



Derby Safeguarding Children Board

Annual Review 2007 - 2008

and

Business Plan 2008 - 2009

Derby Safeguarding Children Board

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1 Introduction

This document provides an annual review of the activity of Derby's partnership arrangements to safeguard children and young people and sets out the key actions for the coming year.

This last year has been a time of significant scrutiny of these arrangements and the work of the Local Safeguarding Children Board. The Children's Trust arrangements were the subject of both the Annual Performance Assessment and Joint Area Review in 2007. Both concluded that the contribution of local services to improving outcomes for children and young people at risk or requiring safeguarding was good (3)

Many strengths were identified. These have been achieved through:

- the implementation of the new safeguarding procedures jointly with Derbyshire County Council;
- strengthening existing links with multi-agency public protection arrangements and the Domestic Violence Partnership;
- developing the work of the Stay Safe outcome group to promote well-being;
- providing awareness raising training for faith groups; and
- setting up a performance monitoring framework.

Just a few examples of the effective work noted in the APA/JAR were:

- children at risk are identified with responses appropriate and timely, both during and outside office hours;
- a good range of effective preventative services available and good quality training accessible to parents and staff from all agencies;
- success in involving children and young people in the planning, development and operation of services;
- the number of re-registrations of children subject of a child protection plan had continued to reduce with robust and effective review procedures ensuring that all cases are reviewed in accordance with the guidelines
- the timeliness of reviews of children in care has improved significantly from 68.5% to 84%, which is now above the statistical neighbour average;
- the timeliness of core assessments remains very good (Band 5 - over 89%).

The areas identified for development were felt to be accurate and not a surprise to the partnership and are included in the actions for the Board and CYP plans for the forthcoming year. It was pleasing to see that the hard work by all staff throughout the agencies has been noted, setting a positive foundation for the considerable challenges ahead.

The purpose of this document is to set out:

- The arrangements of the Derby Safeguarding Children Board ("the Board")
- A review of the DSCB Business Plan 2007-2008
- The key priorities that the Board has identified for 2008-2009 and the action it will take to improve safeguarding arrangements and promote children's welfare
- The arrangements for monitoring progress and checking the quality of activity to effectively safeguard and promote the welfare of children.

It is the underpinning document for the work of the Board and the constituent partner agencies, through which we aim to strengthen even further our arrangements, practice and outcomes.

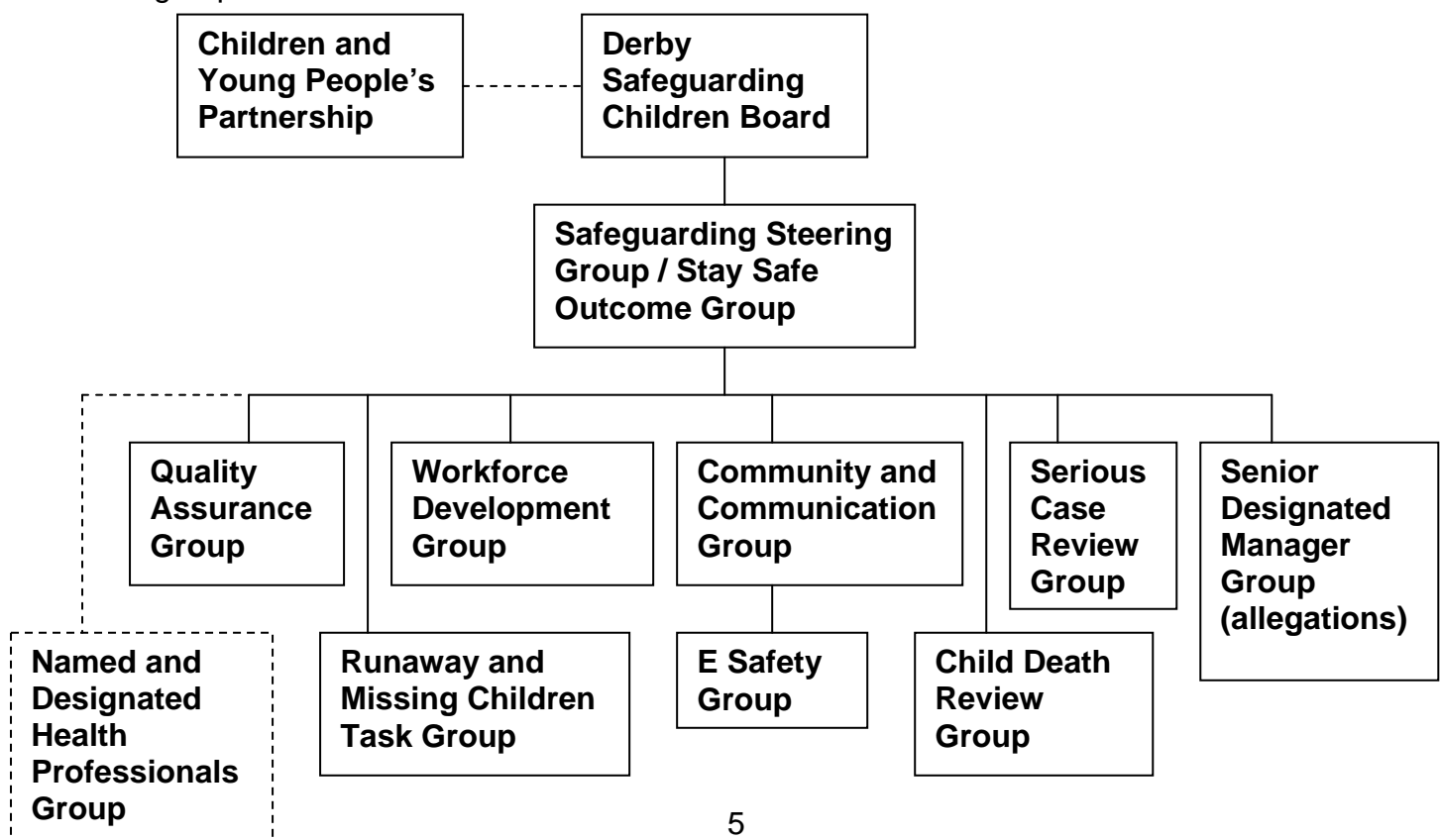
Andrew Flack
Chair Derby Safeguarding Children Board

2 Role of the Derby Safeguarding Children Board

The remit of the Board is to:

- Provide leadership and make sure the relevant organisations in Derby co-operate to safeguard and promote the welfare of children in the area in such a way as to improve the five outcomes for children and young people;
- Monitor the effectiveness of the Business Plan;
- Ensure that safeguarding issues are raised in the wider community, and in the media, where appropriate;
- Ensure appropriate resources are available to carry out safeguarding functions;
- Ensure that there are robust, transparent and auditable governance arrangements dealing with the development of audit tools for assessing and promoting clinical quality across the Services;
- Audit and evaluate the effectiveness of local services in relation to safeguarding and promoting the welfare of children;
- Put into place performance measures to ensure that arrangements and standards for safeguarding children are in line with local and national requirements;
- Ensure appropriate consultation takes place with Service Users;
- Demonstrate and develop partnership working and promote cooperation between individual agencies and the Members of the Children and Young People's Partnership about the safeguarding children agenda;
- Share information and experience between all persons who have a seat on the Partnership Board;
- Provide induction for all new members of the board;
- Develop and maintain trust between all stake holders.

The local safeguarding children arrangements combine the work of an Executive Board, a Steering group (Stay Safe outcome group) and a number of working groups.



3 The Board's relationship with the Children and Young People's Partnership

The Board will make an annual report to the Partnership at an annual meeting to review the effectiveness of the Trust's arrangements to safeguard and promote the welfare of children in light of the previous business plan and to make sure the two groups do not duplicate work or leave strategic or operational gaps in policies, protocols, services or practice.

4 Safeguarding Steering Group / Stay Safe Outcome Group

The group meets on a bi-monthly basis. Its membership is drawn from all those agencies with a statutory duty to co-operate with local safeguarding arrangements and representatives of the voluntary sector. The group is well attended and very active. The remit of the group is to:

- Work alongside the Board on the development of a safeguarding strategy for Derby;
- Develop and execute the Business Plan;
- Participate in the planning of services for children by acting as the "staying safe" Outcome Group within the Derby Children and Young People's Partnership;
- Produce an Annual Report;
- Co-ordinate the work of other groups and ensure proper communication throughout the Board Structure;
- Promote the welfare agenda and ensure the five outcomes are addressed.
- Ensure that procedures and guidance are in place, and fit for purpose;
- Monitor performance and audit practice to continually improve safeguarding services;
- Manage the budget.

5 Named and Designated Health Professionals Group

The group meets on a bi-monthly basis. Its membership is the named and designated health professionals from the PCT, Foundation Trust and Ambulance Trust across Derby and Derbyshire.

The aim of the is to strengthen inter-professional working within health agencies on safeguarding children to meet local needs and national objectives and standards in line with Working Together to Safeguard Children 2006.

Named and Designated Health Professionals are members of the Steering Group and seek to provide consultation as necessary and a conduit for effective working between both groups.

WORKING GROUPS

6 Senior Designated Manager Group (allegations)

The group meets on a bi-monthly basis. Its membership is drawn from all those agencies with a statutory duty to co-operate with local safeguarding arrangements and representatives of the voluntary sector.

The remit of the group is to:

- Ensure safe arrangements are in place for managing allegations against staff, carers and volunteers
- Progress safe employment practices
- Develop a focus on safeguarding children in relation to employment of staff
- Manage safe systems in relation to ContactPoint
- Support the implementation of the Independent Safeguarding Authority

7 Runaway and Missing Children Task Group

Established in 2007, the Runaway and Missing Children Task Group works to ensure the development and implementation of a partnership approach to delivering the strategy for Runaway and Missing Children. The group reports to the Steering group and will produce an annual report.

The membership of the Task Group is:

- Police
- Safe and Sound
- Runaways
- C & YP Department – Education Welfare
- C & YP Department – Social Care / Children in Care
- Derby City Council – Housing Options

8 Quality Assurance Group

The group meets on a bi monthly basis and there has been good multi agency sign up and attendance. The remit of the group is to:

- Ensure policies and procedures are up to date and available to all relevant staff.
- Ensure that safeguarding standards are in place.
- Undertake audit work as agreed by the Steering Group/Board.
- Respond to new legislation/regulations and guidance relevant to safeguarding children and promotion of welfare.
- Monitor on a multi agency basis the outcome framework and additional child protection performance against agreed indicators.
- Devise multi agency Children in Need procedures.
- Ensure implementation of new initiatives e.g. ISA, Common Assessment.
- Raise any shortfalls in practice with the Steering Group/Board.
- Address Public Health Issues.

The group has successfully monitored the effectiveness of the revised procedures via a practice audit of files, training and has carried out an annual review (jointly with Derbyshire LSCB) to ensure that updates added and implemented.

The procedures concerning the Child Death Review process have been implemented alongside arrangements for the Child Death Review Group (see below).

Core Group working has continued to be the focus of training and a review of the multi agency documentation used throughout the conference process leading to the implementation of new multi agency pro formas during 2008.

A conference on Female Genital Mutilation was deferred from February to June and launches the consultation of multi agency guidance.

Multi Agency Guidance in relation to Domestic Violence has been delayed as a result of personnel changes within the Community Safety Partnership and will be vigorously pursued during the forthcoming year.

Action plans from serious case reviews have been reviewed, alongside the National Biennial Review of serious case reviews (2001 – 2003 and 2003 – 2005 – DCSF) and the threshold project in Derby. These have informed the update of training, the Stay Safe Action Plan, the procedures and development of new training for managers.

Work has begun with a range of different Faith Groups establishing themselves in Derby or extending their services. The multi faith forum SACRE (Standing Advisory Council for Religious Education) were part of the extensive consultation on guidance for the Voluntary, Community and Faith based organisations to be published in 2008.

9 Workforce Development Group

The group meets on a three monthly basis and there has been a good multi agency sign up and attendance. The remit of the group is to:

- Produce a multi-agency training plan following regular audits of need.
- Implement training strategy.
- Quality assure the effectiveness of multi-agency training.
- Ensure single agency training provided is consistent with requirements around Safeguarding Children.
- Respond to ad-hoc training requests.
- Provide training in line with new legislation and guidance.
- Provide publicity around training to be held
- Manage training budget.

The workforce development group has supported the successful induction of the new training coordinator who has settled into the delivery and development of the training with excellent feedback from participants. The greatest level of safeguarding training has been achieved this year with the majority being accessed by staff who have specific safeguarding roles with increasing representation from GP's and the Police.

The quality assurance of courses has demonstrated a consistent above average feedback for the course content, materials and delivery by trainers. The professional experience of the trainers within the pool has been linked more closely to the delivery of the differing levels of training. Further work is needed to complete the auditing of single agency safeguarding training (across all sectors).

The DSCB commissioned the development of a Leadership and Management course that was mandatory for all Children's Social Care Managers (including the Chair of the DSCB). The course successfully provided a unique learning experience for managers that focussed on the impact of safeguarding on their roles. The course was delivered, initially as a single agency course, to assist with the transition to locality based teams occurring in 2008 and this level 4 course will be further developed to be delivered to a multi agency audience over the coming

year.

The links between of the Safeguarding Children Board Workforce Development Group and the Children and Young People's Partnership Children's Workforce Group has begun to be established with the inclusion of safeguarding training on the new Children and Young People's plan for Derby. This should contribute to ensuring that the training of all staff in Derby is strategically coordinated and effective. The further development of level 3 training around neglect will be a focus for the forthcoming year.

The DSCB supported the contribution of the group to the revision of the E Learning CD – Breaking the Cycle of Abuse and the creation of an Internet based E Learning package. This is an ongoing piece of work that is being carried out in participation with other agencies in Derbyshire, the NHS Hub and Internet training company and will see a more effective updated package made available both locally and nationally.

10 Community and Communication Group

The group meets on a bi monthly basis and whilst there has been a core membership further multi agency sign up and attendance is needed. The remit of the group is to:

- Establish a communication strategy
- Publicise and raise awareness of safeguarding and the promotion of children's welfare to the wider community.
- Distribute e learning and safeguarding information to Faith Groups
- Produce a regular newsletter.
- Set up and manage the DSCB website.
- Develop media and publicity strategy and improve awareness of the function and role of the Board
- Revise and update safeguarding leaflets
- Improve the consultation with and participation of service users.
- Establish Practitioner Groups
- Develop awareness campaigns arising from practice issues or serious case reviews

The group has successfully consulted upon the safeguarding leaflet for parents and carers, which is undergoing production in different languages and will be distributed in 2008.

Extensive consultation on guidance for the Voluntary, Community and Faith based organisations was successfully completed and, whilst temporarily delayed by the national implementation of the Independent Safeguarding Authority, will be published in 2008. Advice and guidance has been made available through the work of individuals for different Faith Groups.

The group was unable to move forward the development of the DSCB website and this will be a key area for completion during 2008 / 2009 whilst ensuring that the statutory functions of the DSCB are carried out.

The group has worked with Derbyshire LSCB to consult upon a leaflet, requested by Young People, advising the about legal issues and sexual activity.

There are some key actions for the Community and Communication groups arising from the stay safe element of the Children and Young People Plan.

11 Serious Case Review Group

The remit of the serious case review group is to:

- Ensure that serious case reviews are carried out according to regulations and guidance.
- Ensure that any recommendations are implemented, monitored and evaluated.
- Ensure that staff in all agencies are aware of the outcomes of serious case reviews and their part in action plans.
- Ensure that media coverage is appropriately managed.

It is noteworthy that this Group has not met during 2007/08 as there has been no requirement to carry out a serious case review.

12 Child Death Review Group

The group meets on a monthly basis to carry out the Child Death Review Process in respect of the deaths of all children in Derby. The remit of the Child Death Review Group when established is to:

- To collect and analyse information about child deaths
- To advise on ways to improve the well being of children based on the work of the group.

13 Review of the 2007 – 2008 DSCB Business Plan

The Board has continued to make significant progress during the last year. The DSCB steering group, which functions as the stay safe outcome group for the CYPP, has the responsibility to manage the partnership work to improve staying safe outcomes for local children and young people. The steering group has worked in partnership to develop the stay safe aims and outcomes for CYPP Plan 2008 - 2009.

The Board together with the steering / stay safe outcome group identified a number of key issues for 2007 – 08, not least being the ability to answer the question how well is the partnership working together to safeguard children?

The key message from the Annual Performance Assessment and Joint Area Review, both carried out during 2007 – 2008, was that the partnership is working well to safeguard children. The appraisal by the Board, and steering / stay safe outcome group of partnership arrangements is representative of judgements arising from external scrutiny and this is very encouraging.

The Board will be continuing to monitor performance using the framework attached at appendices 1 and 2. The Board will ensure that its functions are carried out in line with the Staying Safe aims and outcomes and to achieve this will set out the plans for future work and an audit programme.

Derby is a culturally diverse city and the Board has delivered on its priority to promote community awareness of safeguarding. Work has included the development and promotion of safeguarding materials for parents and the public in Derby (including in different languages) and expanded the engagement with local Faith Groups. For practitioners two new courses have been established to safeguard black and minority ethnic children and those at risk of forced marriage and honour based violence.

The Board has successfully implemented the child death review process and has continued to undertake its partnership approach to respond to allegations against staff.

Supporting children affected by domestic violence was an area prioritised for 2007 – 08. The short life task group was established to develop an outcome focussed action plan but this was not completed following the departure of key staff within the Community Safety Partnership. Crucial collaboration will be a key area for the development of an effective response to domestic violence by the Board alongside the CSP. The improvement of early identification, the development of practice guidance and establishing suitable services are essential elements to safeguarding the significant number of children and adults affected by domestic violence in Derby.

In order to complete its duties and prioritise resources the launch of a Website, that will serve as a resource for children and young people, families, practitioners and agencies, was delayed and will be a priority for the coming year.

14 Looking forward – The DSCB Business Plan 2008 - 2009

The Annual Performance Assessment and the Joint Area Review set out areas for action that will be reflected in the plans for both the Board and the CYP Plan.

These include:

- Audit and review the cases of children waiting for adoption to see whether adoption is now a realistic choice.
- Review the policy of using unqualified workers for looked after children.
- Improve initial assessment timescales, following the implementation of the social care electronic recording system (now a public sector agreement indicator)
- Review the length of time of children in care with a permanence plan through adoption
- Develop an overarching strategy to bring together existing inter agency protocols for missing children

Further work identified by the Board includes:

- Review the Safeguarding Children Procedures
- Review and implement the DCSF national guidance on safeguarding children who are sexually exploited (when published)
- Co-ordination of action to prevent, reduce and respond to domestic violence, including Multi Agency Risk Assessment Conferences (MARAC)
- Implementation of arrangements for Child Death Reviews
- Extending and developing Multi Agency Public Protection Arrangements
- Implementation of Independent Safeguarding Authority vetting and barring arrangements
- Establishing arrangements in schools to address honour based violence/forced marriage
- Implementing strategies to promote safeguarding within Faith Groups
- Develop the Board profile, to include induction of new members, and commissioning arrangements, and service users involvement
- Establish the E Safety Group to reduce harm to children via digital technology
- Implement with other agencies the transition from the use of the Child Protection Register to children subject of child protection plans in training

15 Resource Requirements for 2008 / 2009

	Anticipated Cost
Staffing	
Policy Officer PO5	46,700
Training Coordinator PO2	39,990
Administrative Assistant Scale 2-3	20,510
Total Staffing Costs	107,200
Non – Staffing	
Workforce Development	10,250
Translation	10,250
Advocacy	3,075
Equipment	10,250
Website Maintenance	2,050
Total Non – Staffing Costs	35,875
Contingency	
Serious Case Review	Unfunded
Total	143,075

16 Budget 2008 / 2009

	Amount
Carry Forward	5,000 (forecast)
Partner Contributions	
CYP Department	74,300
Health - PCT	15,375
Health – MH Trust	7,680
Health – Hospital Trust	7,680
Police	15375
Probation	5,125
Connexions Derbyshire	5,125
Community Safety Partnership	5,125
CAFCASS	500
Total	136,285

Key Actions, Targets and Responsibilities

Performance Monitoring Framework 2007 – 2008 See Appendix 1

Performance Monitoring Framework 2008 – 2009 See Appendix 2

Stay Safe Outcome Group Performance Review 2007 - 2008

Performance Review 2007 - 2008 Stay Safe Outcome Framework Aim: Safe from maltreatment, neglect, violence and sexual exploitation			Lead Person: Sue Richards			
Quantitative Indicator:						
Indicator		Target	Performance			
			Qu1	Qu2	Qu3	Qu4
Re-registrations on the child protection register		16%	20.8	20.2	18.2	16.4
Reviews to timescale		100%	100	100	100	100
Registrations per 1,000 population of children		4.5	5.61	4.7	3.4	3.21
CYPP Priority	Actions	Specific and Measurable Targets	T/scale	LP	Status	
Strengthen and maintain safeguarding arrangements and responsibilities	Confirm arrangements for Child Death Reviews	Produce procedures	01.08	LA	Completed	
		Establish process for implementation	02.08	LA	Completed	
		Provide Practice Briefing	03.08	LA	Outstanding	
	Implement National Sexual Exploitation guidance when published	Launch National Guidance	10.07	ST	Pending Publication	
		Review jointly (with Derbyshire LSCB) the Derby and Derbyshire Safeguarding Children Procedures	01.08	ST	Pending Publication	
		Provide Practice Briefing	03.08	ST	Pending Publication	
	Continue to implement Allegations against staff procedures	Establish one full year baseline data	03.08	SR (LADO)	Completed	
		Have quarterly meetings of Designated Officers	03.08		Completed + Ongoing	
		Report to DSCB and DfES annually	06.08		Completed	

	Review findings of Black and Minority Ethnic Children in Need review	Routinely analyse ethnicity data and implement action plan from the BME Children in Need review	03.08	SR	Partly completed
		Deliver 38 multi agency training places to safeguard BME children	03.08	KE	Completed
	Audit practice through benchmarking of individual cases	Audit implementation of Safeguarding Children Procedures	03.08	SR	Ongoing
		Audit casework of children on the child protection register (16 cases)	03.08	SR	Completed
	Implement actions arising from the Serious Case Review to safeguard disabled children	Deliver 38 multi agency training places to safeguard disabled children	03.08	KE	Completed
	Communicate and raise awareness within the community of the need to safeguard and promote the welfare of children	Provide written guidance to Faith Groups of their role in safeguarding and promoting the welfare of children	12.07	JW	Completed Pending publication
		Brief schools and community health staff about private fostering	04.07 05.08	RD CC	Completed
		Hold school based training for parents about safeguarding children and ICT(6 Sessions)	03.08	KM	Completed
		Provide written safeguarding information leaflets for community groups and parents in 4 different languages	12.07	JW	Completed Pending publication
		Cascade safeguarding briefings to 100 Voluntary and Community Sector Organisations	03.08	JW	Partly Completed
		Develop a Derby Safeguarding Children Board Website	03.08	JW	Outstanding

Continue implementation and plan for domestic violence services and responses	Establish a short life task group to establish an outcome focussed action plan	Produce a multi agency domestic violence action plan to safeguard children	12.07	AG	Outstanding
	Improve ability to identify children affected by domestic violence at an early stage	Establish arrangements for key staff to routinely ask whether a person is affected by domestic violence	12.07	AG	Outstanding
		Establish baseline for the monitoring of the incidence of domestic violence and the impact of the action plan	12.07	AG	Outstanding
	Improve service responses across the partnership	Provide multi-agency practice guidance	03.08	AG	Outstanding
		Distribute guidance across the partnership	03.08	AG	Outstanding
		Deliver 90 multi agency training places	03.08	KE	Completed
	Support access to appropriate accommodation for families fleeing DV	Establish system for reporting shortfall into the DV strategic forum and housing strategy action group	03.08	AG	Outstanding

Performance Review 2007 - 2008 Stay Safe Outcome Framework Aim: Safe from accidental injury and death			Lead Person: Corrine Clemson				
Quantitative Indicator:							
	Target	Performance					
		Qu1	Qu2	Qu3	Qu4	Annual	
Number of 0-15 year olds killed in RTCs	N/A	0	0	0	0	0	
Number of 0-15 year olds injured in RTCs	N/A	40	38	36			
Number of 0-18 year olds unexpected deaths	N/A	3	1				
Number of 0-18 year olds injured in incidents as reported by hospitals*	N/A	-	-	-	-	11124 (378)	
CYPP Priority	Actions	Specific and Measurable Targets			T/Scale	LP	Status
Improve road safety	DSCB to contribute to and support the delivery of the Council's road safety strategy	Review and extend the Rideout Safety Programme for parents			03.08	CC	
	Work to reduce incidents of accidental injury and death	Review and develop the provision of safety information for parents provided by health staff working with children			03.08	CC	
		Audit and analyse childhood accidents reported to Accident and Emergency to establish trends for targeted action by Area			03.08	CC	

* data is based on ALL accidents, figures in brackets are RTCs as reported by hospital

There is a clear discrepancy here as this includes young people aged 16-18 which the police data does not include

Outstanding stats will be available in June

Performance Review 2007 - 2008 Stay Safe Outcome Framework Aim: Safe from bullying and discrimination		Lead Person: Kevin Murphy
Quantitative Indicator:		
	Target	Performance
		Annual Figure
Reported numbers of bullying related incidents in the academic year 2006 - 2007	N/A	2006-07 = 2651
% schools with anti-bullying policy and school council	100%	100%
% schools reporting incidence of bullying	100%	95%
Safe from bullying and discrimination is being taken forward by the outcome group: Make a Positive Contribution who will report on this		

Performance Review 2007 - 2008 Stay Safe Outcome Framework Aim: Safe from crime and antisocial behaviour in and out of school			Lead Person: Tim O'Neill			
Quantitative Indicator:						
			Target	Performance		
% reduction in number of first time entrants Annual Figure for 07 / 08			05/06 643 entrants 06/07 542 entrants	536 new entrants (19.6% reduction from 05/06)		
CYPP Priority	Actions	Specific and Measurable Targets		T/Scale	LP	Status
Ensure that children and young people are safe from crime and anti social behaviour	Develop a strategy to improve children's safety from crime and anti social behaviour	A reduction in the number of first time entrants entering the youth justice system		03.08	T O'N	Completed + Ongoing
		Analyse the % of successfully completed Acceptable Behaviour Contracts (ABCs)		03.08	AT	Completed + Ongoing
		Identify, with children and young people, an action plan to improve their safety from crime and anti social behaviour		03.08	T O'N	Completed + Ongoing
		Establish baseline for monitoring numbers of children who are sexually exploited		03.08	ST	Completed + Ongoing
		Establish baseline of numbers of prosecutions of adults responsible for sexual exploitation of children		03.08	AF	Completed + Ongoing
		Develop action plan to increase prevention and disruption of adults who sexually exploit children		03.08	ST	Completed + Ongoing
		Establish baseline for monitoring numbers of children from abroad and children born in the UK who are trafficked		03.08	ST	Completed + Ongoing
		Deliver awareness raising sessions to a multi agency audience about trafficked children		03.08	ST	Completed + Ongoing

Performance Review 2007 - 2008 Stay Safe Outcome Framework Aim: Security, stability and are cared for			Lead Person: Rod Jones			
Quantitative Indicator:						
	Target	Performance				
		Qu1	Qu2	Qu3	Qu4	
%U16 CLA for>2.5 years in same placement for>2 years	80%	63.9%	67.1%	68.7%	67.1%	
% Care cases in court completed within timescale (Annual Figure)	40 weeks	42% (27) completed in 40 weeks 58% (37) exceeded 40 weeks				
Timeliness of reviews of children looked after (C68)	95%	98.5%	98.5%	98.9%	95.3%	
% U16 CLA for > 2 years placed for adoption	9.2%	10.8	11.2%	9.1%	10.5%	
CYPP Priority	Actions	Specific and Measurable Targets	T/Scale	LP	Status	
Provide intensive multi-agency support to prevent children becoming looked after	Develop locality based integrated social care teams in areas 2 - 5	Agree resources	07.07	RD	Completed	
		Establish an implementation plan	09.07	RD	Completed	
		Move staff to new teams	01.08	RD	Planned for June 08	
Develop appropriate local placements for children and young people who live in care	Provide sufficient local placements of high quality for children and young people who live in care	Increase approved foster carers by 10	03.08	RJ	Completed	
		Increase the percentage of children, who are looked after for 6 months or more, who are adopted above 8%	03.08	RJ	Completed	
		Establish baseline of the number of children placed in family placements	03.08	RJ	Completed	
		Establish a strategy for gaining the views of children moving placements and leaving care	03.08	RJ	Outstanding and ongoing	

	Complete an annual analysis of complaints by children looked after	Complaints are responded to within timescales	03.08	MS	Completed
	Create specialist "Looked After" social work teams	Increase % of Children Looked After who are allocated a qualified social worker to 65%	03.08	RJ	64% Ongoing

Performance Review 2007 - 2008 Workforce Strategy					Lead Person: Katy Elliott		
Quantitative Indicator:							
Indicator		Target	Performance				
			Qu1	Qu2	Qu3	Qu4	
Courses delivered during year April 07 – March 08		42 courses	8	14	28	46	
Number of places for participants		18 per course	144	252	504	828	
Number of places attended on course(average)		18 per course	122(15)	* 231 (19)	**428 (17)	**703 (16)	
Overall satisfaction of participants on course content, handouts and trainer delivery		75%	81%	79%	81%	82%	
Priority	Actions	Specific and Measurable Targets			T/Scale	LP	Status
Develop a skilled and confident workforce to carry out their responsibilities to safeguard and promote the welfare of children	Implement the Annual Training Plan that supports the delivery of the Business Plan	Audit safeguarding training needs of workforce			12.07	KE	Completed
		Revise Training Plan			03.08	KE	Completed
		Audit delivery and quality assure the Multi Agency and Single Agency Training to Safeguard Children			12.07	KE	Completed
		Produce quarterly performance reports for DSCB			03.08	KE	Completed
		Distribute E learning Package to Faith Organisations and other settings			03.08	KE	Completed and ongoing

*Pilot courses and specific courses have specified a lower allocation for 2 courses. These figures have been left out of the average figure for attendees against the standard of 18

** Training for Trainers course specifically for 14 participants (Fully attended). Figure left out of average figure for attendees against standard of 18

Total number of courses and participants includes the single agency leadership and management course delivered by the DSCB (56)

Feedback from 1 course used different method therefore not counted

Appendix 2

Stay Safe Outcome Group Performance Monitoring Framework 2008 - 2009

Stay Safe Outcome Framework Aim:							
Safe from maltreatment, neglect, violence and sexual exploitation			Lead Person: Sue Richards				
Quantitative Indicator:							
Indicator		Target		Performance			
				Qu1	Qu2	Qu3	Qu4
Children subject to subsequent child protection plan		16%					
Reviews to timescale		100%					
Children with c/p plan ratio 3.00 per 1,000 population		4.5					
Percentage re-referrals to social care		27.5% or less					
Percentage of children with second CP Plan		16% or less					
Minimum attendance at level 2 MAPPA meetings		85 %					
Percentage of initial assessments completed to time		70%					
CYPP Priority	Actions	Specific and Measurable Targets		T/scale	LP	Status	
Provide timely and appropriate responses to parents of vulnerable children and children in need	Extend early intervention services and the lead professional role	200 CAFs completed across the city		March 09	EW		
		Roll out of Lead Professional (LP) in Area 1 – 40 LP identified.		March 09	EW		

SS1	Review findings of Black and Minority Ethnic Children in Need review	Routinely analyse ethnicity data and implement action plan from the BME Children in Need review	March 09	SR	
Complete a review of services to children and parents affected by DV	Improve ability to identify children affected by domestic violence at an early stage	Establish arrangements for key staff to routinely ask whether a person is affected by domestic violence	March 09	S Ra	
		Establish baseline for the monitoring of the incidence of domestic violence and the impact of the action plan	March 09	S Ra	
	Improve service responses across the partnership	Provide multi-agency practice guidance	March 09	S Ra	
		Distribute guidance across the partnership	March 09	S Ra	
	Support access to appropriate accommodation for families fleeing DV	Establish system for reporting shortfall into the DV strategic forum and housing strategy action group	March 09	S Ra	
Promote safe and secure care for children and young people at home SS3	Review evidence from practice and provide updated procedures and guidance	Revise DSCB procedures	March 09	MS	
		Implement new public law outline	March 09	EC	
		Independently reviewed all neglect cases with Child Protection Plan in place for 15 months	March 09	SR	
		Focused task group to improve analysis in significant harm cases	March 09	SR	
Improve ability to identify vulnerable children and		Family visitors providing services to hard to reach families from 14 children's centres	March 09	SS	

young people at an early stage and provide appropriate services SS6		Identification of newly arrived families and provision of appropriate information	March 09	CF	
		Evaluation of integrated services trailblazer in Area One	March 09	RD	
		Development of locality planning groups in all areas	March 09	SB; JL	
		Establishment of virtual targeted youth support services across the city	March 09	DF; MG	
Provide a range of information for parents, young people and children aimed at supporting a safe and enjoyable childhood SS7		Developed and distributed leaflet promoting safe play	March 09	JW	
		Establish and implement an e safety strategy	March 09	MS	
		10 Internet safety courses delivered in school clusters	March 09	KM	
		Information available in secondary schools about safeguarding including forced marriage	March 09	KM	
		Develop a Derby Safeguarding Children Board Website	March 09	MS	
Supply providers of childhood focused faith, sporting and leisure		Circulate Voluntary, Independent and Community Sector guidance document, provide information updates on safeguarding	March 09	MS	

activities with safeguarding information SS8		Circulate information updates on the implementation of the Independent Safeguarding Authority	March 09	MS	
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Stay Safe Outcome Framework Aim:					
Safe from accidental injury and death			Lead Person: Corrine Clemson		
Quantitative Indicator:					
		Target	Performance		
			Annual Figure		
Reduction (from a baseline of 31) deaths or serious injuries in Road Traffic Accidents, by 2010		50%			
Preventable deaths through unsafe sleeping arrangements to be nil		0			
CYPP Priority	Actions	Specific and Measurable Targets	T/Scale	LP	Status
Provide safeguarding information for children, young people and parents SS2	Reduce incidents of accidental injury and death	Audit and analyse childhood accidents reported to Accident and Emergency to establish trends for targeted action by Area	March 09	CC	
		Home safety information available via 15 children's centres	March 09	SS	
		Home safety packs for parents of vulnerable children available via 15 children's centres	March 09	SS	
		Included new “Safe sleeping arrangements” insert in all Parent Held Child Health Records	March 09	EA	

		Established guidance and checklist for health professionals about the assessment of sleeping arrangements and make available to social care staff	March 09	EA	
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Stay Safe Outcome Framework Aim:						
Safe from bullying and discrimination			Lead Person: Kevin Murphy			
Quantitative Indicator:						
	Target		Performance			
			Qu1	Qu2	Qu3	Qu4
Reported numbers of bullying related incidents in the academic year 2006 - 2007		N/A				
% schools with anti-bullying policy and school council		100%				
% schools reporting incidence of bullying		100%				
Safe from bullying and discrimination is being taken forward by the outcome group: Make a Positive Contribution who will report on this						
CYPP Priority	Actions	Specific and Measurable Targets	T/Scale	LP	Status	
Promote safety and security for children and young people at school and in the community SS4	Ensure bullying is recorded and each school has effective measures in place	Reported incidents of bullying in school (pending response from GF-cross cutting with MAPC)	March 09	GF		
		No' schools with peer anti-bullying schemes (as above)	March 09	GF		

Stay Safe Outcome Framework Aim:					
Safe from crime and antisocial behaviour in and out of school			Lead Person: Tim O'Neill		
Quantitative Indicator:					
		Target	Performance		
			Annual Ratio		
Final warnings / reprimands and convictions of children in care		1.5 Annual Ratio			
CYPP Priority	Actions	Specific and Measurable Targets	T/Scale	LP	Status
Promote safety and security for children and young people at school and in the community SS4	Develop a strategy to improve children's safety from crime and anti-social behaviour	A reduction in the number of first time entrants entering the youth justice system	March 09	T O'N	
		Analyse the % of successfully completed Acceptable Behaviour Contracts (ABCs)	March 09	AT	
		Identify, with children and young people, an action plan to improve their safety from crime and anti- social behaviour	March 09	T O'N	
	Identify levels of crime and anti- social behaviour experienced by children	Established baseline of numbers of reported crimes against children	March 09	RW	
		Established baseline of numbers of suspects charged with crimes against children	March 09	RW	

Stay Safe Outcome Framework Aim:						
Security, stability and are cared for			Lead Person: Katie Harris			
Quantitative Indicator:						
	Target		Performance			
			Qu1	Qu2	Qu3	Qu4
Children In care ratio per 1000 children	7.60					
% Care cases in court completed in 40 weeks (Annual figure)	50%					
% target Children in Care aged 10-15 in foster placements or placed for adoption	74%					
Adoptions of Children In Care	8%					
Stability of placements for Children in Care	9%					
CYPP Priority	Actions	Specific and Measurable Targets	T/Scale	LP	Status	
Promote safety and security for children and young people at school and in the community SS4		Review effectiveness of missing children strategy	March 09	KM		
		Establish multi-agency group to co-ordinate intelligence about predatory adults to help safeguard runaways and missing children	March 09	RW		
Develop appropriate local placements for children and young people in care	Complete an annual analysis of complaints by children in care	Complaints are responded to within timescales	March 09	MS		

Provide timely and appropriate responses to parents of vulnerable children and children in need SS1	Develop locality based services	14 Children's Centres providing family visiting services to the hard to reach	March 09	SS	
		Locality facing social care teams established for all areas	June 08	RD	

Workforce Strategy				Lead Person: Katy Elliott		
Quantitative Indicator:						
Indicator		Target	Performance			
			Qu1	Qu2	Qu3	Qu4
Courses delivered during year April 07 – March 08		50 courses				
Number of allocated places for participants		18 per course				
Number of places attended on course(average)		18 per course				
Overall satisfaction of participants on course content, handouts and trainer delivery		82%				
Priority	Actions	Specific and Measurable Targets		T/Scale	LP	Status
Develop a skilled and confident workforce to carry out their responsibilities to safeguard and promote the welfare of children	Implement the Annual Training Plan that supports the delivery of the Business Plan	Audit safeguarding training needs of workforce		Feb 09	KE	
		Revise Training Plan		March 09	KE	
		Audit delivery and quality assure the Multi Agency and Single Agency Training to Safeguard Children		March 09	KE	
		Produce quarterly performance reports for DSCB		March 09	KE	
		Distribute E learning Package to Faith Organisations and other settings		March 09	KE	

Key to LP Lead Person

RD – Rachel Dickinson SR – Sue Richards ST – Sheila Taylor KH – Katie Harris JW – Jane Williams T O’N – Tim
 O’Neill KM – Kevin Murphy CC – Corrine Clemson KE – Katy Elliott RW – Rachel Walker MS – Mark Sobey AT - Andy Thomas
 EW – Liz Williamson EA – Liz Adamson EC – Elene Constantinou SS – Sue Sandford CF – Cathy Ford SB – Steve Baguley
 JL – Janet Lawrence DF – David Finn MG - Mary Gordon S Ra – Sonia Rafferty