

REDCAR & CLEVELAND SAFEGUARDING CHILDREN BOARD



**REDCAR & CLEVELAND
SAFEGUARDING CHILDREN BOARD**

BUSINESS PLAN 2016-19

**WORKING TOGETHER TO ENSURE ALL CHILDREN IN REDCAR AND
CLEVELAND ARE APPROPRIATELY SAFEGUARDED**

www.redcar-cleveland.gov.uk/safeguarding

This Business Plan sets out the strategic priorities identified by the RCSCB which will be the primary focus over the next three years and will drive the work of the RCSCB.

REDCAR AND CLEVELAND SAFEGUARDING CHILDREN BOARD

Redcar & Cleveland Safeguarding Children Board (RCSCB) was established in April 2010 and is a statutory body made up of organisations which work with children and young people and is the key mechanism for agreeing how relevant organisations in the local area will co-operate to safeguard and promote the welfare of children and for ensuring the effectiveness of what they do.

Section 14 of the Children Act 2004 sets out the overarching objectives of LSCBs which are:

- a. To coordinate what is being done by each person or body represented on the Board for the purposes of safeguarding and promoting the welfare of children in the area; and
- b. To ensure the effectiveness of what is done by each such person or body for those purposes.

OUR VISION

Partners within RCSCB have agreed the following statement which demonstrates our shared vision for the children and young people of Redcar and Cleveland:

“Working together to ensure all Children and Young People in Redcar and Cleveland are appropriately Safeguarded”.

In order to achieve this RCSCB will –

- a. Develop policies and procedures for safeguarding and promoting the welfare of children, including on:
 - the action to be taken where there are concerns about a child’s safety or welfare, including thresholds for intervention;
 - training of persons working 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;

- b. Communicate to persons and bodies in the area of the authority the need to safeguard and promote the welfare of children, raise awareness of how this can best be done, and encourage them to do so.
- c. Monitor and evaluate the effectiveness of what is done by the authority and Board partners individually and collectively to safeguard and promote the welfare of children, and advise on ways to improve.
- d. Participate in the planning of services for children in need in the Redcar & Cleveland.
- e. Undertake reviews of serious cases and advise the authority and Board partners on lessons to be learned.

Priorities and Outcomes

The five main priorities of RCSCB are:

- 1. Quality of Work
- 2. Multi-Agency working
- 3. Communication
- 4. Early Help
- 5. Developments in Practice

By focussing on these priorities the following Outcomes will be achieved:

- 1. Children and young People are Safeguarded from Harm
- 2. Children and Young People in Care have a Good Experience
- 3. Parenting Standards are Improved
- 4. Early Help reduces the Need for Statutory Intervention
- 5. A Competent, Effective and Efficient Workforce

Delivery of the Business Plan is undertaken by RCSCB Sub Groups, the Business Unit and Individual Board Members as detailed in the attached Action Plan, which is monitored quarterly by the Executive Group.

Version:	V1 April 2016
Approved by:	Redcar & Cleveland Safeguarding Children Board
On:	13 th May 2016



PRIORITIES

1. Quality of Work
2. Interagency Working
3. Communication
4. Early Help
5. Developments in Practice

OUTCOMES:

1. Children and young People are Safeguarded from Harm
2. Children and Young People in Care have a Good Experience
3. Parenting Standards are Improved
4. Early Help reduces the Need for Statutory Intervention
5. A Competent, Effective and Efficient Workforce

BUSINESS PLAN 2016 – 2019 – ACTION PLAN

PRIORITY 1: QUALITY OF WORK

(Links to Outcomes: 1,2,3,4,5)

INDICATOR		ACTION REQUIRED	LEAD
1.1	Children 'in need' and in need of protection are systematically identified at earliest opportunity.	<p>Effective Training for agencies is made available which reflects changing needs and demands.</p> <p>The impact of training in achieving successful outcomes for children is assessed.</p> <p>RCSCB to maintain awareness of cultural practices and other risks such as e-safety, CSE and Prevent through the e-bulletin and other communications.</p> <p>Agencies to publicise available services.</p>	<p>Training Sup Group</p> <p>Training Sup Group</p> <p>All Sub Groups RCSCB Business Manager</p> <p>All agencies</p>
1.2	Need is quickly and accurately assessed by all relevant agencies with information clearly communicated.	<p>Promotion and training in the revised Threshold document to ensure it is understood and used by all agencies.</p> <p>Referral routes are understood and used by all agencies and assessed through audits and frontline staff sessions.</p>	<p>Training Sub Group All agencies</p> <p>Tees Procedures</p>

PRIORITY 1: QUALITY OF WORK			
(Links to Outcomes: 1,2,3,4,5)			
INDICATOR		ACTION REQUIRED	LEAD
		<p>Good attendance by agencies at multi-agency meetings, including CP Conferences and Core Group meetings.</p> <p>Individual agency plans updated through Section 11 audits.</p>	<p>Tees Performance Management Group</p> <p>Monitoring and Evaluation Sub Group</p>
1.3	Agencies communicate effectively with each other.	<p>Revise Joint Partnership Protocol to ensure that effective communication in relation to Safeguarding takes place between Strategic Partnerships across Redcar & Cleveland.</p> <p>Promoting awareness and understanding of information sharing protocol.</p> <p>Create opportunities for front line practitioners to network around discussion of cases</p> <p>Develop an approach to multi-agency supervision</p>	<p>RCSCB Business Manager</p> <p>RCSCB Business Manager</p> <p>Monitoring and Evaluation Sub Group</p> <p>Tees Procedures</p>
1.4	Intervention plans are Specific, Measured, Achievable, Relevant and Timely (SMART).	<p>Promotion and training in the Threshold document to ensure it is understood and used by all.</p> <p>Consideration of moving to single documentation across agencies whenever possible</p>	<p>Training Sub Group</p> <p>Tees Procedures</p>
1.5	RCSCB Quality Assurance, Learning and Improvement Framework is fully implemented and assists in understanding the manner and quality in which agencies work both individually and together to safeguard the welfare of children and young people in Redcar and Cleveland.	<p>Safeguarding Assurance Information to be obtained from a variety of sources including:</p> <ul style="list-style-type: none"> • Audits • Serious Case Reviews/Learning Reviews/Management Reviews • Self-Assessment 	<p>RCSCB Business Manager</p> <p>Learning Lessons and Improving Practice Sub Group</p> <p>Monitoring and Evaluation Sub Group</p>

PRIORITY 1: QUALITY OF WORK**(Links to Outcomes: 1,2,3,4,5)**

INDICATOR		ACTION REQUIRED	LEAD
		<ul style="list-style-type: none">• Concerns and complaints from children and families.• IRO data information• VEMT	
1.6	Systems and process are in place across all agencies to ensure quality supervision and performance management throughout.	Section 11 audits undertaken to ensure robust management oversight is in place. Develop an approach to multi-agency supervision	Monitoring and Evaluation Sub Group Monitoring and Evaluation Sub Group
1.7	The opportunities for learning from Serious Case Reviews/Learning Reviews which are undertaken in Redcar and Cleveland are maximised to reduce the risk of children being seriously harmed.	The Learning Lessons and improving Practice Sub Group will (LLIPSG) review and monitor actions arising from SCRs posing appropriate challenge to evoke the learning and ensure demonstrable improvement in practice.	Learning Lessons and Improving Practice Sub Group

PRIORITY 2: MULTI-AGENCY WORKING

(Links to Outcomes: 1,2,4,5)

INDICATOR		ACTION REQUIRED	LEAD
2.1	The Safeguarding processes that are experienced by all children and families are well co-ordinated and cohesive.	<p>Regular reports to RCSCB that provide assurance that relevant actions, performance awareness and responsibilities are considered and acted upon.</p> <p>When undertaking Quality Assurance exercises, RCSCB to consider how to increase the collaboration with children, young people and their families.</p> <p>Actively contribute to the Tees Wide Performance Management Framework ensuring that the priorities of RCSCB are reflected.</p>	<p>RCSCB Business Manager</p> <p>Monitoring and Evaluation Sub Group</p> <p>Tees Performance Management Group</p>
2.2	The policies and procedures which are used in the safeguarding process are compliant with the legislative framework and are fit for purpose and are consistent in their application.	<p>A mechanism to be established to ensure the procedures are kept up to date within the National Policy Framework</p> <p>Any potential collaborative working to be developed and pursued in order to maximise effectiveness and consistency across Tees.</p>	Tees Procedures Sub Group
2.3	Professional challenge and curiosity is actively encouraged and recorded where appropriate.	<p>RCSCB Board and Sub Group meetings to ensure that challenge is recorded and acted upon accordingly through the effective use of a Challenge Register.</p> <p>Multi-agency Audit to recognise and support professional challenge/curiosity.</p>	<p>RCSCB Business Manager</p> <p>Monitoring and Evaluation Sub-Group</p>
2.4	A strategic multi-agency response to meet the needs of the Vulnerable, Exploited, Missing and Trafficked (VEMT) children within our area is embedded within practice	Designate a lead for VEMT within all organisations to drive strategy and ensure awareness is raised, increasing the number of children at risk of VEMT are identified.	<p>Tees VEMT Strategic Group</p> <p>RCSCB VEMT Sub Group</p>

PRIORITY 2: MULTI-AGENCY WORKING

(Links to Outcomes: 1,2,4,5)

INDICATOR		ACTION REQUIRED	LEAD
2.5	Emerging themes are responded to proactively	Regular monitoring of new reports and publications relevant to RCSCB	RCSCB Business Manager

PRIORITY 3: COMMUNICATION			
(Links to Outcomes: 1 & 4)			
INDICATOR		ACTION REQUIRED	LEAD
3.1	There is awareness in the wider community of safeguarding issues in relation to the harm done to children and young people through abuse.	<p>To develop key messages in relation to safeguarding and deliver and support campaigns to address the key issues identified using a variety of media to ensure as wide an audience as possible.</p> <p>Develop focussed campaigns to reach vulnerable, isolated or hard to engage communities</p> <p>Further development of RCSCB Website and consideration of developing a social media presence.</p>	<p>RCSCB Business Manager</p> <p>Executive Group</p> <p>RCSCB Business Manager Safe4Us</p>
3.2	The wider community is supported in protecting children and young people from abuse.	<p>Working with voluntary and community sector agencies who provide activities for children to facilitate effective safeguarding practice through provision of generic safeguarding tools and resources.</p> <p>Raise awareness within the community regarding access to information about specific safeguarding issues aimed at developing skills in the protection of children.</p> <p>Access to improved resources to improve parenting skills, including online courses which available in other areas.</p> <p>Actively listen and engage with the community when they have concerns about safeguarding issues including provision of easily accessible reporting mechanisms.</p>	<p>RCSCB Members & Business Manager</p> <p>RCSCB Members & Business Manager RCSCB</p> <p>RCSCB Members & Business Manager</p> <p>RCSCB Members & Business Manager</p>

PRIORITY 3: COMMUNICATION

(Links to Outcomes: 1 & 4)

INDICATOR		ACTION REQUIRED	LEAD
3.3	Improving information for and communication with children and young people and actively seeking their views.	<p>RCSCB to support the work of Safe4Us recognising the outcomes of their work.</p> <p>Develop campaigns involving children and young people. Promoting communication to children and young people in an accessible format</p> <p>Receiving reports from Children's Services on children and young people's views of safeguarding, looked after arrangements, leaving care arrangements and pathway plans.</p> <p>Participating in a wide ranging survey of children's views through school's survey.</p>	<p>RCSCB Business Manager</p> <p>Safe4Us RCSCB Business Manager</p> <p>Monitoring and Evaluation Sub Group Tees Performance Management Group</p> <p>RCSCB Members & Business Manager</p>

PRIORITY 4: EARLY HELP**(Links to Outcomes: 2,3,4)**

INDICATOR		ACTION REQUIRED	LEAD
4.1	There is a common understanding of “Early Help” with processes in place to ensure the systematic identification of children and young people that might benefit from ‘Early Help’	Promotion and training in the Threshold document to ensure it is understood and used by all. RCSCB community engagement events to be held ensuring face to face contact.	Training Sub Group RCSCB Business Manager
4.2	Evidence of the ‘child’s journey’ is linked to improving service delivery.	Consider how the RCSCB audits can be expanded to involve the children and families views.	RCSCB Independent Chair Monitoring and Evaluation Sub Group
4.3	The delivery of an efficient and effective Early Help process which, over time, contributes to a reduction in the number of Children in Need and those subject to Child Protection plans.	Longitudinal analysis of early help interventions. Analysis of available data is regularly undertaken and reported to the RCSCB	Monitoring and Evaluation Sub Group Tees Performance Management Group
4.4	Early Help Services support children and families to achieve their potential.	All Early Help Plans should include the views and wishes of children and young people and families recording how these are recognised and supported.	Monitoring and Evaluation Sub Group

PRIORITY 5: DEVELOPMENTS IN PRACTICE

(Links to Outcomes: 1,2,3,4,5)

INDICATOR		ACTION REQUIRED	LEAD
5.1	New, emerging and developing themes are identified, acknowledged and responded to in an appropriate way.	<p>Reports regarding the impact of new, emerging and developing themes such as VEMT, FGM and Prevent are presented to RCSCB as appropriate.</p> <p>Continual analysis of themes with particular reference to the Redcar & Cleveland area is undertaken and reported to RCSCB</p>	<p>All Partners VEMT Sub Group</p> <p>VEMT Sub Group</p>
5.2	Processes are in place to respond to the requirements placed upon agencies in respect of the resettlement of Refugees, Asylum Seekers and Unaccompanied Children (LAC) into the area.	<p>RCSCB to have oversight and understanding of the initial and ongoing impact of any resettlement, including the financial impact.</p> <p>Agencies to understand and respond to the specific needs arising from the resettlement of such children, young people and families.</p>	<p>Executive Group</p> <p>All Partners</p>
5.3	There is an agreed action plan for the establishment and development of a Multi-Agency Children Hub (MACH).	A model to be agreed for implementation either Tees Wide or across South Tees.	Director of People Services
5.4	Multi-agency processes are in place to ensure a smooth transition from children services to adult services.	Assurances from all agencies that transition arrangements are in place including evidence from own audits and reviews.	Monitoring and Evaluation Sub Group
5.5	Children and Young People with Disabilities are supported with services and transition arrangements which ensure smooth transition from childhood to adulthood.	Assurances from all agencies that transition arrangements are in place including evidence from own audits and reviews.	Monitoring and Evaluation Sub Group