



NEWSLETTER – JANUARY 2016



*Introduction from Annie Callanan,
Bromley Safeguarding Children's Board (BSCB)*

Independent Chair

Welcome to the latest edition of the Bromley Safeguarding Children Board newsletter. We hope this will keep you up to date with national and local news about what is happening in safeguarding children.

I have chaired the Board since May 2015 and am impressed with the strong partnership work by agencies from the public, private and voluntary sectors.

I aim, with the support of all our partners, for the BSCB to be an inclusive Board that is supportive and open to learning and that challenges us to improve services to children and their families, with respect.

A BSCB Development Day was held in July 2015 to agree the direction of the Board. The BSCB agreed on a statement of purpose, identified its strengths and weaknesses and a revised structure to be set up in 2015/16. It also informed the future priorities of the Board. My priorities will be to improve our engagement with children, young people and the wider community and to make better links with our lay members to use their expertise more effectively.

Also in this edition:

- Page 2 BSCB New Structure and Lay Members
- Page 3 Things to Know
- Page 4 Multi-Agency Case Audits
- Page 5 BSCB Annual Conference Feedback
- Page 5 BSCB Consultation with Young People
- Page 6 FGM Information
- Page 6 BSCB's Escalation Policy
- Page 7 LADO Contact Details and Allegations Against Staff Referrals
- Page 7 BSCB Multi-Agency Training Programme
- Page 8 Reporting Child Abuse Campaign
- Page 8 BSCB Contact Details
- Page 9 Appendix: BSCB Sub Groups

BSCB New Structure

At the BSCB Development Day in July 2015, the BSCB agreed a Statement of Purpose:

The Bromley Safeguarding Children Board is committed to ensuring the wellbeing and safety of children by coordinating local services and evaluating the effectiveness of those arrangements to safeguard children from abuse or neglect. Board Members are senior professionals who manage teachers, social workers, doctors, nurses, police officers, probation officers, volunteers and other practitioners. We will:

- *Listen to children and families*
- *Continually strive to improve local services*
- *Be open and keep learning.*

The existing subgroups of the BSCB are: Quality Assurance & Performance Monitoring; Training; Case Reviews; and Child Death Overview Panel. In Autumn 2015, the BSCB put in place three new sub groups. These are: the Policy and Procedures Sub Group; Vulnerable Children Sub Group; Leadership Sub Group and Communications Sub Group. Please see the appendix on page 9 which describes the purpose of each of these subgroups.

Lay Members

We would like to welcome Marina Laurie and Valerie Burton as lay members to the BSCB. Alison Miller is stepping down as lay member and we thank her for her contributions to the work of the Board. Lay members operate as full members of the BSCB, participating as appropriate on the Board itself and on relevant sub groups. Lay members help to make links between the BSCB and community groups, support stronger public engagement in local child safety issues and an improved public understanding of the BSCB's child protection work.

Things to Know

There have recently been some changes to personnel and to contact details as follows:

- Child Death Overview Panel email address: cdop@bromley.gcsx.gov.uk

- Performance and Improvement Team: performance.information@bromley.gov.uk
All Agencies should submit their performance data to this email address from now on.

- The Safeguarding Designated Doctor post is in the process of being agreed and the contact details will be available imminently. The new Child Looked After (CLA) Designated Doctor is Kanthi Karalliedde.

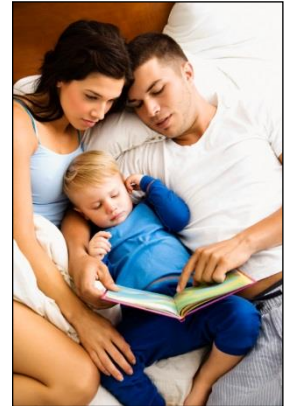
- Multi Agency Safeguarding Hub (MASH) referral form can be found on the BSCB website under Documents: '[Referral Into Social Care](#)'. It now provides a new secure email address and some amended information.

Multi-Agency Case Audits

As part of the BSCB's functions, the Board monitors the effectiveness of multi-agency work. Various themes are agreed during the year which are linked to our Business Plan or have arisen through other audit work or the findings of a case review.

Agencies are asked to complete an audit tool on a selection of cases and the results are drawn together in a report which is presented to the BSCB Quality Assurance & Performance Monitoring Sub Group. Through discussion of the findings and recommendations a series of actions are agreed to improve policy and practice.

These actions are then monitored so that we can support positive development and make sure we are making improvements.



Multi-Agency Safeguarding Hub (MASH) Audit

This audit was commissioned by the BSCB to examine the performance of the MASH, use of the threshold document by agencies and to provide all agencies with a progress report on the standard of referrals.

The audit drew attention to the significant progress made by agencies to establish a MASH since its inception in 2014. BSCB has supported this by providing all agencies, via the website, with a detailed presentation on the process of referral to the MASH service.

MASH managers welcomed the review as it highlighted strengths and areas of practice where improvements could be made. There was an acknowledgment that the standard of referral requires further improvements. The report identified that decision making and management oversight requires improvement to ensure all outcomes are of a satisfactory, or above, standard. Police MASH are good at identifying risk, however, there needs to be tighter tracking of cases of concern.

As a result of the audit, a Group Manager post was immediately put in place specifically for MASH. Deputy Managers are now responsible for sign off of all decisions and additional senior posts have been created. MASH management has also agreed on an action plan to ensure that the service is strengthened further.

Child Sexual Exploitation (CSE) Audit

This audit concluded that following referrals into the Multi-Agency Sexual Exploitation (MASE) panel, significant positive changes have been seen in all the cases audited.

This offers us very credible evidence that the tackling Child Sex Exploitation procedure developed by BSCB is working well when risk cases, even at a low level, are identified and referred. A Barnardo's worker is based within Children's Social Care so that early discussions can be had with advice on early help in addition to one to one counselling available through a Multi Agency Planning (MAP) referral. In addition, positive support offered by BYPASS (Bromley Young Persons' Alcohol and Substance Service) and residential care staff was noted by the young people contacted and is useful information for our commissioning strategy. An action plan has been agreed and is being progressed through the BSCB's Vulnerable Children Sub Group.

BSCB Annual Conference Feedback

This year's BSCB annual conference was entitled 'Domestic Abuse - Getting it Right for Children and Young People' and was held on 12th November 2015.

There were 109 attendees this year. Feedback was generally positive; delegates found the theatre performance by young people and the accounts of survivors particularly powerful.

- 90% found the conference either extremely or very useful
- 84% found the conference either extremely or very relevant to their jobs
- 94% found that the speakers were either extremely or very knowledgeable
- 89% thought there was either an extremely or very good mix of participants

The workshops were well received, particularly the Risk Assessment workshop led by Safelives and the Working with Perpetrators workshop led by Domestic Violence Intervention Project (DVIP).

Requests to have one longer workshop instead of two short workshops will be considered for next year and the BSCB will aim to make all workshops more interactive.

BSCB Consultation with Young People

A priority of the BSCB is to get out in to the community and talk with children and young people about their experiences and views of safeguarding issues. In December 2015, the BSCB was delighted to take up the invitation from Hayes School to hold the quarterly Board meeting at the school. The BSCB was also delighted to hold a consultation with around 20 students at the school. The Board explained the role of the BSCB and asked the students who they would talk to if they felt unsafe, what issues young people are facing, whether services are accessible and understood. We also were very keen to find out what methods are most effective in communicating with young people.

The most significant issues that the students raised were linked to mental health, such as depression and anxiety about exam pressure, as well as concerns about social media. The feedback provided by the students was really helpful in identifying their concerns and will inform the BSCB's Communications Strategy.

The BSCB appreciated the opportunity to hold the quarterly meeting in the community and the work of staff and Children and Young People at Hayes who gave up their time to meet with Board Members and to show us around their school. We were impressed with the responses to the questions raised and with the level of interest shown in the work of the Board.

FGM Information

In December 2015, the BSCB held a multi-agency lunchtime briefing, attended by 75 people, on Female Genital Mutilation. The briefing included the new mandatory duty to report FGM in under 18s to the Police (if a child discloses to a professional that they have been subject to FGM, there is a mandatory duty on that professional to report to police by calling 101). This presentation, plus details on the information a professional should try to gather for a referral of FGM to the Multi Agency Safeguarding Hub (MASH), can be found on the [BSCB website here](#).

The BSCB Policy and Procedures Sub Group is currently writing the Bromley Multi Agency FGM Policy and this will be circulated to professionals in Spring 2016.

This year as part of the [International Day of Zero Tolerance for Female Genital Mutilation](#) (FGM), the Department of Health is promoting an FGM Prevention Week which commences on February 8th and they are asking all trusts and healthcare professionals to support and take action by raising the profile of FGM in their organisation.

BSCB's Escalation Policy

Generally there is a good working relationship between agencies, but occasionally there will be a difference of professional views. Staff across all partner agencies are reminded of the Bromley Safeguarding Children Board's Escalation Policy. The aim of this document is to inform the quick resolution of cases where a child or young person may be at risk of significant harm and agencies cannot agree a way forward. BSCB's Escalation Policy was updated in October 2015. To view a copy of the protocol and relevant forms, go to: [BSCB webpage](#)

LADO Contact Details for Allegations against Staff Referrals

How to respond to an allegation against a member of staff working with children.

If you receive information to suggest a member of staff has:

- Behaved in a way that has harmed a child, or may have harmed a child;
- Possibly committed a criminal offence against or related to a child; or
- Behaved towards a child or children in a way that indicates s/he would pose a risk of harm if they work regularly or closely with children



Please report the matter to the Local Authority Designated Officer (LADO) by calling:
0208 461 7669 / 0208 313 4325

Or emailing LADO@bromley.gov.uk or lado@bromley.gcsx.gov.uk
Children's Social Care Out of hours Emergency Duty Team: 0300 303 8671

Please do not:

- Investigate the allegation
- Ask leading questions
- Promise confidentiality
- Discuss the allegation with the accused person even if you have to suspend them

Please do ensure:

- If the child is injured the parents are advised and medical attention is sought
- The child and other relevant children are safeguarded from any potential risk of harm

IF IN DOUBT SPEAK TO THE LADO

Bromley's Protocol for Dealing with Allegations against Staff can be found on the [BSCB website](#).

BSCB Multi-Agency Training Programme



The BSCB Multi-Agency Training Programme 2015-16 is available on the BSCB website.

Go to [BSCB Training](#) to view the courses and other information on the current training programme, contact details and how to apply are set out, including the application form and costs (if applicable).

The training programme is available to staff working in statutory, independent and voluntary agencies in Bromley.

Reporting Child Abuse Campaign (DfE)

In March 2016, the Department for Education is launching a nation-wide communications campaign to encourage members of the public to report child abuse. The campaign aims to encourage the public to report their concerns in order to get help to children more quickly.

The campaign will address all forms of abuse and neglect and will take place in 33 local authorities, including Bromley, in the West Midlands and Outer London. In these areas, the DfE will pay for out-of-home (bus stop), digital (Facebook and pay-per-click) and radio advertising. These areas have been chosen to test the activity because of their dense and diverse populations.

The regional activity will be supplemented with a national PR and digital strategy and will encourage the public to call their local authority's children's services phone line if they are worried, or concerned that a child has or is likely to suffer harm, neglect or abuse. To do this, the campaign will direct the public to a landing page and text service where they can find the right phone number to call, based on their postcode.

BSCB Contact Details

Annie Callanan, Independent Chairperson

Kerry Davies and Joanna Gambhir,
Business Managers (job share)

020 8461 7563 and 020 8461 7041

kerry.davies@bromley.gov.uk
joanna.gambhir@bromley.gov.uk

Hazel Blackman, Business Support Officer
0208 461 7816

hazel.blackman@bromley.gov.uk

Bromley Safeguarding Children Board (BSCB)
Address: Civic Centre, Stockwell Close, Bromley, BR1 3UH

Web: www.bromleysafeguarding.org

Email: bscb@bromley.gov.uk

BSCB Sub Groups

- Training Sub Group: to ensure that high quality single-agency and multi-agency child protection training is in place and for assuring the quality of multi-agency provision, so that staff are equipped with the necessary skills for safeguarding and promoting the welfare of children. This includes being able to recognise the signs and symptoms of abuse/neglect, knowing what to do in response and being able to work effectively with others within one's agency as well as across organisational boundaries.
- Quality Assurance and Performance Monitoring Sub Group: to ensure that a safe, effective and accountable safeguarding children system operates in Bromley and to promote the demonstration of improved outcomes for children through effective interagency safeguarding practice. This is achieved through a multi-agency performance framework and audit monitoring schedule.
- Case Review Sub Group: To make recommendations to the Independent Chair of the BSCB when a Serious Case Review (SCR) or Learning Review should be conducted in Bromley and to act as the SCR Core Group when one is initiated. Also to learn lessons from any relevant national Learning Reviews and SCRs.
- Policy & Procedures Sub Group: to co-ordinate the development of new local policies, procedures and guidance for safeguarding and promoting the welfare of children and young people in Bromley.
- Vulnerable Children Sub Group: to monitor and challenge the effectiveness of the strategic activity undertaken by the partnership to safeguard and promote the welfare of vulnerable children. Groups include Child Sexual Exploitation, Missing from Home & Care, Missing from Education, Trafficked, Female Genital Mutilation, Domestic Abuse, Gangs, Disabled Children and Radicalisation.
- Communications Sub Group: to plan and co-ordinate the delivery of a communications plan based on the Board's functions and annual Business Plan.
- Child Death Overview Panel: to establish a picture of all child deaths within the locality and those deaths occurring out of borough of children normally resident in Bromley. The Panel will identify any key actions for services within the borough in relation to preventing future child deaths.
- The Leadership Group: to drive the implementation of the BSCB Business Plan. It is attended by the chairs of each subcommittee, who oversee progress against work plans of each other's group to ensure consistency and a joined up approach between all the subcommittees of the BSCB.