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The Independent Chair of the Board

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Messages to encourage better safeguarding
Our Vision is to keep children and young people in West Sussex safe

Thank you to contributors
I am very pleased, once again, to introduce the West Sussex Safeguarding Children Board Annual Report for 2014/15.

The task of safeguarding children and young people continues in a challenging climate of ever more complex abuse situations, organisational change and continuing pressures on service capacity. The challenge for us all, nonetheless, is to ensure that the essential work of protection is maintained through effective practice which continues to be strengthened through ongoing learning and improvement.

The challenges of responding to the risks of child sexual exploitation and missing children have been particularly prominent nationally during the past year. West Sussex has reviewed local capacity to respond to such scenarios and has worked on a multi-agency approach which will continue to be developed and strengthened during 2015/16.

2014/15 has been a period of considerable change within the partner agencies of the Board. Organisational change and re-structuring within the Local Authority, Sussex Constabulary, the NHS and the Probation Service have had some degree of impact on the consistency and continuity of the work of WSSCB. Notwithstanding these changes, the Board has sought to achieve a more effective approach to working together through a commitment to ‘learning and improvement’. As a result of a development day, the Board has concentrated on increasing its profile and developing an ethos underpinning the way in which partners aspire to work together. The commitment of partners has been maintained and has served to continue the work of safeguarding children and young people in West Sussex.

Organisational and LSCB Team changes referred to above have impacted on completion of the objectives in our 2014/15 Business Plan. We have made less progress than intended in ensuring the influence of the voice of the child. There has been positive work in developing and promoting threshold guidance and in strengthening safeguarding messages through our website and newsletters. Quality assurance and audit work remain a priority for the LSCB and the s11 audit scrutiny undertaken with partner agencies, as well as scrutiny of Early Help were successful. The scrutiny of topics, such as domestic violence, remains an outstanding priority for the coming year. A review of the LSCB constitution, board and subgroups has been completed and work to embed these changes will continue.

The Annual Report outlines the activity of the Board and its Sub-Groups. There remains an on-going focus on strengthening local practice.

Quality assurance and audit work remain a priority for the LSCB and the s11 audit scrutiny undertaken with partner agencies, as well as scrutiny of Early Help were successful.
The report identifies our continuing priorities and areas for development in the 2015/16 Business Plan. These include ensuring that the ‘voice of the child’ influences what we do; developing an effective response by agencies in protecting our children and young people and working together effectively as a partnership through learning and improving practice.

There are on-going expectations on parents, carers and all professionals to ensure a safe environment for children and young people. West Safeguarding Children Board remains committed to strengthening the responses of all those concerned with children and young people through promoting advice, guidance and awareness of the potential risks and dangers to our young people.

The importance of effective joint working by partner agencies requires us to have clear priorities, hold one another to account, and ensure we continue to learn and understand the impact of what we do from case reviews, audits of practice and quality assurance. These tasks remain an important focus for West Sussex Safeguarding Children Board in promoting safeguarding.

I would wish to highlight the on-going support, hard work and commitment that all members of West Sussex Safeguarding Children Board, its Sub-groups and staff team have demonstrated during the past year and to acknowledge their contribution with thanks and appreciation.

This Annual Report provides an outline of the work of our Board during 2014/15 and I commend it to you for your consideration.

Jimmy Doyle
Independent Chair, West Sussex Safeguarding Children Board
Local demographics

West Sussex is a large county with an estimated population of 828,400. It is largely rural, with urban areas accounting for 20% of its geography. The majority of the population (close to 80%) live in these urban areas along the south coast and in towns inland. There are seven Borough and District Councils.

In 2014 there were estimated to be 186,335 children and young people between 0 and 19 years old, accounting for 22.5% of the total population of West Sussex. The areas of the county with the highest percentage of 0 to 19 years olds are Mid Sussex (20%), Horsham (18%) and Arun (18%).

Vulnerable groups

As in other parts of the country, some children in West Sussex will be vulnerable and at risk of being abused and/or neglected. It is a sad reality that requires an ongoing commitment to safeguarding on the part of all who work with children and young people within the county. This annual report starts by looking at the categories of children and young people in West Sussex who have been identified by the local authority and other agencies as in need of protection as they are more vulnerable. These categories are not exhaustive and many factors such as going missing from home and living in households where there is domestic abuse, substance misuse and/or parents are mentally ill can place children at increased risk of harm from abuse and/or neglect.

It is difficult to offer a complete picture of the children whose safety is at risk in West Sussex because some abuse or neglect maybe hidden, despite the best effort of local services to identify, step in and support children who are being harmed or are at risk of being harmed.

The number of CAF+ for 2014/15 was 352. The number of referrals to Children’s Services via the Children’s Access Point (CAP) during 2014/15 was 6764 compared to 6126 in 2013/14.

Analysis from comparative data with other local authorities in a benchmarking group show that this rate is average and is likely to reflect well established thresholds and systems in place via the CAP. WSSCB will be seeing assurances that there is an agreed understanding of thresholds across agencies via its scrutiny of Early Help in West Sussex.
Between April 2014 to March 2015

<table>
<thead>
<tr>
<th>No of Child and Family Assessments completed</th>
<th>In 45 days or less</th>
<th>Between 46 and 55 days</th>
<th>Over 56 days</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>4268 (80.5%)</td>
<td>676 (12.7%)</td>
<td>360 (6.8%)</td>
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</table>

Between April 2014 to March 2015

- **80%** of referrals were completed in 45 days or less.
- **60%** of referrals were completed between 46 and 55 days.
- **40%** of referrals were completed over 56 days.

**Total number of CAP Referrals**

**% of referrals to assessment**
Children in Care

Children in care are those looked after by the local authority. Only after exploring every possibility of protecting a child at home will the local authority, with a parent’s consent or as a result of a court decision, remove a child from his or her family. Such decisions, whilst incredibly difficult, are made when other means of helping have been exhausted and it is in the best interest of a child.

Children subject to a Child Protection Plan

Children who have a child protection plan (CPP) are considered to be in need of protection from either neglect, physical, sexual or emotional abuse; or a combination of one or more of these. The CPP details the main areas of concern, what action will be taken to reduce those concerns, by whom, and how we will know progress is being made.

During 2014/15 the number of children with a CPP increased and then decreased from 506 at the end of March 2014 to 510 at the end of March 2015. The national and local trends reflect greater pressure on families caused by the recession and poverty, but the increase also reflects better recognition of abuse and neglect amongst professionals.

Historically the use of CPPs in West Sussex was lower than statistical neighbours however the more pronounced increase reflects a greater consistency in the application of thresholds and the factors highlighted above. The increase in CPPs creates pressures within the system for all partners to service the multi-agency planning meetings and for children’s social care in particular to maintain close oversight and visiting arrangements.

West Sussex Safeguarding Children Board (WSSCB) routinely scrutinises child protection activity at a county level and where required looks at what is happening at a local level to understand any trends or issues impacting on safeguarding activity.

Number of children subject to a Child Protection Plan

During the period 2013-14 WSSCB has been assured that all children who receive a service from Children’s Social Care are allocated a qualified social worker.

<table>
<thead>
<tr>
<th>As at 31/03/15</th>
<th>Numerator</th>
<th>Denominator</th>
<th>Indicator</th>
</tr>
</thead>
<tbody>
<tr>
<td>% of children ceasing to be the subject of a CPP during the last 12 months who had been the subject of a CPP for 2 yrs+</td>
<td>17</td>
<td>739</td>
<td>2.3%</td>
</tr>
<tr>
<td>% of children newly subject of a CPP during the last 12 months for a second or subsequent time</td>
<td>170</td>
<td>734</td>
<td>23.2%</td>
</tr>
</tbody>
</table>
Privately fostered children and young people

Private fostering is when a child under the age of 16 (under 18 if disabled) is cared for by someone who is not their parent or a ‘close relative’. This is a private arrangement made between a parent and a carer, for 28 days or more. Close relatives are defined as step-parents, grandparents, brothers, sisters, uncles or aunts (whether of full blood, half blood or marriage/affinity). At 31st March 2015, the local authority had been made aware of 11 privately fostered children in the county.

The reported number of privately fostered children remains low in common with the national picture. Work continues to be undertaken by the Local Authority and West Sussex Safeguarding Children Board to improve awareness of Private Fostering.

CASE STUDIES of children Privately Fostered

1. Becky, aged 15, was living with her best friend’s parents. When she moved into the Private Fostering Arrangement she was not having contact with her mother and the relationship was fractious. Joint work began between the Referral and Assessment Team and Private Fostering Team to encourage contact between Becky and her mother. It was decided that a Family Group Conference should be held to ascertain what needed to take place for contact to begin. The Family Group Conference proved very successful and a contact plan between Becky and mother was agreed. After a month of the plan being in place Becky and her mother’s relationship began to improve. Eventually Becky decided that she wanted to return home and she was able to discuss this move home with her social worker, private foster carer and her mother.

2. At an Annual Review held for Ashleigh who had been in placement for a year, it was discovered that the private foster carer was at risk of being evicted from her home which would have left the family homeless. Ashleigh’s father was not answering calls to the private fostering social worker and had not answered the door when an unannounced visit had been made to the property. It was decided that a referral needed to be made to the Referral and Assessment Team as Ashleigh was at risk of becoming homeless. Ashleigh made it very clear that she did not wish to return to the care of her father and when she was initially returned there by the Referral and Assessment Social Worker she ran away. In light of this and Ashleigh’s wishes and feelings it was decided that she would be accommodated by the Local Authority under s.20.

3. A referral was made to Private Fostering Team via the Early Help Team, advising that Zachary, a 15 year old boy was living with his best friend’s mother. A Child and Family Assessment was completed and it was decided that this would be a Private Fostering Arrangement. However, it was also felt that the best outcome for Zachary would be for him to return to his mother’s care. Whilst the Private Foster Carer’s assessment was completed, work was also undertaken with Zachary and private foster carer to try and encourage a return home. It was decided that a Family Group Conference would be held, to help identify the best ways to encourage a return home for Zachary. Before this was held Zachary informed the Family Group Conference Chair, that he wished to return home and he no longer wanted to be in a private fostering arrangement. Zachary is now in the care of his mother.
Children and Young People with a Disability

Within the last 12 months the West Sussex Child Disability Teams have taken a lead role in child protection and Section 47 enquiries. This progression has included skills and competence audits, workshops and training. The number of disabled Children Looked After has not increased and has remained stable. There has been an increase in the number of children open to the Child Disability Service who are subject to a Child Protection Plan (CPP). At the end of March 2015 there were 9 children allocated to Child Disability Teams with a CPP compared to 4 at the end of March 2014. This increase may be due to the Teams taking a lead role in child protection to ensure staff have the appropriate skills and knowledge base to complete child protection investigations. However, the number of children with a disability who are subject a CPP locally is slightly lower than expected. In the coming year the service will be undertaking on-going work to increase awareness and identification.

Young people with mental health issues

The total referral numbers to Sussex Partnership Foundation Trust (SPFT) from West Sussex between 1st April 2014 and 31st March 2015 was 4428 giving an average monthly referral rate of 369. SPFT are expected to see initial referrals within 4 weeks and the average percentage achieved between January 2014 - March 2015 was 98.44% against a target of 95%.

SPFT are expected to respond to urgent referrals within 4 hours. Where a referral is received marked urgent it is triaged by a duty professional. In many instances the mental health professional judgement is that the referral does not require an urgent response and advice is offered and an appointment planned. Where a professional agrees the referral is urgent then the young person will receive a service within 4 hours.

The service model for delivery of emotional wellbeing and mental health services has been reviewed and is in the process of being redesigned in conjunction with young people, their families and other stakeholders.
Young People who offend or are at risk of offending

The Youth Offending Service (YOS) is developing a Restorative Justice approach to all areas of its work and has three main targets: Reducing First Time Entrants into the Criminal Justice System, Reducing Offending, and Reducing Custody for children and young people. Each of these areas have key performance measures.

Reducing First Time entrants refers to preventing young people entering the criminal justice system. Although the YOS has met the target for this area as can be seen by the graph below and is performing better than previous years we are not reducing the entrants as quickly as other areas. Consequently this year in partnership with Sussex Police we have developed a triage service to enable police officers to refer young people to the Youth Service for early intervention and support to prevent them developing criminal behaviour. We have also run two Caution clinics every week for young people to be assessed for cautions in partnership with the Police. Further plans this year are to provide additional services to police for first time cautions, which will involve a change in practice, but one which we hope will provide good outcomes for children and young people.

FTE to the Youth Justice System

![Graph showing FTE to the Youth Justice System]

Reducing re-offending is a key objective for the YOS as outlined in the Crime and Disorder Act 1998. The data for reducing reoffending is taken from a live tracker which covers data from 1.4.14 to 31.3.15 and then tracks young people for the next 12 months. The results from this are currently showing us that 2% of young people are responsible for 40% of the offending across the county. This equates to 13 young people. The offence types are shown in the graph below.

Type of further offending (based on most serious further offence)

![Bar chart showing Type of further offending]
We have over the past two years targeted reoffending by young people at risk of custody and coming out of custody by developing joint projects with the YMCA and health.

In recent years the YOS has become increasingly concerned at the over representation of children who are looked after by the Local Authority entering the criminal justice system. As a result of this we have consistently monitored the numbers and put in place measures to reduce the entry of children who are looked after into the youth justice system and made efforts to support them to avoid remaining in the system unnecessarily. This year we have created a new partnership with the Police and Crime Commissioner to train staff in Children’s Homes to use Restorative Justice as a method of reducing criminalisation for this group of children. Whilst there is clearly some way to go with continuing to reduce the offending by children looked after the YOS has made some headway and reducing offending will continue to be a priority area of work.

We have over the past two years targeted reoffending by young people at risk of custody and coming out of custody by developing joint projects with the YMCA and health. There has continued to be a very low rate of custodial sentences in West Sussex. This is in part due to offering Functional Family Therapy to families with young people at risk of custody and providing on-going additional support after their licence period had finished.

For the past five years the YOS has promoted a no custody message, in that we are a service which does not advocate custody unless the danger posed to the community is so great it cannot be managed safely. As a result the custody rates have continued to drop year on year.

Children who are at risk of sexual exploitation

Child Sexual Exploitation has been an on-going priority for the WSSCB during 2014/15. WSSCB has established a Child Sexual Exploitation sub-group which has a strong multi-agency commitment in working together to identify and manage children & young people who may be at risk of sexual exploitation in West Sussex. Details of the progress and achievements made in tackling child sexual exploitation locally are outlined later in this report.
The West Sussex Safeguarding Children Board

Section 13 of the Children Act 2004 requires each local authority to establish a Local Safeguarding Children Board (LSCB). The West Sussex Safeguarding Children Board (WSSCB) was established in compliance with this legislation and functions in adherence to the Local Safeguarding Children Board Regulations 2006.

The WSSCB is the partnership that brings together the different organisations and agencies that work across West Sussex to ensure a coordinated approach in working together to safeguarding and promote the welfare of children in the county, as well as ensuring the effectiveness of that work. During 2014–15, this was governed by the statutory guidance in Working Together to Safeguard Children 2013. This guidance was update by Central Government in March 2015.

WSSCB Vision

The vision of the WSSCB is to keep children and young people in West Sussex safe by:

- Coordinating local safeguarding activity
- Being a driving force to improve local practice
- Ensuring that all agencies fulfil their safeguarding responsibilities effectively

In 2014–15 the Board developed six non-negotiable principles and values that underpin the WSSCB Vision and influence the Board’s approach in working together:

- Honest and respectful challenge of one another
- Active participation by everyone
- Always asking ‘so what’ is the impact?
- Being guided by the ‘voice of the child’ and our practitioners
- Sharing the responsibility and risk
- Holding one another to account for delivering
Organisation of the WSSCB

The main Board meets on a quarterly basis; its membership consists of representatives from all statutory partners who should have a strategic role in relation to safeguarding and promoting the welfare of children within their agency, two lay members from the local community, and others concerned with safeguarding and promoting the welfare of children and young people.

Board Membership

- Independent Chair
- West Sussex County Council
- 7 District and Borough Councils
- Sussex Police
- Sussex and Surrey Probation Trust
  (in January 2015 the Probation Trust split into two service organisations: The National Probation Service and The Kent, Surrey and Sussex Community Rehabilitation Company)
- West Sussex Youth Services including Youth Offending Team (in January 2015 the Youth Services became the Young People’s Service)
- NHS England
- West Sussex Clinical Commissioning Groups
- NHS Trusts/Foundation Trusts
- CAFCASS (Children and Family Courts Advisory and Support Service)
- Home Office
- Schools and Colleges
- Barnardo’s
- Safeguarding West Sussex Voluntary and Community Sector Forum
- West Sussex Fire and Rescue Service
- South East Coast Ambulance Service Foundation Trust
- 2 Lay Members

A breakdown of Board membership can be found at Appendix A.

In 2014-15 the Board developed six non-negotiable principles and values that underpin the WSSCB Vision and influence the Board’s approach in working together.
WSSCB structure

The main Board is supported by a range of sub-groups that undertake work on various elements of the WSSCB Strategic Priorities and Business Plan. All sub-groups report to the Executive on a quarterly basis regarding their current work plan, the progress made and any support or action required from the Board. The Executive also oversees the activity of a number of single agency groups that have a role in relation to safeguarding and promoting the welfare of children in the county.

The structure of the Board is illustrated below:

Pan Sussex Partnership

The Pan Sussex Partnership consists of the West Sussex Safeguarding Children Board, Brighton & Hove Safeguarding Children Board and East Sussex Safeguarding Children Board. The three LSCB’s work collaboratively to ensure consistency of policies and procedures across the local area. This work is undertaken by the Pan Sussex Policy and Procedures Group.

In addition the three LSCB chairs meet regularly through regional meetings to consider and address issues of mutual concern. They also have an annual meeting with the Police and Crime Commissioner to present the LSCB annual report.

Attendance

Whilst the commitment of partners to WSSCB is acknowledged, maintaining consistency of attendance across the Board and Sub-Group meetings is a challenge for agencies. During the year, the Independent Chair has written to partners to reinforce the importance of prioritising Board meetings and to ensure continuity through nominated deputies if the Board representative is unable to attend.

Regularity of attendance will continue to be the subject of scrutiny and challenge in the year ahead.

A breakdown of agency attendance at Board meetings can be found at Appendix B.
Local Authority

West Sussex County Council is required to establish a Local Safeguarding Children board (LSCB) under section 13 Children Act 2004. The Chief Operating Officer of West Sussex County Council has responsibility for appointing an Independent Chair and ensuring the effectiveness of the WSSCB.

Independent Chair

The WSSCB continues to be independently Chaired by Jimmy Doyle, who was appointed in January 2012. The Chair continues to work closely with all WSSCB partners and particularly with the Executive Director Care, Wellbeing & Education in addressing local safeguarding issues.

The Chair is held to account for the effective working of the WSSCB by the Chief Operating Officer of West Sussex County Council.

Partner Agencies

Partner agencies of the WSCCB have a duty to contribute to the effective working of the Board. The governance arrangements and accountability of Board members is set out in the WSSCB Constitution.

Agency representatives should involve those with a strategic role in relation to safeguarding and promoting the welfare of children within their organisation. They should be able to speak for their organisation with authority, commit their organisation on policy and practice matters, and hold their organisation to account.

Designated Professionals

Health provider organisations should have designated professionals to provide support and advice to other professionals and the WSSCB in to recognising the needs of children across the local area. West Sussex Clinical Commissioning Groups have responsibility for securing the expertise of designated doctors and nurses for safeguarding children, looked after children and unexpected deaths in childhood.

During 2014-15 the WSSCB had both a Designated Doctor and Designated Nurse in post. However, the Designated Doctor resigned from her post mid-way through the year leaving a vacancy.

There is currently a temporary part-time cover arrangement in place pending recruitment to the permanent Designated Doctor role. There are difficulties nationally in recruiting to the Designated Doctor role, and WSSCB is in on-going discussion with the CCG in seeking to secure a permanent appointment at the earliest opportunity.

West Sussex Think Family Partnership Board/Start of Life Partnership Board

The Think Family Partnership Board (TFPB) was established with the aim of improving outcomes for children, young people and their families in West Sussex by joining up and increasing integrated working across all agencies and professionals working with children and families. The Board has overseen intense and successful work with families and has developed the local Early Help strategy. During 2014-15 the Board became the Start of Life Partnership Board (SLPB) with the aim of developing a broader focus on the needs of children and young people based on a new Children and Families Plan for the county.

The WSSCB is not subordinate to the TFPB (now the SLPB), and both Boards have a role through scrutiny and challenge to engage with the work of the other in promoting the welfare of children and young people locally.

The WSSCB has a strong relationship with the TFPB/SLPB. The WSSCB Independent Chair is an ex-officio member of the TFPB/SLPB and vice-versa. The TFPB/SLPB should pay due regard to safeguarding issues identified by the WSSCB and show how they will respond in service plans.

Partner agencies of the WSCCB have a duty to contribute to the effective working of the Board. The governance arrangements and accountability of Board members is set out in the WSSCB Constitution.

"
The West Sussex Health and Wellbeing Board (WSHWB) will lead on the co-ordination of commissioning across the NHS, social care and public health services to improve the health and wellbeing of the local population and reduce health inequalities. The WSSCB should be a formal consultee during this process.

As with the TFPB/SLPB, the WSSCB is not subordinate to the WSHWB and both Boards have a role through scrutiny and challenge to engage with the work of the other in promoting the welfare of children and young people locally.

The WSSCB has a defined relationship with the WSHWB. The WSSCB Independent Chair is an ex-officio member of the WSHWB and vice-versa. Both chairs attend the respective meetings as appropriate. The WSHWB should pay due regard to safeguarding issues identified by the WSSCB and show how they will respond in service plans.

**Other reporting lines**

This annual report is presented to the County Council Cabinet Board and the Children and Young People Select Committee. In addition, arrangements are in place for the Independent Chair to attend Cabinet Board to report on safeguarding matters on a half yearly basis.

**Clinical Commissioning Groups**

Safeguarding Children is firmly embedded within the wider duties of all organisations across the health system. The wider context of safeguarding children continues to change in response to the findings of inquiries such as, the Francis Inquiry into Mid Staffordshire Foundation NHS Trust and the Lampard Inquiry into the activities of Jimmy Savile in the NHS, and revised statutory and intercollegiate guidance such as the Safeguarding children and young people: roles and competencies for health care staff, Intercollegiate Document (2014).

CCG’s as commissioners of local health services continue to assure themselves that the organisations they commission have effective safeguarding arrangements in place via audit, performance and exception reporting systems. The CCG’s are responsible for securing the expertise of Designated Professionals and this is undertaken by Coastal West Sussex on behalf of the 3 CCG’s via a hosting arrangement. The continued provision of expertise via the Designated Professionals has been affected by the national shortage of Consultant Paediatricians leading to recruitment difficulties to the post of Designated Doctor for Safeguarding Children, which has been vacant for 6 months. An Interim cover arrangement has now been in place from March 2015. The Designated Nurse has, however, been able to ensure the continued active engagement and advisory role of health within the WSSCB via the sub groups and NHS Professionals Forum, and to contribute to the wider community partnership approach to safeguarding children.

Details of the progress and achievements made by the Clinical Commissioning Groups are outlined later in this report.

**Police and Crime Commissioner**

The Sussex Police and Crime Commissioner (PCC) holds the Chief Constable of Sussex Police to account for the performance of the police force. The PCC is responsible for setting the strategic direction and priorities for Sussex Police via the Police and Crime Plan, and has a statutory duty to commission support services for victims of crime and to deliver community safety initiatives.

The PCC has continued to meet with the Pan Sussex Chair’s on a regular basis to ensure the appropriateness of the Police response to protecting the most vulnerable children across Sussex. As a result funding has been secured for a dedicated Child Sexual Exploitation analyst from 2015. The analyst will work with the Child Sexual Exploitation sub-group to map the prevalence of child sexual exploitation within West Sussex, including highlighting those communities who require most engagement.

This annual report is presented to the PCC outlining the key safeguarding challenges for the Police and any action required in the local area.

**Financial Arrangements**

In addition to providing a variety of resources in ‘kind’, partner agencies in West Sussex contribute to the WSSCB budget. The total contribution from partner agencies during the 2014/15 financial year was £243,361.

Further to this, the Board carried forward an underspend from the previous financial year making the total funding available £257,983. This income ensured that the overall cost of running the WSSCB was met.
### Funding/contribution from Partners

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<th>£</th>
<th>%</th>
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<tr>
<td><strong>Underspend from 2013/14</strong></td>
<td>-146,222</td>
<td>60.1%</td>
</tr>
<tr>
<td>WSCC (including CDOP Grant)</td>
<td>-146,200</td>
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<tr>
<td>NHS Coastal</td>
<td>-46,637</td>
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<td>NHS Horsham and Mid Sussex</td>
<td>-15,667</td>
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<td>NHS Crawley</td>
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<td>CAFCASS</td>
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**Contribution from Partners 2014/15** £243,361

**Total Funding for 2014/15** £257,983
Section 3
Summary of activity and impact on practice during 2013/14

KEY RESPONSIBILITIES

Child Sexual Exploitation (CSE)
CSE continues to be a high-profile issue nationally and the Jay Report into the professional response to CSE in Rotherham which was published in August 2012 prompted the CSE sub-group of the West Sussex Safeguarding Children Board to undertake a review of how agencies in the County identified and managed CSE.

West Sussex have a well-established Missing and CSE (MaCSE) meeting. This has been meeting monthly since April 2013 and it tracks young people who repeatedly go missing and those considered to be at risk of CSE. The multi-agency commitment to these meetings is strong and includes representatives from Police, Education, Children’s Social Care, West Sussex Contracts Manager, Youth Offending Service, Barnardo’s and the Independent Sexual & Domestic Violence Service. In addition to this, a lot of awareness-raising activity has been undertaken by a number of agencies, and Sussex Police have introduced a Missing Person and CSE Team which is dedicated to managing missing episodes and seeks to identify those at risk of CSE and to manage that risk down.

It was recognised, however that there were some key areas that needed to be addressed and strengthened. The CSE sub-group therefore completely revised their work-plan for the year focusing on four key themes:

1. Prepare:
Providing strong leadership with effective systems whilst working with partners to respond to CSE.

2. Prevent:
Raising awareness of Child Sexual Exploitation among young people, parents, carers and potential perpetrators, to prevent incidents / repeat incidents of Child Sexual Exploitation.

3. Protect:
Safeguarding vulnerable young people and supporting victims and those professionals who seek to reduce instances of Child Sexual Exploitation.

4. Pursue:
Disrupting, arresting, and prosecuting Child Sexual Exploitation of offenders, ensuring a victim centred approach at all times.

The CSE sub-group has been meeting on a monthly basis since December 2014 (rather than quarterly) and there has been a real commitment from agencies to address these areas of development.

West Sussex have a well-established Missing and CSE (MaCSE) meeting.
Progress made in relation to the areas of weakness identified by the internal review based on the Jay Report are detailed below:

- Agencies have agreed to the use of a common risk assessment tool (SERAF), not just within West Sussex, but also on a Pan-Sussex basis. This is a significant achievement, particularly given that children in West Sussex can be at risk of CSE in other Local Authority areas. Agencies have worked hard to publicise the use of the SERAF within their organisations.

- Children’s Social Care Service has undertaken a significant service re-design of their service to enable them to respond more effectively to CSE. A key element of this has been improving the information sharing for Children Looked After placed within and outside the county.

- The Sussex Police Missing Persons Team pilot was established in this past year. West Sussex Safeguarding Children Board reviewed the work of the team and strongly endorsed its operation and impact. It has now been extended to April 2016. The team has worked closely with Children’s Social Care in recent months to develop a multi-agency approach. They are already co-located in the north of the County and are due to be based in the south soon. In addition a revised MaCSE protocol is now in place which is delivering more consistency in terms of assessment, referral and management of risk.

- Agencies have made a significant effort to raise awareness of CSE among their staff. Many used the National CSE Awareness Day in March to highlight to professionals what CSE is and what should be done if CSE is apparent. Sussex Police used this day as an opportunity to refresh communication around ‘Operation Kite’ which is the banner that all agencies are using to refer and manage CSE concerns across Sussex. Examples of awareness-raising activity includes significant take-up of the E-Learning package provided through the LSCB Training Gateway, CSE being incorporated into Safeguarding Training within Health and a CSE module being delivered to every front-line Police Officer in Sussex as an addition to a Force wide Domestic Abuse training programme.

- It is right to focus on raising the awareness of professionals before focusing on the wider public, however, developing a multi-agency public-facing communication strategy for West Sussex is considered to be a priority focus for 2015-16. Part of this strategy will be the delivery of ‘Chelsea’s Choice’ a drama production which highlights to children the issue of CSE. Funding has been secured to deliver this to every secondary school in West Sussex and this will happen in the Autumn Term of 2015. A key focus for development in 2015-16 and part of the communications strategy will be engagement with minority ethnic communities.

- Sussex Police have secured funding from the Police and Crime Commissioner for a dedicated CSE analyst who will be in post from early May 2015. The CSE sub-group will be looking to utilise this post to support work with mapping the prevalence of CSE in West Sussex. [Delete text in brackets: including highlighting those communities which require most engagement.]

- Meetings have taken place between Commissioners from West Sussex, East Sussex and Brighton [as we look] to explore the potential to jointly-commission support services where this provides an opportunity to be more efficient and effective. This work is ongoing and will be a key area for development in 2015-16.

- The LSCB now undertakes Quality Assurance work in relation to CSE as part of the multi-agency Section 11 audit. In addition, a new Scrutiny Panel has assessed the effectiveness of the Sussex Police Missing Person and CSE Team. It is planned to maintain this scrutiny approach in reviewing the effectiveness of activity by agencies during the coming year.
Clinical Commissioning Groups

There have been many achievements by the Clinical Commissioning Groups in 2014-15, including:

- The Designated Doctor worked with NHS England in an advisory capacity to formalise the care pathway for forensic sexual assault and to develop a proposal for the service.

- Following the SCR ‘John’, the Designated Doctor for Safeguarding Children prepared a DVD presentation of the review findings and recommendations to use as training tool. This was used widely within health organisations to disseminate the learning from the review.

- The Designated Nurse subsequently undertook an audit of Safeguarding Children Training within the West Sussex health organisations which found that all NHS Health Trusts demonstrated a strong commitment to ensuring that training programmes provided opportunities for staff working at all levels to develop their skills and to understand the requirements to safeguard and promote the welfare of children. All training delivered had clearly identified learning outcomes which were linked to meeting the requirements identified within the Intercollegiate Document (2014) and was delivered within the context of national and local issues and recent local serious case review. The effectiveness of training and learning opportunities and impact on practice were not clearly identified, this is to be considered via case file audits and appraisal processes.

The role of the Safeguarding Children NHS Professionals Forum is to support the development and implementation of systems across West Sussex to safeguard and promote the welfare of children. The members work closely with the WSSCB and report into the WSSCB Executive. Throughout 2014 – 2015 the forum has worked [together] to ensure readiness for the CQC review of services for looked after children and safeguarding in West Sussex, focusing on the quality of health services and the effectiveness of safeguarding arrangements for all children in West Sussex. The report and recommendations resulting from this visit are still awaited, once received and reviewed a joint action plan will be developed in order to further develop and improve these services.

Elective Homecare Education

West Sussex County Council strives to work collaboratively with elective home educators. Local authorities are encouraged to provide support where resources permit and as such, the local authority Elective Home Education (EHE) Advisors offer annual visits to discuss the families plans, provision and offer support advice and signposting to home educators, providing them with a written record of the meeting which includes recommendations to enhance the education provision. Due to the changing nature of the EHE cohort however, it may be necessary to offer additional visits, as appropriate.

The area of elective home education has continued to grow this academic year where we have seen the number of young people known to the local authority as electively home educated rise to 560. There is no requirement for home educators to notify the local authority of their position, however by working with the networks of home educators, the LA encourages families to access its’ services and avail themselves of the support on offer.

Schools should notify the local authority of all children they remove from roll and West Sussex County Council has provided a single mechanism to enable this.

EHE Advisors have accessed various safeguarding training and when meeting families will take a holistic approach to the visit. Should it become apparent that the family is in need of some additional support or services, the appropriate referrals are made.

Professionals and those in voluntary organisations are encouraged to work with the EHE Team should they come into contact with a young person who is electively home education. Familiarisation and guidance training is offered and delivered to other agencies and organisations.
The Pupil Entitlement Service is strategically linked with other agencies and the LSCB, where EHE is frequently discussed. Scrutiny and review of the EHE takes place in light of any Serious Case Review recommendations and judgements which refer to EHE. The Pupil Entitlement Service also sits on the Learning Providers Safeguarding Group which reports to the LSCB.

Analysis of the EHE cohort takes place, particularly in regard to the reasons parents elect to home educate. From September 2015, Pupil Entitlement: Investigation Officers will be carrying out the first visit to EHE families where they will establish the reason for the family opting to EHE and should there be a requirement for any conflict resolution with the child’s previous school, or a different solution to be found to meet the child’s educational needs, then they will assist the family with this. In addition, this approach will enable the identification of children and families who may be in need of support from other areas such as Early Help, for example.

There is active engagement with the All Party Parliamentary Group for EHE and the newly created Association for Elective Home Education Professionals, as well as membership of the London Home Education Officers (which includes most of the LAs in the South East). Annual reports are made to the LSCB and regular reporting to the Care, Well-Being and Education Performance Team takes place.

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The WSSCB has continued to utilise the scrutiny calendar to receive and analyse regular quality assurance reports by individual agencies to identify good practice and highlight any shortcomings within those agencies.

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**Scrutiny Calendar**

The WSSCB has continued to utilise the scrutiny calendar to receive and analyse regular quality assurance reports by individual agencies to identify good practice and highlight any shortcomings within those agencies.

A number of reports from agencies were scheduled and presented at each main Board meeting, in order for the leads to give an outline of their service and identify any potential safeguarding issues the WSSCB needs to be aware of. This allows the WSSCB to challenge and the leads to outline any support they feel the WSSCB can give to assist the desired outcomes.

The agencies scrutinised throughout 2014/15 will be reviewed next year to monitor the impact of service improvements.

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**Board Development Day**

The Board held a successful development day during the year. The day provided an opportunity to consider external influences and expectations on Local Safeguarding Children Boards and afforded members time to reflect on how the West Sussex Board undertakes its business and responds to the many challenges the partnership faces.

The day was facilitated by an external facilitator, Sue Woolmore, an experienced trainer who also had experience of chairing LSCBs and was a founding Director of the National Association of Independent Chairs.

The programme for the day included consideration of the current national ‘landscape’ and guidance on the role of LSCBs; reflection on the ‘journey so far’ in West Sussex; a powerful visual presentation illustrating potential weaknesses in the way in which agencies work with children and families and aspects of the effective leadership which an LSCB potentially can offer.
Pan Sussex Conference

This year more than 100 practitioners in the field of child protection attended the bi-annual safeguarding conference to discuss a range of topics concerned with keeping children and young people safe in Sussex.

Presenters shared information on topics such as Child Death Review arrangements, Female Genital Mutilation, Child Sexual Exploitation and the work of the Missing Person and Child Sexual Exploitation Team in West Sussex. The event was seen as a helpful means of raising awareness for practitioners and providing the opportunity to discuss how some of these complex issues can be responded to.

WSSCB Communications Plan

During the year the WSSCB developed a communications plan to further enhance the profile of the WSSCB.

There has been further development of the website launched in the previous year. The website provides an overview of the function of the WSSCB and is an easily accessible point of local and national information for not just professionals but children & young people, and parents & carers.

To keep the WSSCB visible, members of the team held various road shows in the autumn and spring visiting sites across the county to promote the Safeguarding Children Board, what the Board does, how the website can be accessed and what information and resources are available.

In further strengthening the communication from the WSSCB, the quarterly newsletter was re-launched this year. The newsletter is an active way of sharing targeted messages and updates, training opportunities, good practice from audits and learning from national serious case reviews. The newsletter is shared with partner agencies to disseminate through their organisations and is published on the WSSCB website.

The website can be found at www.westsussexscb.org.uk and visitors can sign-up to receive email notifications when updates are made to the website.

WSSCB Ambassadors Group

During 2014/15 efforts were made with the support of the Youth Service (now Young Peoples Service) to establish an ‘Ambassadors Group’ of young people who could engage with WSSCB. The Business Manager and the Independent Chair met with the youth group and the ‘Ambassadors Group’ was represented at one meeting of the Board. However, arrangements have not achieved the level of consistency which was hoped for this year.

The Youth Cabinet has now voted to take a lead for this group. The group is to become a virtual group comprising of two chairs who will link in with safeguarding groups undertaking activity within the county. Quarterly meetings will be held between the chairs, WSSCB representatives and Young Peoples Service representatives with feedback reported to the Executive. The Ambassador’s group will continue to be encouraged and supported by the Young Peoples Service.
Quality Assurance and developments this year

As part of the WSSCB quality assurance framework a programme of bi-monthly multi-agency child protection audits has been completed throughout this year along with an additional programme of 5 thematic audits. The themes focused on a number of key priorities that were identified by the WSSCB at the beginning of the year including; safeguarding disabled children, child sexual exploitation and listening to and acting upon the voice of the child.

This year the number of child protection audits completed on behalf of the WSSCB and the number of frontline staff involved in those audits has increased, with 127 audits being completed by 26 staff across 7 partner agencies. The audit approach has been more consistent too enabling the QAPG to track trends and identify issues and improvements more easily.

In line with one of the Board’s key priorities for 2014-2015 “A clear focus on assuring ourselves of the effectiveness of and quality of our multi-agency work with children and young people” the group has overseen and guided the development of the new Section 11 Scrutiny Panel. This was set up to review, challenge and support the development of multi-agency self-assessments against Section 11 requirements and to drive up the quality of these assessments and the resulting improvement plans. This has given the Board a greater understanding and reassurance of the effectiveness of our safeguarding arrangements across West Sussex and has helped to develop understanding of the section 11 requirements amongst our key partners.

The Board intends to incorporate this scrutiny panel approach in all future Section 11 reviews and to identify other areas and projects in which these panels may be useful in the future.
SHARING GOOD PRACTICE

There has been a stronger focus within audit reports and other quality assurance related activities this year in identifying and sharing examples of good practice. The QAP Group is keen to shine a light on those individuals, teams and agencies that are excelling at promoting the ethos of working together and sharing information across the agencies as well identifying practices that are working well and could be effectively adopted and rolled out within other areas. At present this is being done within audit reports, self-assessment guidance and via the new WSSCB website and newsletters. In the coming year the QAPG will be looking for further ways in which good practice can be celebrated and shared to effectively drive the quality improvement agenda.

Examples of Impact identified through audit

VOICE OF THE CHILD

In 2013 a themed audit was undertaken to look at how well the Voice of the Child was being proactively collected and used to inform child protection planning and intervention activity. A number of recommendations were made as a result of that audit including the need to revisit the theme in the future. The introduction of the Signs of Safety methodology in 2013 was a fundamental element of the Children’s Social Care plan to improve the quality and effectiveness of social work practice and to place the Voice of the Child at the heart of its work. In June 2014 a follow up audit was carried out by the Board’s sub group MAFAG (Multi Agency File Audit Group) to gauge the impact of this new approach.

The audit found that the introduction and implementation of the Signs of Safety Model within Child Protection Casework, had indeed strengthened multi-agency engagement with Children and improved the quality and consistency of our approach in listening to, recording and utilising the views and wishes of children within the overall Child Protection Planning process. Recommendations were made to share the good practice that had been found in some agencies and to further develop practices in other agencies where the new approach was yet to be fully embedded. The MAFAG will be revisiting this again in the coming year.

NEGLECT OF DISABLED CHILDREN

In November 2012 a MAFAG audit on “Neglect”, undertaken on behalf of the WSSCB, evaluated the use and impact of 2 new assessment tools: the Neglect Identification and Measurement Tool (NIMT) and the Graded Care Pathway (GCP). One of the resulting recommendations was that this theme should be revisited in 2014 in order to consider the continued engagement with the Neglect Pathway. The theme was refocused however to look at how these tools were being used to protect disabled children who may be at risk of neglect within West Sussex. It found that the NIMT and GCP were not being used as tools to identify neglect with disabled children and as they are felt to be generic tools that did not take additional factors related to disabled children into consideration. In most cases however practitioners were actively using the Signs of Safety methodology.

It was felt by the group that as there is no categorisation of Neglect under the Child in Need framework it was not being formally recognised and if the NIMT was not being used for assessing disabled children then the likelihood is that potential Neglect cases for disabled children may not be picked up as quickly as other cases. The result of these findings has now led to prompt action being taken by the Child Disability Team to review and revise the NIMT and GCP tools so that in future they can be used for the assessment of neglect for disabled children.
Schools and Colleges Annual Safeguarding Audit

Schools and colleges have an important part to play in safeguarding and promoting the welfare of children. Section 175 of the Education Act 2002 places a duty on local authorities (in relation to their education functions and governing bodies of maintained schools and further education institutes, which include sixth-form colleges) to exercise their functions with a view to safeguarding and promoting the welfare of children who are pupils at a school, or who are students under 18 years of age attending further education institutions. The same duty applies to independent schools, academies and free schools under section 157 of the same act.

West Sussex Safeguarding Children Board and the local authority Safeguarding in Education Team required schools and colleges to complete audits for the 13/14 academic year. Returns (as in previous years) had initially been poor which led to the Independent Chair writing on behalf of the Board to all Head Teachers and Governors, outlining their responsibilities regarding the audit and its relevance to safeguarding children. This resulted in 291 educational establishments completing audits (numbers up on previous years). Audit returns evidenced various aspects of compliance in relation to safeguarding practice. For 2014/15, a web based audit tool has been devised which will streamline the process and provide improved data analysis.

Training

2014/15 has proved to be challenging in terms of delivering the planned training programme. This was due to staff changes and absence. The WSSCB delivered 79 training days during which were attended by 3,024 professionals. Retirement and extended periods of sick leave resulted in a depleted team. The Board commissioned a review of the training team and a new structure which combines a local training offer from partners, alongside commissioned external expertise is being devised and implemented for 2015/16. There is a developing training calendar in place for 2015/16 which will combine a wide variety of relevant face to face sessions, alongside a substantial offer of e-learning opportunities for practitioners.
Think Family and Early Help

Think Family

Think Family programme was tasked with delivering the County’s outcomes for the National Troubled Families Initiative. In March 2015, 1165 payment by results claims were made from the national programme which generated significant income to support families in West Sussex. This also provided the foundations to establish a dedicated Think Family Keyworker service in the county.

In September 2014 Think Family became an ‘early adopter’ of the wider Phase 2 programme – which is aiming to demonstrate an impact and early help for at least 4060 under the programme to 2020.

THE FOLLOWING EXERT IS FROM THE INTERUM REPORT FROM THE EVALUATORS.

It’s been a great pleasure working with keyworker. She believed in me when I thought no-one did, and from then on things have got so much better. Really sad that our time is over. Keyworker does an amazing job, a heart of gold.

West Sussex County Council, its partners and commissioned providers have successfully established the Think Family Keyworker Service which is filling a core gap in the structure of support for families. Whole family support is being provided to many families who are often either on the cusp of entry to social care, or are stepping down from Child Protection Plans (CPP) and the Child in Need (CiN) register. The intensity and sustained nature of support provided by the Think Family Keyworker Service means that families that had a history of being re-referred to social care, now have the opportunity to sustain positive progress for a longer period of time, with the aim that this will break the pattern of historical behaviours. Alongside this, support is being provided to families that did not previously meet thresholds for sustained support, but where clear risks to children’s outcomes existed.

By October 2014 the Think Family Keyworker Services had reached 676 families and were expected to provide a dedicated keyworker support for over half of the families identified in the programme. Other services across the county providing support as their ‘business as usual’ services, and were also able to demonstrate that the DCLG outcomes were being met.

For example:

- six out of ten families with ASB/education successfully addressed the issues they were referred for through support.
- three out of ten families who were unemployed on entry, moved off out of work benefits

Early Help Action Plan

Work was undertaken in 2014 to plan and prepare for county wide launch of a new model for early help in April 2015. This work included extensive consultation both with professionals and families, data and demand analysis, benchmarking around the country to learn from others and realignment of service provision to reflect the early help approach.

The new multi-agency early help case management system ‘Holistic’ was designed and put in place, with an extensive training and workforce development programme that is already underway; underpinned by Signs of Safety and the Continuum of Need approaches.

The new model includes three key elements, which have been aligned and are now in place for April 2015.

Family Support Networks x 6

Professionals and services that support families will co-ordinate across 6 Network bases aligned with District and Boroughs – this will be managed by Think Family and partners.
During 2014/15 West Sussex considered the implementation of a Multi-Agency Safeguarding Hub (MASH) to further develop the multi-agency response to those referrals received by the CAP. Although the MASH has not been implemented, West Sussex have further developed this multi-agency response by increasing the capacity of CAP with a dedicated Emergency Out of Hours service; the CAP continues to provide a single point of contact for all concerns about children and works closely with all agencies.

In addition to this is the implementation of the Early Help Resource Centre, developing a model of multi-agency working which aims to benefit all. The multi-agency team at the EHRC consists of professionals from a range of backgrounds that include health professionals, domestic abuse services, probation and youth workers. By working together as part of the EHRC team they are starting to build a detailed profile of the families which do not meet safeguarding thresholds, and instead connecting them to service providers via the newly initiated Family Support Networks.

An example of how multi-agency working in the EHRC benefits both professionals and families is the role of the Health Visitor, who has been a full time member of the team for 6 months. The resident Health Visitor has developed a good understanding of multi-agency working, effectively implementing signs of safety, utilising IT systems and understanding the value of information sharing. The families and children have also benefitted from the presence of a multiagency team in the EHRC. Feedback from families is positive, with examples citing the value of a caring and flexible response from a professional whose work is already familiar to them.

The EHRC is dedicated to multi-agency working and the development of practitioners within the team. For further information about the EHRC and Family Support Networks visit the Think Family and Early Help website www.earlyhelpws.wordpress.com

Understanding Thresholds

It is important that all professionals working with children and families understand how to assess and determine levels of need and intervention. The ‘Understanding Thresholds guidance’ has been produced in this past year as a tool to assist practitioners and provides a shared range of thresholds for targeted and specialist services across the county. The guidance gives a common framework that will enable all practitioners to work effectively and consistently to help children achieve their potential and keep them safe. A version of the Continuum of Need has also been made available for young people.

The Guidance has been underpinned with training and practice development aligned with the Signs of safety approach.

Both the Understanding Thresholds guidance and training can be found on the WSSCB website – www.westsussexscb.org.uk
Signs of Safety

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Progress of SOS implementation over the last year:

We have continued to train staff across Children’s Services. All Children’s Social Care staff have now undertaken a minimum of 2 day training in Signs of Safety and this is now being rolled out to staff undertaking in wider Children’s Services and Safeguarding leads across partner agencies. Over 700 staff from across a range of agencies have also attended an in-house or multi-agency briefing session.

Group supervision sessions for Practice Leaders have been held every 8 weeks to support managers to embed the approach into everyday practice and all Children’s Services managers have received initial training in the use of Appreciative Inquiry within supervision.

All Children’s Social Care systems, processes and paperwork have been revised to support a Signs of Safety approach including Early Help Assessments and Plans within the new Holistix system, Child Protection conferences and Children Looked After plans.

West Sussex presented at the national Signs of Safety Signs of Safety Gathering in April 2014 and we held a local practice conference in December 2014 to share our learning, show examples of Signs of Safety practice and to hear about the difference this was making for children, families and staff.

I was really struck by the impact of yesterday on those who attended and participated – including the service users and carers. For an organisation to provide a forum for practitioners to talk about their practice and what they are proud of is a huge culture change. To then hear from senior managers and officers that this is a commitment to a whole-systems shift is doubly impressive.

Cath Holstrom, University of Brighton
What difference is this making?

Professor Eileen Munro is undertaking research on the impact of using Signs of Safety as part of the English Innovations Project. An initial staff survey of 337 staff (56% response) undertaken in early 2015 reported that a large majority of staff think that it is moderately or extremely useful and that it increases job satisfaction. The findings indicate that the quality of engagement with families is generally good, teams are child centred and responsive to families’ needs and there is a strong culture of shared responsibility for risk and decision making.

An initial Parents survey is currently being undertaken and an independent evaluation including action research and tracking of the impact of Signs of Safety for individual children and their families is also underway, led by Dr Mary Baginsky, Kings College London.

Case audits have demonstrated that the use of Signs of Safety direct work tools; ‘Three Houses’ and ‘Words and Pictures’, have helped to ensure that the voices and lived experience of children are included in assessments and plans. Appreciative Inquiries with staff, partners and families have also provided additional qualitative evidence of how Signs of Safety is improving the quality of practice.

CASE STUDY
Josie, 10, Leigh, 17, Katie, 13 (names have been changed)

Josie, Leigh and Katie had been on a child protection plan since July 2012 with little progress. The main concerns related to Dad’s (Lee) alcohol use and his aggressive behaviour when drunk, and Mum’s (Zainab) ability to protect the children from this.

The family, in particular the Father were described as “hard to engage” and when the current Social Worker took the case and it felt stuck. The Social Worker used a Signs of Safety approach in two ways; firstly in direct work with the children. Through this work she found out that the children did feel safe and that in fact there were already things in place to protect them if their father was drinking. The parents said that this was the first time anyone had really listened to their children. Secondly, the social worker completed a mapping at the core group. The professionals found the process extremely helpful and using scaling were able to identify small things that the parents needed to do to make them feel less worried. The social worker shared the mapping and next steps with the parents and they reported feeling clearer about the worries for the first time. The social worker then worked with the parents to develop a safety plan around Dad’s drinking. Previously the parents had been told to separate without any consideration to any other safety plan, which had made the Father very angry. The parents said they felt listened to and that it was their plan.

OUTCOME: All the professionals were satisfied with the plan and two of the three children came off the CP plan at the next conference. The third child stopped being subject to a CP plan at the subsequent conference (they had initially remained on due to an unrelated incident). In addition, the parents attended the conferences for the first time in some time and continued to work with the social worker, creating more safety for the children and reducing anxiety.

The safety plan has continued to work as there have been no incidences where the Father has been intoxicated around the children.

CHALLENGES FOR 2015-16 INCLUDE:

- Ensuring the involvement of children, families and their wider networks in safety planning at an earlier stage
- Further refining of systems and processes to enable workers to spend more time undertaking direct work with children and families
- Identifying capacity to support Signs of Safety implementation across all partner agencies
- Ensuring consistency in how Signs of Safety is used

For further information please contact wendy.hill@westsussex.gov.uk (Principal Social Worker and Service Leader – Practice Improvement) or visit www.signsofsafety.net
Gatwick Children’s Service

Gatwick Children’s Service has continued to work in close partnership with Gatwick Airport to promote the welfare of and safeguard unaccompanied asylum seeking children (UASC) who come through the port. We also continue to work with Operation Newbridge procedures to protect and safeguard foreign national children and young people, who fit the profile of being trafficked into the UK, in partnership with our Gatwick UK Border Force, Police, social work and accommodation provider colleagues. We continue to be respected nationally for our work in safeguarding and protecting trafficked young people in West Sussex and the Home Office has grant fund our social work intake team (SWIT) for a further three years (until March 2016). The SWIT and the duty social workers funded by the grant, provide a duty social work service to Gatwick airport and UKBF immigration officers, to identify and promote the welfare of UASC, Non-UASC and trafficked young people who come through the port, where safeguarding concerns are identified.

Over the past year we have worked with 29 UASC, the majority who were referred from Gatwick airport. Within this cohort there was a slight increase in overland, in-country arrivals during the autumn of 2014, who came into the care of West Sussex after being picked up by the police smuggled into the UK in lorries. These young people were predominantly male arrivals from Syria, Afghanistan, Iran and Albania, with a small number of nationalities from Somalia and the Cameroon.

We have worked with Gatwick UKBF on 78 non-UASC safeguarding cases, which involved issues with sponsors, non-relatives accompanying children, drug smuggling, European and international passport holders where there were concerns about onward journeys, private fostering, possible CSE and families overstaying in the UK. The majority of these cases involved nationalities from the Caribbean, Africa, Eastern Europe and America and Canada. Some of the young people were accommodated by Gatwick children’s service, for between one and fourteen nights, until reunification with family could be arranged within the UK, or until Gatwick border force could arrange flights back to countries of origin.

Operation Newbridge/GCS dealt with five trafficking cases during this period, of mainly female UASC and Non-UASC arrivals to the UK. They were of African, Vietnamese and Eastern European origin and safe accommodation and safety planning was put in place for all of these young people, to assist in minimising the risk of them going missing.

Gatwick children’s service has continued to provide trafficking training to Immigration officers, UKBF and G4S personnel at the airport and within the detention centres, which also outlines the support that Children’s Social Care offer once the children and young people come into the care of social services. We have participated in a Human Trafficking awareness day, held at Gatwick Hilton Hotel, in partnership with the Police/crime stoppers and Airport personnel.

During the summer of 2014 we were one of 23 Local authorities in the UK, chosen to participate in the Barnardo’s child trafficking advocacy trials, funded by the home office, which has focussed on how well or not Trafficked young people are supported by social services. This project involved advocates being appointed to children identified as Trafficked from abroad or internally and they provided intensive support and mentoring to the young people, alongside the social workers. This project will run from September 2014 to September 2015. The final report is being collated by Ravi Koli at Bedfordshire University, and will be published in November 2015.
Cedars
Cedars accommodates families in self-contained apartments, prior to their departure from the United Kingdom. Families are referred to Cedars following advice from the Independent Family Returns Panel, made up of medical and child safeguarding experts, on how to best safeguard children’s welfare during an ensured return. Cedars continues to operate via partnership working between the Home Office, Barnardo’s and G4S.

During a family’s short stay at Cedars a multi-agency approach is deployed to meeting individual family member’s needs and preparing the family to depart the United Kingdom. Last year Cedars dealt with a range of complex needs, ranging from healthcare and emotional support to practical assistance such as providing current bespoke country of return information, ensuring that families have the equipment they need for their return and maintaining contact with family and school friends.

Cedars has sought to continuously improve its service via lessons learned practice reviews and undertaking constructive challenge through interagency safeguarding forums with delivery partners including, West Sussex Children’s Services. Barnardo’s led a number of training programmes around safeguarding and CSE and each agency has developed and shared when appropriate ongoing training programmes around safer care of residents. G4S developed a “Safer Cedars” training package designed to further equip frontline staff in caring for vulnerable families. The package encompasses the management of residents at risk of self-harm (adults and children), mental health awareness and local safeguarding procedures.

The management at Cedars were delighted to be able to offer staff, from both Barnardo’s and G4S without a social care qualification the opportunity to work jointly together towards a recognised child care qualification, “The Children & Young People Workforce Diploma Level 3”. The programme was delivered in partnership with Crawley College, and to date, six members of staff have achieved their qualifications with an additional two members of staff also completing the Assessor’s Award and a further three members of staff on track to complete the course.

The programme was delivered as part of the employment based route of distance learning, allowing staff to work as part of a programme. The partnership allowed for the pooling of knowledge and skills and greatly improved interagency working.

Cedars welcomed a number of external visitors, inviting scrutiny of Cedars’ operations; highlights included visiting delegations from the Netherlands with whom we were able to share mutual experiences and best practice.
Children Affected by Domestic Abuse

There are 130,000 children in the UK living in homes with domestic abuse where there is a high risk of murder or serious injury. Thousands more live with less serious domestic abuse every day. This has a serious impact on children, on their health and wellbeing.

In West Sussex during 2014-2015 there were 48 MARAC meetings. A MARAC is a regular meeting to discuss how to help domestic abuse victims at high risk of murder or serious harm, and 660 cases were discussed which involved 839 children. A domestic abuse specialist (ISVA), police, children’s social care, health and other relevant agencies all sit around the same table to talk about the victim, the family and the perpetrator and share information. The meeting is confidential. Children’s Social Care attended 100% of these meetings. The MARAC meeting writes an action plan for each victim and during the year 1,789 individual actions were identified and included within the plans.

West Sussex has a countywide IDVA service for high risk victims and 643 victims were offered IDVA support during 2014-2015 of which 500 engaged in a meaningful way. These 500 clients had 674 children. After an average of ten weeks support from an IDVA, clients reported significant reduction in the abuse and in 72% of cases a complete cessation of abuse was reported.

A national policy report containing compelling new evidence from the national Children’s Insight Dataset was published in 2014 by Safe Lives (formerly CAADA). The research draws on 877 unique cases of children aged 0-18 exposed to domestic abuse. The key findings are:

1. A major overlap between direct harm to children and domestic abuse – 62% of children exposed to domestic abuse in the research were also directly harmed
2. Children are suffering multiple physical and mental health consequences as a result of exposure to domestic abuse

The report has three recommendations which are:

1. To achieve early intervention at little or no cost, create a network of lead professionals across agencies with a shared understanding of risk
2. To ensure children’s safety, provide linked specialist domestic abuse services for the child and the parents
3. To ensure children are protected and helped Local Safeguarding Children Boards and Ofsted should monitor provision and outcomes for children exposed to domestic abuse.

A Young Peoples Violence Advocate has started to map services for young people at risk of domestic abuse, identifying service gaps and working with agencies to close these gaps by creating coherent and clear care pathways. Linking issues of domestic abuse, sexual exploitation and gang involvement, cyber stalking and honour based violence and forced marriage into a locally recognised care pathway for young people which integrates safeguarding children processes and MARAC.

The challenge is to find every family where there is domestic abuse much more quickly. At the point when a victim gets help, the abuse is likely to be escalating in either frequency or severity, or both. Cutting the time it takes to find and help victims and their families is crucial to stop murder, serious injury and harm. During the forthcoming year specialist domestic abuse services will work closely with the Early Help Resource Centre with the aim of increasing the number of families experiencing domestic abuse that are identified and getting help to them earlier.
Safeguarding West Sussex Voluntary and Community Sector Forum

Supporting Voluntary and Community Sector Groups in Keeping Children and Young People Safe

The purpose of this Forum is to maintain an independent network of VCS Safeguarding leads, facilitating a meaningful link between the WSSCB and the forum organisations demonstrating our commitment to and the challenges of on-going safeguarding.

Organisations represented offer services for a wide range of the children and young people’s population e.g.

- Homestart – supporting families with young children
- Sussex Prisoners Families – supporting the children of parents serving a sentence
- The Springboard Project, Kangaroos, Pacso and Enable me – working with children and young people with disabilities.
- Horsham Matters – youth service inc alcohol support service
- Girl Guiding – uniformed organisation
- Chestnut Tree House – hospice for children and young people
- Sussex Clubs for Young People – infrastructure support
- Arun Community Church – children’s centre and youth work
- Anti-Bullying Works - training and support

The numbers of children and young people in contact with the organisations at a forum meeting are in excess of 25000, which demonstrates the volume and breadth of work undertaken by the member network.

Forum quarterly meetings usually include a guest speaker and this year members have engaged with information and training on the continuum of Need and Threshold Guidance, use of Holistix, Signs of Safety and Early Help.

The chair represents the voice and views of the forum at WSCCB and also sits on the Start of Life Partnership Board and disseminates information and learning to the Forum. Members have been involved over the last year in consultations for the design of the Early Help which has helped bring a VCS perspective.

Members spent time at an away day in this last year considering whether the purpose of the forum needed to change. It was decided to remain as a network of workers committed to sharing best practice, training and support in fulfilling our roles in keeping children and young people safe.
Local Authority Designated Officer (LADO)

The LADO (who leads the Allegations Management Team) should be alerted to all cases in which it is alleged that a person who works with children has:

- behaved in a way that has harmed, or may have harmed, a child
- possibly committed a criminal offence against children, or related to a child
- behaved towards a child or children in a way that indicates s/he is unsuitable to work with children

The LADO role applies to paid, unpaid, volunteer, casual, agency and self-employed workers. They provide advice, guidance and help to determine whether the allegation sits within the scope of procedures.

In the period 2014/2015 the Allegations Management Team saw the departure of Rosemary Terry, the long established LADO. A new full time LADO (Lindsey Tunbridge-Adams) was appointed, starting in May 2015.

### Number of allegations and consultations:

- 2014/2015 saw a slightly lower recording of allegations than on previous years, though not statistically significant. The number of cases recorded as consultations increased by 46% from 2013/2014. This is accounted for by more efficient recording systems for consultations which were introduced this year.

### Employment settings:

- Allegations recorded from education settings continue to dominate LADO work with 37% in 2014/15. If we were to include the allegations from the early years settings (education providers for those under school age) this increases to 56%. This is not surprising given that a large proportion of the children’s workforce is employed within educational establishments.
- The ‘other’ category includes sports instructors, faith organisations and youth provisions (e.g. Scouts).

### Types of abuse recorded:

- In general the types of abuse record in 2014/2015 are in line with previous years. The reduction in cases recorded as ‘suitability’ has notably reduced. This is due to the change in statutory guidance where the category of ‘suitability’ no longer exists.
- Sexual abuse cases have increased in comparison to 2013/2014 and are in line with the former years. The majority of sexual abuse cases are considered to be historic i.e. adults reporting they were sexually abused by a worker when they were a child.
- There has been an increase of emotional abuse cases which meet the thresholds for an allegation to be formally recorded from 2013/14 of 7%. In general there are challenges when assessing emotional abuse cases regarding demonstrating harmful behaviour. It is believed that practitioners across professions are becoming more confident at reporting and recording such abuse.
Lay Members

Sarah Maddox
WSSCB Lay Member

I have been a Lay member on the Board since July and have attended two Board meetings and the Development Day. Following a discussion at the October Board meeting, I became a member on the scrutiny panel for the Missing Person Team Pilot and have also rewritten a drugs and alcohol leaflet.

My first Board meeting was quite overwhelming as I was not previously aware that so many people from so many agencies are involved in safeguarding children. My first question was how is all the good work linked together and communicated? I also questioned whether the community are aware of the work of the Board? The feeling of people in ‘my world’ in West Sussex is that it isn’t their problem and their children won’t be involved. It is very worrying to hear that adults need as much educating as the children. There is a need to go back to basics, to educate the public, and make everyone more aware. I am looking forward to the challenges ahead, being involved and contributing as much as I can as a Lay Member on the Board.

John Thompson
WSSCB Lay Member

One of the joys of being a Lay Member of the WSSCB is the freedom to offer impartial comments on matters before the Board and to engage in areas of the Board’s work where my experience can be of use.

This year my main focus has been on the on the Quality and Performance sub-group. As reported elsewhere a small panel carried out a full scrutiny of S.11 audits. The first part was the review of the agencies reports. This was followed up by a request to several agencies to be interviewed by the panel. All the agencies we saw had really prepared thoroughly; some provided up dated reports and all were able answer our questions.

The Serious Case Review (John) provided an opportunity to see how such a complex piece of work was handled and how lessons learned were disseminated and then followed through.

Whist I have been a Lay Member I have taken at least one training course a year. This year I did the Impacts of Substance Abuse on Children. This was not only a fascinating course that provided an insight into a topic that I had become interested in a couple of years previously, but also provided an opportunity to meet and talk to front line social workers. Their commitment to the safety of children and the pressure under which they work left me full of admiration.

One of the objectives of the lay member is to raise the public profile of the Board and its works – I think all lay members find it hard to broadcast the message but every gathering is an opportunity.

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One of the objectives of the lay member is to raise the public profile of the Board and its works – I think all lay members find it hard to broadcast the message but every gathering is an opportunity. We try to grab them, pass on some thought provoking ideas, and stimulate a bit of thought!

The upward trends continue. I hope that Board messages are really getting to the dedicated professionals who continue to such a wonderful job, often in difficult circumstances for the young people of West Sussex.
Section 4
Arrangements for when a child dies or is seriously harmed in West Sussex

Child Death Overview Panel

The Child Death Overview Panel (CDOP) is a statutory sub-group of the West Sussex Safeguarding Children Board. The CDOP is a group of professionals who meet several times a year to review all the child deaths in West Sussex. The overall purpose of the child death review process is to understand why some children die and, wherever possible, put in place interventions to protect other children and to prevent future deaths.

Between 1 April 2014 and 31 March 2015 forty-four deaths of children aged under eighteen years were notified to the West Sussex CDOP. Of the forty-four child deaths notified to the CDOP:

- twenty were male and twenty-four were female;
- eighteen were neonates; infants who die before reaching 28 days of age;
- a further fourteen were aged between a month and a year of age;
- twenty-nine of the deaths were expected; and
- fifteen were classified as unexpected (deaths that were not anticipated as a significant possibility 24 hours before the death or where there was an unexpected collapse leading to or precipitating the events that led to the death).

Following ten of the unexpected deaths Rapid Response processes were initiated. Multi-agency discussions followed several of the other unexpected deaths.

The number of deaths of children normally resident in West Sussex reported to CDOP in 2014-2015 was more than the previous year, when thirty-seven West Sussex child deaths were notified to the Panel. The number of child deaths was lower, though, than the average number of West Sussex child deaths over the 10 years from 2005 to 2015, which was fifty deaths per year.

During 2014-2015 West Sussex CDOP met six times and reviewed the deaths of thirty-three children, including a themed review of deaths of teenagers. Over 80% of the child deaths reviews that were completed were completed within seven months of the death.

Eleven of the child deaths reviewed during 2014-2015 were of infants who died before reaching twenty-eight days of age (neonatal deaths) and a further eight deaths reviewed were those of older babies aged under one.

In reviewing the deaths of eleven of the babies and children, the panel concluded there were “modifiable” factors. These factors are defined as those which, by means of nationally or locally achievable interventions, could be modified to reduce the risk of future child deaths. Nine of these deaths where modifiable factors were identified were of babies aged under a year of age.

Smoking by a parent or carer in the household or by a mother during pregnancy was the most often identified modifiable factor. The number of reviews when co-sleeping or an unsafe sleeping practice was identified as a modifiable factor was much reduced compared to the previous year. Other modifiable factors identified during the reviews of the child deaths included alcohol/substance misuse by a parent/carer, consanguinity, driving at speed and obesity of the mother.

During 2014/2015 members of the Panel worked with WSCC communications team and the Lullaby Trust to raise the awareness of safe sleeping practice with parents/carers. This included engagement with parents/carers, a media campaign over the Christmas period and activities over national Safer Sleep Week, 16th - 20th March 2015. For Safer Sleep Week a local press release was sent out; Safer Sleep posters were distributed to all Children and Family Centres, GPs and libraries; and WSCC provided funding for room thermometers for new
parents and cot cards to be used in hospitals. Prior to the week the specialist nurse delivered Safer Sleep training to about 100 members of staff with further training planned.

The Panel continued the focus on reviewing how agencies can better support staff in being aware of the Rapid Response procedures and in implementing them. Issues of inconsistency and delays in implementation of the Rapid Response procedures were identified by the Panel following some unexpected child deaths. The issues were raised with agencies and will feed into Rapid Response training. The audit tool developed across Sussex for use when CDOP reviews a death when a rapid response is initiated was introduced, with six monthly audit reports being scheduled during 2015-2016. A Rapid Response training programme was delivered in the Autumn and a shorter training programme has been developed to make the training more accessible to a wider group of staff.

In addition to the electronic network, to share learning, information and good practice with other areas, the CDOP co-ordinators in the South-East have set up a local network, which links with a similar network in the South-West of England.

**Serious Case Reviews**

A ‘serious case’ is one where:

- Abuse or neglect of a child is known or suspected; and
- Either i) the child has died; or ii) the child has been seriously harmed and there is cause for concern as to the way in which the authority, their partners or other relevant persons have worked together to safeguard the child

Local Safeguarding Children Boards must always undertake a review of these cases. These are called Serious Case Reviews (SCR’s). The purpose of a SCR is to establish whether there are lessons to be learnt from the case about the way in which local professionals and organisations work together to safeguard and promote the welfare of children.
One of the sub-groups of the WSSCB is the Case Review Group and this multi-agency group discussed cases where a SCR may be required and makes recommendations to the Chair of the WSSCB. The group also leads on implementing action plans following SCR.

During 2014-15 six children were considered for by the Case Review Group. Serious Case Reviews were not required, however one was reviewed by multi-agencies partners and points of learning were identified. An action plan has been developed to address these points and is being implemented. Two related to children whose death was likely to have resulted from suicide and having considered information from agencies it was considered that the criteria of SCR were not met and that the Child Death Overview Panel were most appropriate to consider any wider learning points.

The Case Review Group has also assisted two other Local Authorities completing Serious Case Reviews that link to West Sussex. One report (which has now been published) identified a specific recommendation for the WSSCB to consider. This was accepted by the Board and action has been completed to address this finding. The other is likely to be published in July 2015 and an action plan has been developed to respond to the findings. This will be implemented over the coming 6 months.

**John**

The last review published by the WSSCB was the Serious Case Review in respect of ‘John’, which was published in April 2014.

This review examined the way agencies responded to allegations made by children that they had been subject to sexual assault by another child, a few years older than the alleged victims and known to them. The full report, and the WSSCB response and actions can be found on the WSSCB website: www.westsussexscb.org.uk

The review detailed seven findings and these were all accepted by the WSSAB. The group developed an action plan in response to these findings and over the last year the Case Review Group has overseen the implementation of this. This has included:

- Delivering briefings to the multi-agency workforce on the lessons learnt
- Revising the section of the Pan Sussex Safeguarding Procedures that relates to children who present sexually harmful behaviours
- Ensuring staff across key agencies are familiar with all aspects of the Pan Sussex Safeguarding Procedures
- Sussex Police developing Safeguarding & Investigations Teams so that investigations are completed by Officers with the specialist skills and experience required
- Revising practice guidance in relation to child protection strategy discussions
- Improving information systems so that associations and trends can be identified, and patterns of allegations or offending are responded to in a timely way

The implementation of the action plan is expected to conclude in the first quarter of 2015-16.

During 2014-15 six children were considered for by the Case Review Group. Serious Case Reviews were not required, however one was reviewed by multi-agencies partners and points of learning were identified.
This report seeks to reflect multi-agency safeguarding activity across West Sussex, highlighting the work undertaken in the year, areas for development and board scrutiny and challenge. The report illustrates a year of activity and progress in a complex abuse landscape, organisational change and static or diminishing resources. The review of the Board’s work over the past year has also served to identify areas which need further strengthening and consolidation and which are reflected in the 2015/16 Business Plan.

The Board has maintained a commitment to ‘learning and improvement’ through the past year. A development day in October 2014 afforded a valuable opportunity for the Board to consider how it operates and ways in which the approach could potentially be improved in the interests of stronger partnership working.

The ongoing context of organisational and structural changes in partner agencies has impacted on both continuity and consistency of the Board business. As we go forward into a new business year, it is evident that work needs to be done to strengthen and re-embed partnership accountability and ownership.

As part of the WSSCB quality assurance and audit programme, bi-monthly multi-agency child protection audits are completed to identify where improvement is required in the quality of practice and services that children, young people and families receive. In addition to this quarterly multi-agency thematic audits are undertaken. The importance of engaging front line practitioners as part of our feedback process has been recognised as an important element of the audit programme.

The introduction of a ‘scrutiny calendar’ was intended to afford an opportunity for board members to hold each other to account for their agency’s contribution to the safety and protection of children and young people. Whilst this process is now in place with regular scrutiny reports being provided to the Board, there remains scope to strengthen our challenge of one another when required.

WSSCB has completed the required ‘Section 11’ audit process. A very positive development in the past year was the introduction of a scrutiny panel. This Panel reviewed the agency returns to ensure that appropriate actions are being taken where shortfalls have been identified. In addition, some agencies were invited to attend the panel to explain aspects of their return and to identify what action was being taken to remedy matters. All agencies involved responded well to this challenge.

The Board is normally well attended by members and sub groups are supported by partner agencies. However, the Independent Chair found it necessary to write to partner agencies in the course of the year to re-emphasise the importance of regular and consistent attendance.

This past year has proved to be difficult in terms of delivering the planned training programme. The retirement and sick leave of staff depleted the team. The Board commissioned a review of the training team and plans are now in hand to secure a more robust training programme for partners during 2015/16. There is a training calendar in place for 2015-16 some of which incorporates e-Learning options for practitioners. The aim going forward is to ensure the provision of a flexible programme which will address local and national drivers as necessary.

WSSCB is committed to ensuring that up to date policies and procedures are in place. Safeguarding procedures are commissioned and overseen by a Pan-Sussex group. The Board also recognises the benefits of collaborative working with our neighbouring Safeguarding Children Boards in Sussex in producing and promoting relevant policies and procedures. During 2015/16 further work will be required in re-commissioning the multi-agency procedures.
WSSCB has sought to react to national drivers in relation to children missing and at risk of child sexual exploitation with the establishment of a formal Sub Group for this area within the board structure. During 2014/15 the Board undertook a review of capacity to respond to child sexual exploitation. This has resulted in a revised action plan which will carry forward in 2015/16. Work in West Sussex to address the risks of sexual exploitation have been significantly enhanced by the role of a new Missing Children Team funded by Sussex Police. This has contributed to enhanced intelligence and information sharing and improved the capacity to protect young people who may be vulnerable.

As referred to in the report, it is planned to take forward work to secure better engagement with young people in the year ahead. It was a disappointment that efforts in the past year did not yield the outcome we had hoped for.

A further important area of focus during 2015/16 will be to seek to better understand the impact of what we do based on feedback and learning.

WSSCB intends to respond to national drivers and address the actions below in 2015/16 which are reflected in the current business plan. These include:-

- Tackling Child Sexual Exploitation
- Improving the effectiveness of ‘early help’ services
- Ensuring that the potential risks to safeguarding practice and arrangements are kept under review in response to increasing demand for services
- Addressing the issue of radicalisation

WSSCB will also be continuing to work on:-

- Maintaining robust and rigorous quality assurance activity
- Ensuring an increasing focus on the ‘voice of the child’
- Maintaining a focus on ‘local’ safeguarding issues
- Maintaining the WSSCB Learning and Improvement Framework
- Ensuring there is sufficient provision of ‘early help’ and monitoring the effectiveness of ‘early help’ services.
- Progressing our strategy to tackle Child Sexual Exploitation
- Safeguarding those West Sussex children who are living outside of West Sussex within residential, educational and secure settings
- Ensuring there are effective arrangements in place to safeguard disabled children.

In summary, West Sussex Safeguarding Children Board has achieved much in a challenging year. There are many solid developments which have helped to support safeguarding in the county. However, there are also a number of identified areas for further work and consolidation during 2015/16. The ever more complex safeguarding agenda ensures that there can be no place for complacency in our efforts going forward.
# Appendices

## Appendix A - Board Membership 2014/15

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<thead>
<tr>
<th>Agency</th>
<th>Name</th>
<th>Title</th>
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<tbody>
<tr>
<td>WSSCB</td>
<td>Jimmy Doyle</td>
<td>Independent Chair</td>
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<tr>
<td>Sussex Police</td>
<td>Paul Furnell</td>
<td>Detective Superintendent</td>
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<tr>
<td>Local Probation Trusts and Community Rehabilitation Companies</td>
<td>Kerrin Page</td>
<td>Offender Management Director for Kent, Surrey and Sussex Community Rehabilitation Company</td>
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<tr>
<td></td>
<td>Victoria Jeffries</td>
<td>Assistant Director, National Probation Service</td>
</tr>
<tr>
<td>District &amp; Borough Councils</td>
<td>Natalie Brahma-Pearl</td>
<td>Director of Community Services, Horsham District Council (representative for all District &amp; Borough Councils)</td>
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<tr>
<td></td>
<td>Mark Fisher</td>
<td>Head of Leisure &amp; Sustainability, Mid-Sussex Council</td>
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<td></td>
<td>Chris Harris</td>
<td>Head of Community Services, Crawley Borough Councils</td>
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<td></td>
<td>Philippa Dart</td>
<td>Assistant Director of Environmental Services, Arun District Council</td>
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<td></td>
<td>Steve Hansford</td>
<td>Head of Services for Communities, Chichester District Council</td>
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<td></td>
<td>Tina Favier</td>
<td>Head of Wellbeing, Worthing and Adur Councils</td>
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<tr>
<td>Youth Offending Team</td>
<td>Carl Burton</td>
<td>Principal Manager, Young People’s Service, WSCC</td>
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<tr>
<td>NHS England</td>
<td>Katrina Lake</td>
<td>Assistant Director Patient Experience and Safeguarding</td>
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<tr>
<td>West Sussex Clinical Commissioning Groups</td>
<td>Emma Luhr</td>
<td>Head of Quality</td>
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<tr>
<td>NHS Trusts/Foundation Trusts</td>
<td>Amanda Parker</td>
<td>Director of Nursing and Patient Safety, Queen Victoria Hospital</td>
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<tr>
<td></td>
<td>Cathy Stone</td>
<td>Director of Nursing and Patient Safety, Western Sussex Hospitals NHS Trust</td>
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<td></td>
<td>Fiona Allsop</td>
<td>Director of Nursing, Surrey &amp; Sussex Healthcare trust</td>
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<td></td>
<td>Helen Greatorex</td>
<td>Director of Nursing, Sussex Partnerships NHS Trust</td>
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<td></td>
<td>Susan Marshall</td>
<td>Chief Nurse, Sussex Community Trust</td>
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<tr>
<td>South East Coast Ambulance Service Foundation Trust</td>
<td>Jane Mitchell</td>
<td>Safeguarding Lead, South East Coast Ambulance Service</td>
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<tr>
<td>CAFCASS</td>
<td>Nigel Nash</td>
<td>Service Manager</td>
</tr>
<tr>
<td>Home Office Immigration Enforcement Agency</td>
<td>Sally Kendal</td>
<td>Operations Manager, Cedars Pre-Departure Accommodation</td>
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## Appendices

### Appendix A - Board Membership 2014/15 - continued

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<td></td>
<td>Sarah Maddox</td>
<td>Lay Member</td>
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<tr>
<td>Schools and Colleges</td>
<td>Lesley Dyer</td>
<td>Head Teacher, QE2 Special School</td>
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<tr>
<td></td>
<td>Anne McGregor</td>
<td>Head Teacher, Copthorne Junior School</td>
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<tr>
<td></td>
<td>Sue Broad</td>
<td>Assistant Head Teacher, Angmering Secondary School</td>
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<td></td>
<td>Rob Stonely</td>
<td>Head Teacher, Warden Park Academy</td>
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<tr>
<td>Designated Doctor</td>
<td>Jo Crane</td>
<td>Designated Doctor</td>
</tr>
<tr>
<td>Director of Public Health</td>
<td>Judith Wright</td>
<td>Director of Public Health, WSCC</td>
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<tr>
<td>Voluntary and Community Sector</td>
<td>Matthew Killick</td>
<td>Assistant Director of Children’s Services, Barnardos</td>
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<tr>
<td></td>
<td>Su Parrish</td>
<td>Chair of VCS Safeguarding Forum</td>
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<tr>
<td>Lead Member for Children</td>
<td>Cllr Peter Evans</td>
<td>Lead Member for Children – Start of Life</td>
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<td></td>
<td>Cllr Debbie Kennard</td>
<td>Deputy Lead Member for Children – Start of Life</td>
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<tr>
<td>Local Authority</td>
<td>Kevin Peers</td>
<td>DSC, WSCC</td>
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<tr>
<td>Director of Children’s Services</td>
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<tr>
<td>Local Authority Head of Safeguarding</td>
<td>Sam Bushby</td>
<td>Head of Safeguarding (Adults and Childrens), WSCC</td>
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<tr>
<td>Local Authority Head of Learning</td>
<td>Brin Martin</td>
<td>Head of Learning, WSCC</td>
</tr>
<tr>
<td>Named GP</td>
<td>Nick Lewis</td>
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<tr>
<td>UK Border Agency</td>
<td>Stuart Percival</td>
<td>Border Force, Gatwick</td>
</tr>
<tr>
<td>West Sussex Fire and Rescue Service</td>
<td>Sean Ruth</td>
<td>Director of Operations and Assistant Chief Fire Officer</td>
</tr>
<tr>
<td>Early Help</td>
<td>Amanda Radley</td>
<td>Early Help Strategic Commissioning Manager, WSCC</td>
</tr>
<tr>
<td>Early Childhood Service</td>
<td>Marilyn Barton</td>
<td>Principal Manager, Early Childhood Service, WSCC</td>
</tr>
<tr>
<td>Designated Nurse</td>
<td>Sarah Smith</td>
<td>Designated Nurse</td>
</tr>
</tbody>
</table>
## Appendices

### Appendix B - Board Attendance 2014/15

<table>
<thead>
<tr>
<th>Agency</th>
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<tbody>
<tr>
<td>Sussex Police</td>
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<tr>
<td>Local Probation Trusts and Community Rehabilitation Companies</td>
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<tr>
<td>Horsham District Council</td>
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</tr>
<tr>
<td>Mid-Sussex District Council</td>
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</tr>
<tr>
<td>Crawley Borough Council</td>
<td>25%</td>
</tr>
<tr>
<td>Arun District Council</td>
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</tr>
<tr>
<td>Chichester District Council</td>
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</tr>
<tr>
<td>Worthing and Adur District Council</td>
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<tr>
<td>Clinical Commissioning Groups</td>
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<tr>
<td>Queen Victoria Hospital</td>
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<tr>
<td>Western Sussex Hospital NHS Foundation Trust</td>
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</tr>
<tr>
<td>Surrey and Sussex Healthcare NHS Foundation Trust</td>
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<tr>
<td>Sussex Partnership NHS Foundation Trust</td>
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<tr>
<td>Sussex Community NHS Trust</td>
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</tr>
<tr>
<td>South East Coast Ambulance Service Foundation Trust</td>
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<tr>
<td>CAFCASS</td>
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<tr>
<td>Home Office Immigration Enforcement Agency</td>
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<tr>
<td>Lay Member</td>
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<tr>
<td>School representatives</td>
<td>50%</td>
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<tr>
<td>Designated Doctor</td>
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</tr>
<tr>
<td>Director of Public Health</td>
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</tr>
<tr>
<td>Barnardos</td>
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<tr>
<td>West Sussex VCS Forum</td>
<td>75%</td>
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<tr>
<td>Lead Member for Children</td>
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<tr>
<td>Director of Children's Services</td>
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</tr>
<tr>
<td>Head of Safeguarding</td>
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</tr>
<tr>
<td>Head of Learning</td>
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<td>UK Border Agency</td>
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<tr>
<td>Fire and Rescue Service</td>
<td>75%</td>
</tr>
<tr>
<td>Early Help</td>
<td>75%</td>
</tr>
<tr>
<td>Early Childhood Service</td>
<td>75%</td>
</tr>
<tr>
<td>Designated Nurse</td>
<td>75%</td>
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</tbody>
</table>
Our Vision
Messages to encourage better safeguarding

Children and young people
What do you think is important to WSSCB. Use the young people’s ‘Ambassadors Group’ on the Board to tell us your views about being safe.

Local authority elected members
Be aware of local safeguarding priorities. Be alert to vulnerable children in your Ward. Consider how new local plans will affect children and young people.

Head teachers and governors
in maintained, non-maintained and independent schools and colleges
Are you compliant with ‘Keeping children safe in Education’ (DfE, 2014)?

Police & Crime Commissioner
Ensure that the child is always ‘seen’ and their voice heard when the Police respond to situations where children and young people may be vulnerable or have been abused.

Front line practitioners
Subscribe to the ‘learning culture’ through training opportunities. Use your representative on WSSCB to make sure the voice of practitioners and children and young people is heard.

Local community
Safeguarding is everyone’s responsibility. If are concerned about a child or just want to check something that is bothering you call 01403 229900.

Health Commissioners and Providers
Ensure that services are in place to meet the health needs of the most vulnerable children and young people and those who have been victims of abuse.

Chief Executives and Strategic Directors
Ensure that the safeguarding of children and young people remains a priority within your organisation and that the impact of organisational change is considered when structural change is being planned.

WSSCB
Our Vision is to keep children and young people in West Sussex safe by:
Co-ordinating our local safeguarding activity
Being a driving force to improve local practice.
Ensuring that all agencies fulfil their safeguarding responsibilities effectively

WE NEED EVERYONE TO SUPPORT THIS VISION
Thank you to all our contributors for all their help with this report

**Alison Nuttall**  
Head of Children and Families Commissioning, West Sussex County Council

**Sam Bushby**  
Head of Safeguarding, West Sussex County Council

**Sarah Smith**  
Designated Nurse

**Dr Ann Corkery**  
Public Health Consultant

**Sally Kendal**  
Operations Manager, Cedars Pre-Departure Accommodation

**Miles Ockwell**  
T/Superintendent, Sussex Police

**Jme May**  
Subject Matter Expert, Corporate Resources and Services, West Sussex County Council

**Trish Harrison**  
Principal Manager Domestic and Sexual Abuse, West Sussex County Council

**Ellie Evans**  
Pupil Entitlement Investigation Manager, West Sussex County Council

**Millie Kerr**  
Practice Manager, Young Peoples Service, West Sussex County Council

**John Thompson**  
Lay Member

**Lindsey Tunbridge-Adams**  
Safeguarding in Education and Allegations Management Team Manager and Local Area Designated Officer, West Sussex County Council

**Amanda Radley**  
Interim Head of Children’s Social Care, West Sussex County Council

**Mark Frankland**  
Principal Manager (Family Support), West Sussex County Council

**Amanda Hemming**  
Team Manager, Private Fostering, West Sussex County Council

**Amanda Parker**  
Head of Nursing and Patient Safety, Western Sussex Hospital NHS Foundation Trust

**Sarah Maddox**  
Lay Member
<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Organization</th>
</tr>
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<tbody>
<tr>
<td>Wendy Hill</td>
<td>Principal Social Worker (Service Leader Practice Improvement), West Sussex County Council</td>
<td></td>
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<tr>
<td>Hayley Connor</td>
<td>Early Help Strategic Commissioning Manager, West Sussex County Council</td>
<td></td>
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<tr>
<td>Su Parrish</td>
<td>Chair of Safeguarding West Sussex Voluntary and Community Sector Forum</td>
<td></td>
</tr>
<tr>
<td>Lucy Ivankovic</td>
<td>Youth Offending Team Manager, West Sussex County Council</td>
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