Neglect.
- Faltering Growth.
- Child Sexual Exploitation.

- Joint Working Protocols with Adult Mental Health and Substance Misuse Services.
- Commissioning an update of core child protection procedures with a projected launch date of September 2014

## Training and Development

The Local Safeguarding Children Board (LSCB) has the statutory responsibility for co-ordinating safeguarding arrangements across organisations and ensuring the effectiveness of what they do.

One of the functions of the LSCB under Section 14 of the Children Act 2004 concerns the ‘training of persons who work with children or in services affecting the safety and welfare of children.’

In Dudley, this work is overseen by the Training & Development Sub-Group of Dudley Safeguarding Children Board. The group consists of safeguarding and training leads across a range of partner agencies. The work of the group links closely to other functions undertaken by the Board such as learning and improvement, the development of policies and procedures and wider awareness-raising and communication.

The Sub-Group fulfils the following roles:

- Co-ordinating and quality assuring all safeguarding children training across the borough, whether this is delivered or commissioned on a single or multi-agency basis.
- Identifying training needs and gaps as part of wider workforce strategies and in response to national developments and using this information to inform planning, commissioning and delivery of safeguarding training.
- Evaluating the impact of safeguarding training on frontline practice and in terms of outcomes for children and young people, notably their safety and wellbeing.
- Developing the skills and expertise of those developing and delivering safeguarding training across the Borough

### How much did we do?

Based on the data reported by partner agencies to DSCB, a total of 9774 safeguarding training places delivered during 2013-14, compared to 8914 the previous year, which represents an increase of almost 10%. Of these, 2623 places were part of the multi-agency training programme (an increase of 51%) and 731 were briefings conducted by DSCB (an increase of 50%). There was a 26% increase in the uptake of e-learning.

	April	May	June	July	Aug	Sep	Oct	Nov	Dec	Jan	Feb	March	Total
<b>2012/13</b>	419	1024	821	664	201	1033	817	1054	531	868	916	641	8989
<b>2013/14</b>	878	940	776	864	152	1451	909	1059	681	829	704	531	9774

Single Agency: 4958 (- 12%)  
 Multi Agency: 2623 (+ 51%)  
 Virtual College: 1097 (+26%)  
 Briefings: 1094 (+ 50%)



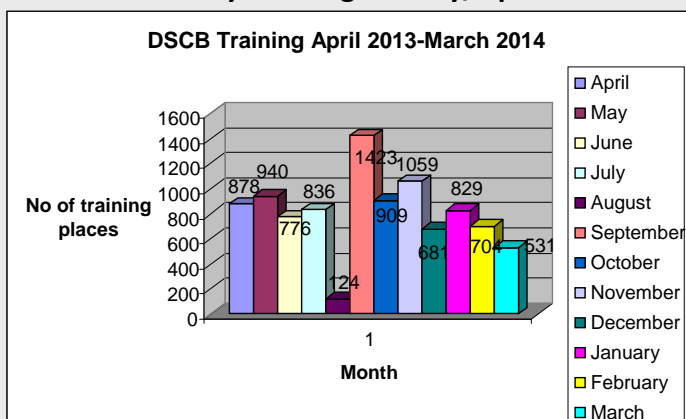
**Online training:**

	April	May	June	July	Aug	Sep	Oct	Nov	Dec	Jan	Feb	March	Total
<b>2013/14</b>	59	122	57	101	80	53	122	84	84	155	70	110	<b>1097</b>

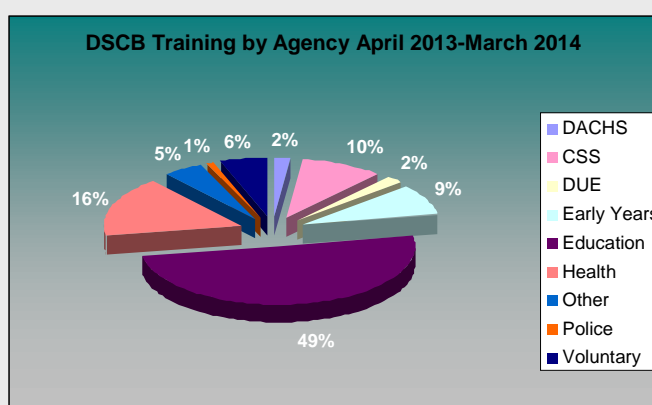
**Briefings:**

	DACHS	CSS	Early Years	Education	Health	Voluntary	Other	Police	Due	Total
<b>2013/14</b>	56	314	76	158	126	128	92	25	7	<b>1095</b>

**Monthly Training Activity/Uptake**

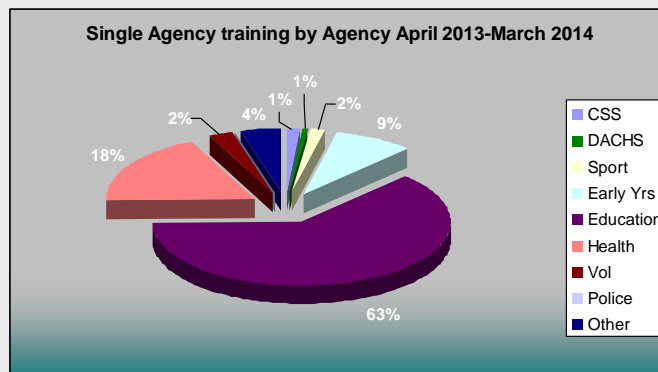
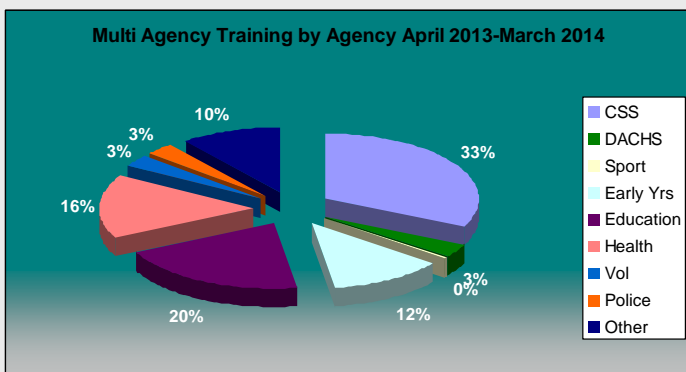


**Percentage of Agency Attendance**

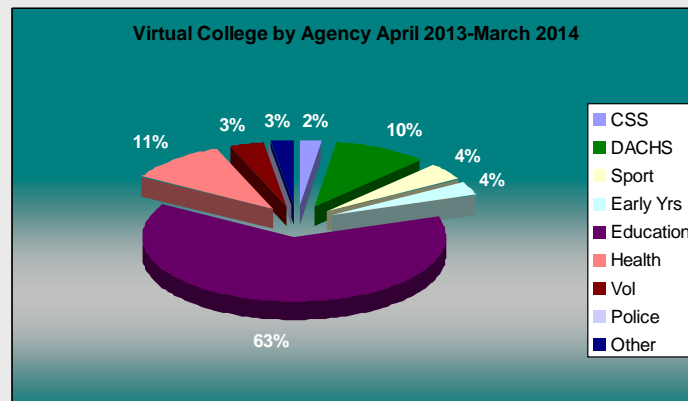


**Multi agency training days/sessions:**

Intermediate: 11 sessions (5.5 days) – (1 session less than previous year)  
 Advanced: 9 sessions full course (18 days) – (4 sessions less than previous year)  
 Domestic Abuse: 4 sessions of Basic (2 days) plus 3 sessions of Advanced course (6 days)  
 Specific issue: 38 sessions over 39.5 days (5 extra sessions – 5 extra days)  
 Briefings/Conferences: 14 sessions over 11 days (4 extra days)  
 Total: 79 courses/briefings run over 82 day



## Virtual College (Online Training) Breakdown by Agency



### How well did we do it?

The overall evaluations of training at the time of course completion are very positive. In terms of the % of delegates who stated either 'excellent' or 'very good'.

- Addressed equality & diversity – 85%
- Administrative process – 89%
- Venue – 70%
- Usefulness of training in terms of their practice - 92%
- Course met the aims & objectives – 93%
- Quality of training – 92%

### What difference did it make?

DSCB conducts post-course follow-up evaluations (around 3-6 months after the completion of the course) to assess what difference the training has made in respect of safeguarding practice.

A more detailed report in respect of outcomes from safeguarding training will be presented to DSCB September 2014. Overall, there is strong evidence that safeguarding training contributes to supporting our workforce to know of the predisposing factors, signs and indicators of abuse and have clear understanding of what to do if they have concerns about a child's welfare, be able to exercise professional skill in terms of effective information sharing and the ability to analyse this information.

There are identified challenges in the delivery of training through DSCB and some of these are set out below:

- Capacity to deliver but more importantly to evidence outcomes and develop quality and breadth of programme.
- Quantity over quality.
- Safeguarding practices in the real world – challenge from training delegates regarding practice issues.
- Value/recognition of training & trainers, most of whom deliver for the Board on top of their day job.
- Investment and support.
- Partnership ownership and to effectively offer joined up training.
- Administration.

## Serious Case Review

Dudley Safeguarding Children Board has undertaken the following:

- Published a Serious Case Review in respect of Child C.
- Concluded a Significant Incident Learning Process (SILP) in respect of Child E.
- Concluded two case reviews in respect of children who died unexpectedly.
- Completed a multi-agency audit in respect of compliance with child protection standards.
- Completed an audit in respect of repeat and subsequent child protection plans.

This summary provides a brief summary of the key areas of learning and improvement themes from the above processes.

We featured the learning from the Serious Case Review concerning Child C at the Safeguarding Practice Learning Event in May 2013. We are not in a position to publish the SILP in respect of Child E due to outstanding criminal and care processes.

Child G was born in 2010 at 27 weeks gestation and was hospitalised for 7 months across three different hospital sites during this period. His neonatal period was described as 'traumatic', having undergone numerous medical procedures. Throughout his life, a large number of professionals were involved in supporting his complex health needs and the care provided by his parents. He died in June 2012.

The review identified good practice in respect of professional engagement and 3 themes in terms of learning:

- Inter-agency working.
- 'Rule of optimism'.
- Management of faltering growth

A number of recommendations were made for health agencies, including the re-introduction of a specialist 'Feeding Clinic' and recruitment of a Community Dietician to support paediatric work in respect of children who are 'failing to thrive'. An action plan will be developed to progress the improvements identified.

Child F was born in June 2008. There were some indications of her vulnerability from an early age. Due to poor housing conditions, significant age difference of parents and their respective cognitive functioning and the impact of this on Child F's own development.

She started nursery at the age of 3 years, 3 months and was first referred to Children's Social Care in December 2011. For a period of 6 months, she had fairly extensive involvement with three key agencies – social care, health and a children's centre. She was removed from her parents care by the police in May 2012 due to neglect and described as having severe development delay.

The key learning centred on the following themes:

- Thresholds for early intervention and the recognition of vulnerability.
- Inter-agency working with resistant.
- Child-centred approach when working with neglect.

## Improvement themes for DSCB:

- Clear guidance and pathways for practitioners to follow where there are concerns with regards to faltering growth and/or neglect.
- Clear message to practitioners about the need for 'professional curiosity' and potential for 'rule of optimism'.
- Embedding Signs of Safety approach across key agencies involved in responding to early concerns and protecting children, focusing on ascertaining the 'voice'.
- Improve the quality and consistency of child protection conferences, plans and core groups.
- Produce further guidance for practitioners to support their understanding and confidence in terms of how why and when to share information.
- Undertake an audit of the effectiveness of early help and intervention in terms of impact upon the 'child's journey' in preventing the need for more intensive intervention and 'experience' of the child within their home-life.

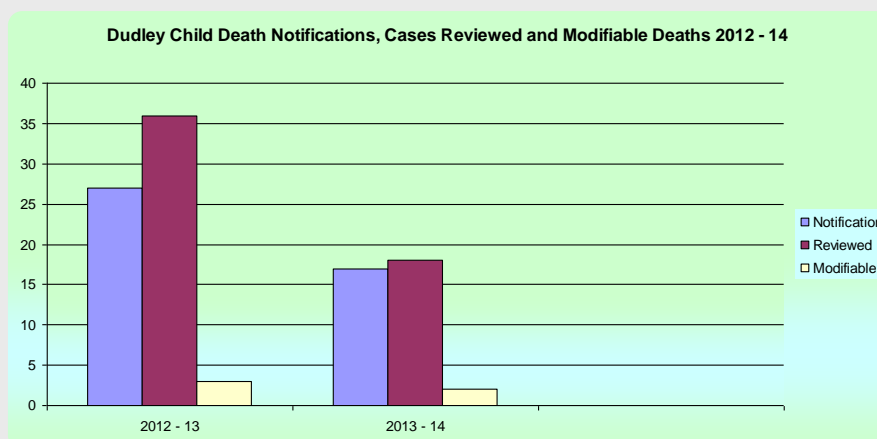
## Child Death Overview Panel

The Child Death Overview Panel (CDOP) is made up of representatives from a range of partner agencies such as Dudley Group Hospitals NHS Foundation Trust, Dudley Clinical Commissioning Group, Black Country Partnership Foundation NHS Trust, Children's Social Care, West Midlands Police, Public Health and Community Safety.

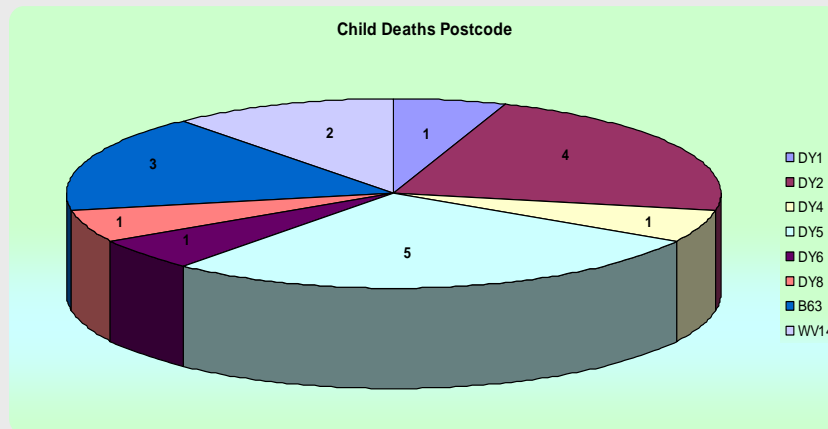
CDOP met 4 times during 2013 – 2014; on average reviewing 6 child deaths per meeting. In total we reviewed 18 deaths during the year.

Child death is a very sensitive issue of paramount importance. Our Panel is committed to learning from every such death where possible, in order to identify modifiable factors at both national and local level and to inform action that can then be taken to reduce the number of child deaths in the future or improve our safeguarding arrangements.

44 child deaths (Dudley resident) were reported to CDOP 2012 – 2014. 12 deaths were classified as unexpected (not expected to die within 24 hrs preceding the death). During that same period CDOP completed reviews in respect of 54 child deaths (28 male, 26 female) - of these only 5 were identified as having modifiable factors.



Child poverty in Dudley is higher than the national average of 23.1% of children under 16 years of age. This is the percentage of children we have reviewed under CDOP from these areas.



## Task Groups

The work of DSCB is also supported by a number of Task Groups, which reflect the Board’s priorities and objectives. During 2013-14, these were:

<b>Vulnerable Children &amp; Young People’s Task Group</b>	Oversees inter-agency responses to child sexual exploitation, child trafficking, children who go missing and private fostering. The Task Group also oversees the e-Safety Strategy Group, taking a lead on promoting e-safety across the borough and tackling abuse associated with new technologies.
<b>Safer Recruitment &amp; Employment Task Group</b>	Promotes safer working practices, safer recruitment and the effective management of allegations against people in the children’s workforce.

There are a range of thematic safeguarding forums, boards and panels which also contribute to the wider work of DSCB and play a key role in implementing safeguarding developments across and within organisations

## Young People at Risk of Sexual Exploitation Panel

### Panel Developments

Over the last twelve month period there have many been significant changes made to the way in which the Young People at Risk of Sexual Exploitation (YPSE) panel is organised:

- New Terms of Reference have been introduced.
- Membership of the panel members has been reviewed to ensure those who are attending are the most appropriate from their service in order that the best possible outcomes for the young people discussed at panel are achieved.
- There is now a named social worker on panel which previously had been missing; and links have been improved between Targeted Youth Support (TYS) Panel and YPSE Panel.

The YPSE process has changed significantly in order to bring panel in line with other panels across the Black Country. Panel has consistent and much improved input from West Midlands Police with the Detective Inspector from the local Public Protection Unit taking on the role as co- chair.

There has been sign off by all partners in respect of the information sharing protocol. Report templates have recently been introduced for those members attending panel, and who are providing services to the young person/persons. Members are now requested to complete a written update on the young person for each panel meeting. Dudley has also adopted the National Working Group Risk Assessment Tool in respect of referral information to panel Referrals to Panel.

There have been 35 referrals made to panel in 2013-2014. All of the referrals have been offered some level of intervention dependent on their risk assessment level.

Whilst panel should be concentrating on medium and high risk assessments, low risk assessment cases have been signposted to appropriate services that can meet the needs of that young person. The main agencies providing intervention are; Street Teams, for predominately high level cases and some medium risk cases. Phase Trust works in partnership with Respect Yourself and the two services work with the low and medium risk cases. This allows Street Teams to work more intensively with the higher level cases across the borough. Other panel members also offer direct work to children as appropriate i.e. where counselling is required or there are issues with alcohol or substance misuse.

### **Missing Children and Young People**

Although Missing Children are a standing item on the YPSE panel more emphasis is placed on CSE nominal's as these children are already discussed at TYS. They will only be discussed if issues are raised at TYS. The names of the missing children are shared prior to panel so that each agency can undertake the relevant checks on the young people. A representative from the Youth Offending Service attends panel and will feedback on their return interviews and highlight any actual or potential risks of CSE so that appropriate intervention can be initiated.



### **Areas for development**

Dudley Local Authority has signed up to the Regional strategic plan in addressing CSE. The 15 standards will form the action plan for the Regional Strategic Group chaired by Dudley's Chief Executive John Polychronakis. There are areas of development in line with this strategy which include the following:

- The need to coordinate the CSE strategy and ensure its operational delivery and effectiveness. This includes agencies ability to improve on detection, disruption and prosecutions.
- The need to ensure all partner agencies understands the pathway of Service Delivery in line with Regional protocols and the National Risk Assessment Tool.
- The need for continued awareness raising events, training and briefings



## Personal Statement

I have worked in the hotel business for the past 15 months and never thought that CSE would be so close to home. I attended the hotel CSE awareness training about 6 months ago which was organised by DSCB.

The training was an eye-opener, very interesting and telling me about CSE in a way I understood. I found the true life experiences and examples most useful.

This is how I used the training

I was on duty at reception in the hotel I work and my gut instinct told me there was something not right about the couple trying to book in. The training signs of CSE came back to me and alarm bells rang. I noted that there was a big age difference between the couple, they were trying to pay cash with no identification and the girl wouldn't make eye contact with me. I refused to book them in ( I could have lost my job but I knew there was something wrong ) When they left I phoned the police and told them my suspicions . The police checked the CCTV and followed it up.

Outcome: my actions stopped a child being abused

Katie

## E-Safety Task Group

The E-Safety Task Group was first established in 2006 to develop and implement an e-safety strategy for Dudley and support partner agencies in embedding e-safety within their work.

Key activities in 2013 – 2014 include:

- Refresh of the Strategy, Terms of Reference and membership of the group.
- Began a major refresh of the action plan.
- Secured funding from Safe and Sound Dudley's community safety partnership in order to deliver more parents sessions.
- Supported the co-ordination of Dudley's Anti-Bullying Week in November 2013.
- Continued to deliver E-safety awareness / training to practitioners, parents and young people across the borough.
- Promoted E-safety across the borough via various mediums to celebrate European Safer Internet Day.
- Began the development of a 'level 2' safer internet use training course, in addition to the collation of training being delivered.
- Supported the 2014 cyber survey.
- Supported DAGB annual competition – this year's theme cyber safe.

### Let's Create a Better Internet Together

The theme for 2014's European Safer Internet Day was 'Lets Create a Better Internet Together'. In collaboration with Safe & Sound Dudley's Community Safety Partnership, Dudley Safeguarding Children Board the second annual E-safety debate was held in Dudley Council Chambers.

Adrienne Katz from the BIG Award and author of '**Cyberbullying and e-safety: what educators need to know**' attended the debate and gave a key note speech about the work she has been doing around the National Cyber Survey.

The debate gave children and young people from local schools the opportunity to discuss who is responsible for keeping them safe online.

10 Dudley schools took part in the day, debating the motion 'Children and young people are responsible for keeping themselves safe on the internet'. Over the 2 debates, 50% of children and young people agreed with the motion, 33% however disagreed, believing that it is also other people's responsibility while 17% were not sure and abstained from voting.

Other comments during the debate included:

- Parents can push too many rules, they should trust young people.
- Don't invade your child's privacy.
- Friends can help keep young people safer. We can keep those around us safe.
- Adults created the internet but it remains unsafe despite efforts to make it safe. Can children really rely on adults to keep children safe? Children can be taught to check if filters are in place and about counterfeiting and scams. If our parents don't understand, it is up to us.
- 'So what education is it that adults get that makes them more able to know what to do online?' Where can parents go if they want to find out about internet?

Dudley Safeguarding Children Board have also worked closely with Saltmine Theatre Company in order to deliver their internet safety play 'Escape' at various primary schools across the borough over a two week period around Safer Internet Day 2014.

### **The Cybersurvey 2014**

Designed and piloted in Dudley in 2009, the Cybersurvey returned this year to inform us of Dudley's young people's education, risks and experiences online:

- Schools are now reaching over 90% of students and parents are talking to 70% about e-safety.
- 95% of young people said that the e-safety education they received was quite good or very good. Only 5% say it was not good enough or useless.
- 58% of all respondents always follow the e-safety advice.

Self-generated images you felt forced to post or send:

- 3.45% of all respondents said 'It happened to me' when questioned about selfies that are nude or inappropriate images while
- 8.23% said 'it happened to someone I know.'

### **Cyberbullying**

While 46% of respondents had experienced one or more of the different types of online aggression or abusive behaviour, described in the question, they did not all consider this to be cyberbullying. When a definition of cyberbullying was given, 23% of respondents consider their experience to be cyberbullying.

46% think that their school deals with cyberbullying 'very well' and 35% think their school does so 'quite well'. 19% say they school does not deal with it well.

### **Vulnerable groups**

58% of Looked after Children, 35% of young carers and 31% of pupils with SEN reported being cyber bullied. If these percentages are compared with the responses of people who said they had 'none of these difficulties' (14%) it becomes evident that these vulnerable students are being disproportionately cyber bullied.

### **Dudley Grid for Learning (DGFL)**

DGFL continue to offer support to schools around e-safety including training to schools staff, governors, parents and pupils on general and specific e-safety issues. In addition, individual on-going support is given to schools undertaking the 360 e-safe matrix.

### **Virtual School/ LAC E-Safety**

E-Safety training has been made mandatory for all foster carers to attend either 'E-safety in the Foster Care Setting' or the equivalent multi-agency safeguarding board training. LAC and carers are also offered one to one e-safety support by the Education Support Officer in the Virtual School on request.

Any internet enabled devices issued through the Virtual School are accompanied by E-Safety guidance and AU agreements. Schools are advised to provide similar guidance and agreements when providing devices for use at home by LAC. E-Safety guidance is also included in transition pack for all year 6 and year 7 Looked After Children.

An audit of e-safety provision for LAC has commenced (to be completed by December 2014) by the Education Support Officer in the Virtual School. So far the fostering Team and Children in Care Council have been consulted. The Internet Safety Policy for LAC (Children & Families Procedures) is also currently under revision.



## **Safer Recruitment & Employment Task Group**

The work of this Task Group supports one of the key objectives of the Board in 'developing safer services and employment practices across all organisations'. It has three key strands of focus:

- Developing safer working practices within organisations.
- Promoting safer recruitment and employment practices across organisations.
- Strengthening the management of concerns and allegations in respect of people in the children's workforce.

### **Safer Working Practices**

The Board issues a range of inter-agency practice guidance for all people and organisations to support them and their staff and volunteers in their safer working practices. These include:

- Safer Working Practice guidance.
- Use of Images guidance.
- Use of social networking guidance.

All of these can be located within Section D of the safeguarding procedures manual.

### Safer Recruitment (2013-2014)

The Board continues to support organisations through the provision of 'Safer Recruitment' training and advice with regards to policies and procedures concerning safer recruitment. A total of 94 delegates attended the Board's 'Safer Recruitment' training delivered by trainers accredited by the Children's Workforce Development Council. Table below provides a breakdown of the delegates by agency.

#### Courses Attended

	DACHS	CSS	Early Years	Education	Health	Voluntary	Other	DUE	Police	Total
29 <sup>th</sup> Apr	0	3	3	11	0	5	0	0	0	22
8 <sup>th</sup> Jul	0	3	2	11	1	4	1	0	0	22
22 <sup>nd</sup> Oct	0	3	2	8	5	0	2	0	0	20
22 <sup>nd</sup> Jan	0	2	5	8	7	0	0	1	0	23
<b>Total</b>	0	11	12	38	13	9	3	1	0	87

### Managing Allegations

The Local Authority Designated Officer (LADO) is responsible for the oversight and management of allegations and concerns with regards to people who work with children. During 2013- 2014 the LADO service provided advice, support and co-ordination to over 170 concerns or allegations in respect of people who work with children, including chairing 114 'Position of Trust' Complex Strategy Meetings concerning 80 individuals.

### Operational Safeguarding Forums

In 2013 -2014 the following Forums continued their commitment in meeting on a regular basis. The aim of these Forums was to share the information from sub groups and ensure that the action plan of the Board becomes an operational tool in practice. The forums also monitored the effectiveness of the work completed and fed back the findings to Sub and task groups.

- Child Protection Coordinators (Education).
- Local Forum (Social Care and Police).
- Health Safeguarding Forum.
- 14+ Safeguarding Forum.
- Directorate of Urban Environment Safeguarding Forum.
- Directorate of Children Services Safeguarding Management Board.
- Substance Misuse Services Safeguarding Forum.

# DSCB Strategic Plan

<b>PRIORITY 1</b>	Improve the protection of children from abuse and neglect, through more effective inter-agency working and consistent approaches to minimising risk and strengthening resilience within families.
<b>PRIORITY 2</b>	Improve the effectiveness of early help and intervention for children and young people who are vulnerable.
<b>PRIORITY 3</b>	Strengthen the effectiveness of support and challenge provided by partners of the Board to improve safeguarding outcomes for children, young people and their families.
<b>PRIORITY 4</b>	Improve inter-agency responses to young people who are at risk of, or who have suffered, sexual abuse or exploitation.
<b>PRIORITY 5</b>	Improve the safeguarding and protection of children and young people who are living in households where there is domestic abuse, parental mental health and parental substance misuse.

## Progress in respect of Key Priorities 2013-2014

### What did we do?

#### **PRIORITY ONE:**

- Continue to revise our Quality Assurance Framework.
- Produced new inter-Agency Child Protection Standards.
- Published Quality Assurance Overview Report of agency audit outcomes.
- Continued to secure additional funding to appoint a temporary Quality Assurance Officer.
- Revised Performance Data Set taking account of national framework and regional activity  
Commissioned additional multi-agency Signs of Safety Training for practitioners and briefed range of frontline managers across key partner agencies.

This work was led by the DSCB Quality & Performance Management Group

#### **PRIORITY TWO:**

- Continued to promote use of common assessment across key agencies such as Children's Centres, Health and other partners.
- Created education liaison officer post.
- Continued Troubled Families support through a Family Intervention Programme targeted to include children on the edge of care and in need of protection.
- Restructure of Children Centre provision into cluster models.

#### **PRIORITY THREE:**

- Multi agency audits completed which have highlighted areas for improvement.
- Section 11 audits completed and scrutiny of agency plans.
- Forums have continued to take place and offered the challenge on an operational level to interventions with families.

#### **PRIORITY FOUR:**

- Contributed to the development and implementation of a West Midlands Regional Strategy to tackle Child Sexual Exploitation.

- Reviewed and implemented changes to our Young People at Risk of Sexual Exploitation (YPSE) Panel arrangements to improve the effectiveness of screening, risk assessment and specialist support.
- Secured additional investment (10k) for Street Teams to undertake more targeted work with children's social care.
- Developed a CSE Framework and Directory of Services to support the introduction of a Delivery Plan during 2013-14.
- Secured short-term funding to support the development of a regional Sexual Assault Referral Centre (SARC).
- Developed and launched a multi agency CSE referral toolkit.

This work was led by our Vulnerable Children & Young People's Task Group

#### **PRIORITY FIVE:**

- Implemented single assessment in Children Services to ensure that the journey of the child is recorded consistently with robust information gathered from partner agencies.
- Domestic Abuse Strategic group have been reviewed through CAADA and a MARAC action plan devised.
- Substance misuse safeguarding forum have raised practice issues following an adult death. Internal review completed to consider the missed opportunities and learning disseminated through an action plan.

## Effectiveness of Safeguarding

### How safe are children and young people in Dudley?

The last full inspection of safeguarding arrangements in Dudley by Ofsted was in November 2011 (published in January 2012). The overall effectiveness of safeguarding was rated as adequate with good capacity for improvement. The report made a total of 13 recommendations to be actioned and DSCB has contributed to the implementation and monitoring of improvement activity during 2012-13 alongside conducting further self assessment work in respect of safeguarding outcomes.

In August 2012, Ofsted and the Care Quality Commission undertook a 3-day thematic inspection of adult services' arrangement for the safeguarding of children where there is parental substance misuse or mental health services. The actions against the plan have been progressed and reported to DSCB.

In November 2013, the LGA have reviewed provision of Services to Looked After Children through peer review. An action plan has been devised to address findings related to reducing the numbers of looked after children and ensuring improved and timely care planning. The findings and progress will be reported in next year's Annual report.

The Quality Assurance Framework was revised in March 2012 with four key components:

- Experience of children, parents, carers e.g. feedback surveys
- Experience of frontline staff e.g. surveys, focus groups
- Children's, parents case records e.g. file audits
- Other organisational activity e.g. supervision, practice observations



The QA group of the Board have held oversight of these and have reported on its activity in this report. There has been progress in ensuring the application of standards within child protection and that children at risk of sexual exploitation are identified quickly and have access to support services within the Borough.

## DSCB Effectiveness

### Board Attendance

One of the measures of partner engagement and LSCB effectiveness is attendance at Board meetings and engagement in the sub-structure of the Board. In 2011-12, the Board introduced monitoring and reporting of attendance by partner agencies at the main DSCB meetings.

The below table provides a snapshot of 2013-2014 attendance figures:

Agency	Actual member attendance	Percentage over last six meetings	Total attendance with Member or reprehensive
Social Care	6/6	100	100
Dudley CCG	4/6	66.6	66.6
BCPFT	6/6	100	100
DGH NHS Foundation Trust	6/6	100	100
Office of Public Health*	2/3	66.6	66.6
Colleges	1/6	16.6	16.6
Education	5/6	83.3	83.3
Primary Schools	4/6	66.6	66.6
Secondary Schools	3/6	50	50
Special Schools	1/6	16.6	16.6
DWMHT	4/6	66.6	66.6
CAFCASS	1/6	16.6	16.6
Youth Offending Service	6/6	100	100
Probation	4/6	66.6	66.6
Connexions	5/6	83.3	83.3
West Midlands Fire Service	6/6	100	100
West Midlands Police	6/6	100	100
Community Safety	6/6	100	100
Dudley Children's Trust	5/6	83.3	83.3
DUE	4/6	66.6	66.6
Childcare Services Strategy	4/6	66.6	66.6
DACHS	3/6	50	100
Voluntary	6/6	100	100
West Midlands Ambulance Service	0/6	0	0

Attendance figures have decreased from previous years and this will be addressed in the review of DSCB in 2014.

## **LSCB Self Assessment**

DSCB conducted a self assessment of its own effectiveness using Ofsted Good Practice Checklist in 2013. The findings indicated the following:

- Governance arrangements – satisfactory
- Partnership working – good
- Engagement with children and young people – satisfactory
- Business planning and relationship with children’s trust/partnership – satisfactory
- Quality assurance – satisfactory

DSCB will prioritise a self assessment in 2015 to review these findings and incorporate the new Ofsted guidance for inspection arrangements for LSCBs.

The main mechanism for self-assessing how safe children and young people are in Dudley is through the application of the Board’s Quality Assurance Framework, which was revised in March 2014, with 4 key components:

- Experiences of children, parents and carers
- Experiences of frontline staff
- Children’s and parents case records
- Other Organisational Activity

## **LSCB Support and Challenge**

DSCB has a key role in supporting agencies in respect of their safeguarding arrangements, largely through the provision of services provided by Safeguarding and Review Service. There are occasions when the Board are required to challenge agencies where it is considered that safeguarding issues are not being sufficiently addressed, either in respect of an individual child or at a more strategic level.

In January 2014, DSCB commenced a review of its structure and membership. This work continues and will be reported on in next year’s report. The work around the risk register falls within this review period.

## **Looking Ahead**

The final section of the DSCB Annual Report outlines some of the key challenges, risks and priorities for DSCB looking ahead to the next 12 months and beyond.

## **Key risks and Challenges**

There are a number of risks and challenges that will require action to mitigate against and minimise. Some of these risks are more specific to partner agencies, others to the work of the Board:

### **Safeguarding Risks and Challenges:**

- Capacity of front-line services to respond to increasing demand and complexity of child protection work, notably at a time of recession with the impact of poverty increasing pressures within some families and cuts within public sector services on the provision of early intervention and some areas of more specialist assessment and intervention.
- The continued impact on frontline practice of continued national and regional organisational change and reform within health and police.

- The impact of the Family Justice Review in terms of capacity to adhere to timescales and additional requirements with family court proceedings, particularly in view of the increasing complexity of the circumstances of some children who are subject to care proceedings.
- Lack of consistency in respect of child protection planning and review evidenced through quality assurance activity and case reviews.
- Potential for increased risks to children who suffer from asthma as a result of legal changes with regards to the provision of emergency inhalers.

#### **Board Risks and Challenges:**

- Capacity to deliver key priorities and improvements identified within business plan and work programme.
- The loss of 24 hour rapid response cover within health for unexpected child deaths.
- The lack of timely distribution of child protection conference minutes.
- Developing clear pathways for referrals and subsequent information sharing amongst partners.
- Continued investment for Quality Assurance coordinator post.
- Ensuring effective resourcing and optimum processes for dealing with child sexual exploitation.

The Board appointed an Independent Chair in June 2013. Roger Clayton's priorities continue over the next year:

- Review and set a work programme for improving LSCB communications, including the development of the website in-conjunction with Dudley Safeguarding Adults Board.
- Review and set a work programme to improve the engagement and participation of children and young people with the LSCB.
- Review and set a work programme to improve partnership engagement and leadership across the Board structure.

#### **DSCB Priorities for 2013-2015.**

The Board priorities for 2014 -2015 remain the same five priorities. The Board had agreed to implement a business plan over a two year period from the start of 2013. The next Annual Report will offer the findings from this two year journey against the priorities. This year's report has concentrated on offering an update based on information shared from partner agencies given the changes in Key Personnel within the Board.

## Acknowledgements

The Board wishes to thank the following colleagues for “stepping-up” to chair and lead work on behalf of DSCB:

Pauline Sharratt  
Chrisitne Ballinger  
Ian McGuff  
Jackie Jennings  
Sue Haywood  
Rebecca Bartholomew  
Rachael Doyle

The Board also wishes to thank the administrative staff who provide support through coordination and minuting of minutes:

Sue Robinson  
Helen Pryor-Andrews  
Helen Fowler  
Heidi Williams  
Vivien Vasey

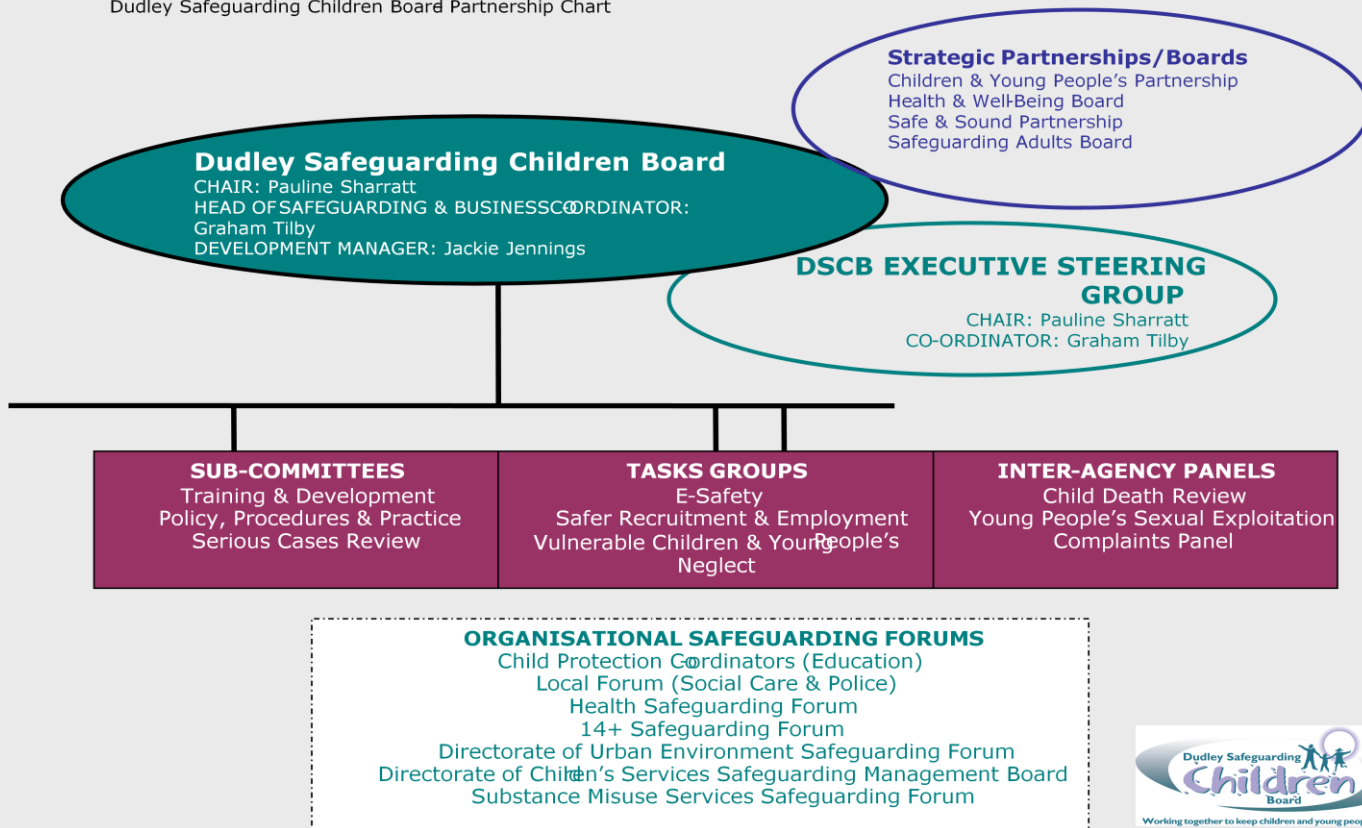
Finally, thank you to everyone who has contributed to improving the safety and wellbeing of children and young people in our borough.



# Appendix 1

## DSCB Partnership Structure

Dudley Safeguarding Children Board Partnership Chart



## Appendix 2

### DSCB Membership

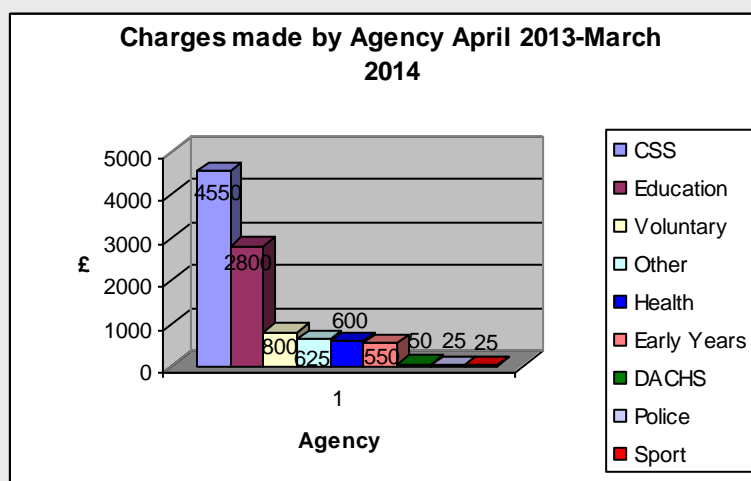
John Polychronakis	Chief Executive Officer (Chair from November 2011)*	Dudley MBC
Pauline Sharratt	Assistant Director Children & Families	Directorate of Children's Services Dudley MBC
Jane Porter	Director of Children's Services	Directorate of Children's Services Dudley MBC
Ian McGuff	Assistant Director Quality & Partnership	Directorate of Children's Services Dudley MBC
Christine Ballinger	Divisional Lead Social Work	Children's Social Care, Directorate of Children's Services, Dudley MBC
Graham Tilby	Divisional Lead Safeguarding & Review	Quality & Partnership, Directorate of Children's Services, Dudley MBC
Jackie Jennings	Safeguarding Development Manager	Safeguarding & Review, Directorate of Children's Services, Dudley MBC
Christine Russell	Divisional Lead Family Support	Directorate of Children's Services Dudley MBC
Donna Farnell	Child Care and Quality Manager	Early Years, Directorate of Children's Services, Dudley MBC
Pauline Owens	Designated Lead Nurse for Safeguarding	Dudley Clinical Commissioning Group
Rebecca Bartholomew	Director of Nursing (Safeguarding Lead)	Dudley Clinical Commissioning Group
Jayne Clarke	Safeguarding Lead Nurse	Black Country Partnership Foundation Trust
Yvonne O'Connor	Deputy Director of Nursing	Dudley Group of Hospitals NHS Foundation Trust
Dr. Zala Ibrahim	Consultant Paediatrician (Designated Dr for Safeguarding)	Dudley Group of Hospitals NHS Foundation Trust
Adrian McNulty	Head of Dudley Probation	Staffordshire & West Midlands Probation Service
Anna Dodd	Divisional Director Children, Young Peoples & Families	Black Country Partnership Foundation Trust
Sue Marshall	Director for Children Young People & Families	Black Country Partnership Foundation Trust
Anne Boden	Domestic Abuse Co-ordinator	Community Safety Team Dudley MBC
Sue Haywood	Assistant Head of Community Safety	Community Safety/DAAT Dudley MBC
Anne Harris	Head of Safeguarding (Adults)	Directorate of Adults, Community & Housing Services, Dudley MBC
DCI Jane Parry	Detective Chief Inspector	Public Protection Unit West Midlands Police
Chris Wood	Station Commander	West Midlands Fire Service
Julie Winpenny	Partnership Officer	West Midlands Fire Service
Jo Hartill	Head Teacher	Mount Pleasant Primary School (Primary



		Schools Forum Representative)
Helen Johnson	Head Teacher	Quarry Bank Primary School (Primary Schools Forum representative)
Judi Kings	Head Teacher	Halesbury Special School Special Schools Forum
Michelle King	Head Teacher	Castle High School (Secondary Schools Forum Representative)
Gill Coldicott	Assistant Principal – Student Support Services, Recruitment and Safeguarding	FE Colleges
Rosie Musson	Head of Governance and Partnership	Dudley & Walsall Mental Health Trust
Helen Ellis	Divisional Lead Targeted Youth Support	Connexions Service Dudley MBC
Helen Hipkiss	Programme Consultant Children’s Services	Strategic Health Authority

## Appendix 3 Training finance

Total Invoices Raised: £10,025 (+16%)



Charged for attendance (private agency or standard course charge): £4,150

Charged for non-attendance – either late cancellation or DNA: £5,870

## Appendix 4

### DSCB training team

Name	Position	Courses	Multi-Agency	Single Agency	Approx Number Days PA
Jackie Jennings	DSCB Safeguarding Development Manager	Advanced CSE/Trafficking Impact of Sexual Abuse Briefings/Workshops	YES	YES	30
Kim Sharratt	Training Officer for DSCB & Early Years	What to Do If Intermediate & Advanced Cultural Customs & Practices Forced Marriage Early Years: Foundation & Intermediate Emotional Abuse & Neglect The Role of The Designated CP Lead Identifying Risky Adults Behaviour Safeguarding Disabled Children in EY's Safeguarding in a Digital World What Not to Write/Recording Skills Foundation Refresher Safer Recruitment in EY's	YES	YES	200+
Alyson Sayers	Training Officer for Education	What to Do If.. Intermediate Advanced Cultural Customs & Practices Forced Marriage Domestic Abuse Impact of Sexual Abuse Recording Skills in Education Teenage Relationships (DA) MAPPA	YES	YES	150+
Bev Tinsley	Specialist Midwife	Female Genital Mutilation element of Cultural Customs Programme Vulnerable Women's Workshops	YES	YES	6-7
Sally Burns	Specialist Midwife	Female Genital Mutilation element of Cultural Customs Programme Vulnerable Women's Workshops	YES	YES	6-7
Carol Weston	Designated Safeguarding Nurse	Advanced Safeguarding Cultural Customs & Practices Health Foundation & Advanced Levels	YES	YES	
Dale Wilkins	Deputy Headmaster DSP	What to Do If. Intermediate Advanced	YES	YES	6 - 10
Eileen Duggins	SC Team	Case Conferences & Core Groups	YES		6

	Manager	Support to Cultural Customs and Forced Marriage			
Funbir Jaspal	Safeguarding Education Officer	Supports: What to Do If.. Intermediate Advanced	YES	YES	2-3
Helen Matthews	Street Teams	CSE & Trafficking	YES	YES	3 - 6
Kat Lafferty	Community Safety Project Co-Ordinator	E.Safety	YES		3
Heather Jeavons	DGFL Primary ICT Cons	E.Safety	YES	YES	3
Lynne Harper	Independent Reviewing Officer	Emotional Abuse & Neglect	YES		3
Lorraine Ross	Independent Reviewing Officer	Core Groups & Case Conferences	YES		3
Michelle Jennings	Disabled Children's Nurse	Safeguarding Disabled Children	YES		3
Paullette Bachuss	Residential Social Workers	Safeguarding Disabled Children	YES		3
Katy Nash	Residential Social Workers	Safeguarding Disabled Children	YES		3
Nicki Burrows	Children, Young People & Families Development Officer	What to Do If Intermediate	YES	YES	8
Heather Barton	Counselling Service	What to Do If Intermediate	YES	YES	6
Rachel Doyle	Sport & Physical Activity Manager	Intermediate for Sport Safer Recruitment	YES	YES	6 - 8
Faye Parret	Schools HR Officer	Safer Recruitment			3
Mark Palmer	Social Worker	Impact of Sexual Abuse			7
Roy Stokes	Commissioned Trainer	Parental Substance Misuse	YES		3