

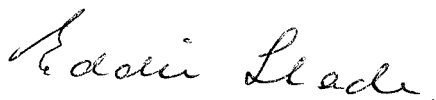
CHILD PROTECTION/ SAFEGUARDING

REPORT 2006/08

Introduction

The care and welfare of our children is quite rightly ranked at a high priority for an individual, community and at national level. Working Together To Safeguard Children (DfES 2006), The National Service Framework (DoH 2005) and Every Child Matters (DfES 2003) clearly set out the statutory requirements for agencies to work together to protect children from abuse and harm. Combined Healthcare is committed to this endeavour and has recently undertaken a comprehensive review of its systems and processes to deliver improvements in the care of North Staffordshire's children.

The Trust's progress in achieving the standards set out in national policy is monitored by the Local Safeguarding Boards (LSCB) of Stoke on Trent and Staffordshire, and the Healthcare Commission. Much has been achieved structurally over the last 12 months to strengthen our internal governance arrangements and linkages with the LSCB's. During the forthcoming years the Trust will take every opportunity to ensure that these principles are embedded throughout the organisation. This report, both records activity from a historical perspective and in terms of forward priority areas for development we commend it to you.



Dr Eddie Slade
Trust Chairman and
Non-Executive Lead for Safeguarding



David S Pearson
Executive Director of Nursing &
Performance and Executive Lead for
Safeguarding

STRENGTHENING NORTH STAFFORDSHIRE COMBINED HEALTHCARE TRUST'S ARRANGEMENT WITH STOKE ON TRENT AND STAFFORDSHIRE SAFEGUARDING CHILDREN'S BOARDS

INTRODUCTION

The purpose of this paper is to clarify reporting arrangements between the Trust and the Safeguarding Children's Boards and their structures across the City of Stoke and County of Staffordshire.

BACKGROUND

Over the last 18 months new safeguarding children structures have emerged that require a co-ordinated approach from the Trust to ensure that lines of accountability are clear and that robust governance arrangements are established. The current City and County arrangements demand that the organisation has to attend two Safeguarding Boards and two duplicate sets of reporting structures serving these Boards. Given the complexity of these arrangements it is important that our processes for responding to these challenges are regularly reviewed and that we have the capacity and resources in place to deliver our obligations

STRENGTHENING THE TRUST GOVERNANCE ARRANGEMENTS

1 The Role of North Staffordshire Combined Healthcare NHS Trust Safeguarding Children's Committee

The Committee is a formally established sub-committee of the Clinical & Information Governance Committee and as such is required to report on progress in achieving key performance indicators relating to safeguarding children. The Committee will also ensure that an annual report is produced. All safeguarding business will be transacted through this structure, and links will be established with the Trust's performance management team to ensure links to the requirements of compliance with core standards.

2 The Role of the Executive Director, Named Nurse and Designated Professional

The Director of Nursing & Performance is the Board level lead for safeguarding children

The Designated Nurse, Child Protection directly reports to the post holder, this role is responsible for co-ordinating policy and other strategic projects required by the Trust's Safeguarding Children's Committee, including the deputising at Safeguarding Boards, attendance at sub-groups and participation in serious cases reviews, performance management audit and communication with the Operations Directorate.

3 The Role of Deputy Director of Nursing and Named and Support Nurse

The Deputy Director of Nursing reports directly to the Director of Nursing and Performance. The post holder line manages the Named Nurse and Support Nurse Child Protection, and co-ordinates the activity of the Named Nurse and Doctor. The general portfolio of this team is concerned with the operational delivery of Child Protection Services to the Trust.

4 Membership of Safeguarding Boards

The nominated leads identified below have been formally endorsed and empowered by the Trust Board of Directors as members of the Stoke on Trent and Staffordshire Safeguarding Children's Boards. They are responsible for the Safeguarding Children's Boards on behalf of the Trust accountable through the Trust Safeguarding Children's Group for ensuring the Trust are full partners

of the Safeguarding Children Boards and for the cascade of information, performance monitoring and reporting on actions arising from sub groups and Serious Case Reviews.

Stoke on Trent Safeguarding Children Board

Lead	Alison Heard Children's Lead
Deputy	Fran Manning Designated Nurse

Staffordshire Safeguarding Children Board

Lead	Dr Jonathan Lovett Children's Lead
Deputy	Fran Manning Designated Nurse

5 Representation at Safeguarding Board Sub-Committees

City of Stoke

Policy and Procedure Sub-Group	Joan Williams Named Nurse Sharon Conlon Support Nurse
Training Sub-Group	Sharon Conlon Support Nurse
Monitoring and Evaluation Group	Fran Manning Designated Nurse
Serious Cases Review Group	Alison Heard Children's Lead
Communications Group	James McAteer Membership & Communication Manager

County of Staffordshire

Policy and Procedure Sub-Group	Joan Williams Named Nurse
Training/Education/Practice Sub-Group	Sharon Conlon Support Nurse
Prevention Group	Joan Williams Named Nurse
Performance Management	Fran Manning Designated Nurse
Serious Cases Review Group	Fran Manning Designated Nurse
Communications Group	James McAteer Membership & Communication Manager

The representatives posts identified above are responsible for and accountable to the Trust's Safeguarding Children's Group for the cascade of information, performance reporting and actions arising out of the sub-groups.

6 Accountability Structures

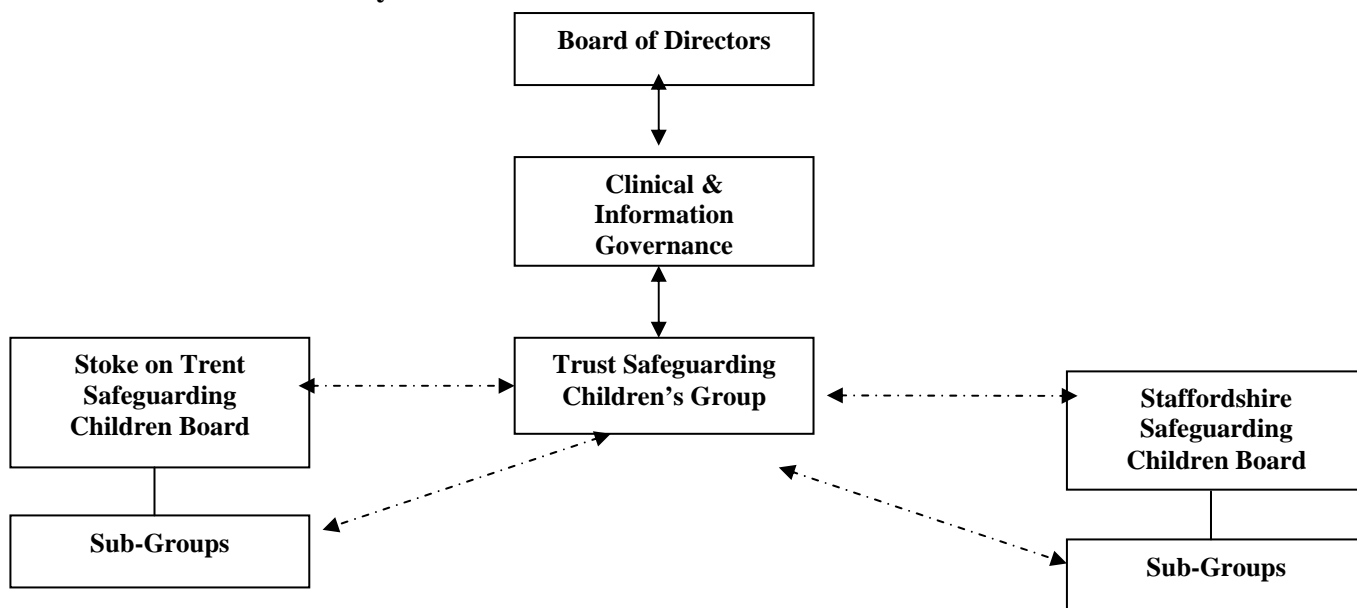


Figure 1 Internal Governance Structure and external connections

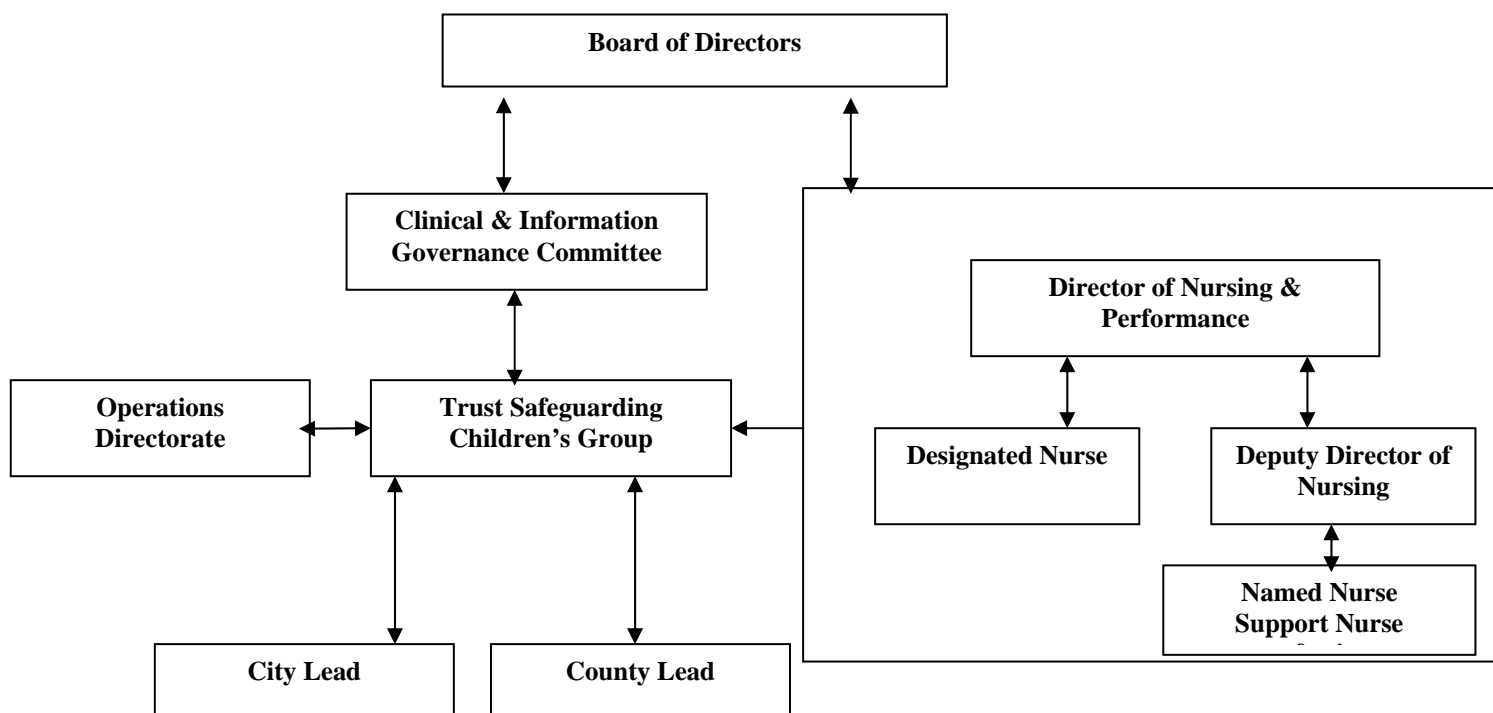


Figure 2 Managerial relationships to the Trust Safeguarding Children's accountability structure

Stoke on Trent Safeguarding Children Board 2006-07

The Stoke on Trent SCB was established formally in April 2006 in keeping with Government legislation although it has been a difficult year due to the judgement of the 2005 Joint Area review that children in Stoke on Trent were unsafe. Safeguarding children is the top priority in Stoke.

The main business of the Board during this first year has been the establishment of a business plan, the setting up of the sub committee system and the appointment of an independent chair.

Jackie Carnell, who has an extensive portfolio of strategic and operational management within the NHS, most recently in Stoke on Trent before her retirement, was appointed to the role of Independent Chair in January 2007 and officially took up her appointment in April 2007.

An external consultant, Fiona McGlone, was commissioned to assist in the writing and production of the business plan which was produced during the course of 2006-2007 and finally approved in June 2007.

Four serious case reviews have been underway during the course of the year, although it should be noted that three of the four children died prior to this year. There have been challenges, in different ways, in relation to the reviews, for example the process and the timescales. However the aim is clear. Reviews must lead to an action plan which is likely to improve outcomes and reduce the likelihood of the tragic death or injury of a child. Agencies must learn lessons from SCRs. In all cases attempts have been made in the reviews to look at causal effects, and at both excellent and poor practice.

Combined Healthcare has learned from a number of the reviews and it is intended that the Trust will performance manage its implementation of the plans. The preventive role of Safeguarding Boards has yet to be developed in Stoke on Trent. It is the intention of the Government that safeguarding children will have a much wider brief than Area Child Protection Committees, hence the additional focus on services for adults as well as children.

The Trust is fully committed to membership of both Stoke and Staffordshire's Safeguarding Children Boards. The challenge for us as an organisation is the capacity required in personnel terms to attend the Boards and to make sure we have appropriate representation in the sub committees where the majority of the work is actually done. It is essential that practitioners working with adults are as involved as those working with children.

Safeguarding Children's Service Plan
for North Staffordshire Combined Healthcare NHS Trust 2007-2010

Introduction

A proposed Safeguarding Children plan to take forward the safeguarding agenda on behalf of North Staffordshire Combined Healthcare NHS Trust is underpinned by the following:

- Children Act 1989
- Children Act 2004 Section 11. Statutory guidance on making arrangements to safeguard and promote the welfare of children
- Every Child Matters: Outcomes Framework 2004
- 'Working Together to Safeguard Children' 2006
- Laming inquiry 2003
- Bichard inquiries 2004
- National Service Framework section 5 Safeguarding and Promoting the Welfare of Children and Young People 2004
- Safeguarding Children (second joint chief Inspectors Report on arrangements to safeguard children) 2005
- Standards for Better Health 2005
- Safeguarding Children and Young People roles and competences for health care staff 2006

Outcomes

Health agencies have a duty to co-operate, under section 11 of the Children Act 2004, with partner agencies to improve the well being of children and promote their welfare in relation to the five outcomes as specified in Every Child Matters – change for children.

- Be healthy
- Stay safe
- Enjoy and Achieve
- Make a positive contribution
- Achieve economic wellbeing

Vision

The aim of Designated / Named/ Support professionals and safeguarding leads within Trusts is to help prevent, detect and reduce the impact of abuse for the children of North Staffordshire by working together with partner agencies to promote children's welfare and protect them from abuse and neglect by promoting the national safeguarding agenda.

To participate in and support the Staffordshire and Stoke on Trent Safeguarding Children's Board (SSCB) and its member agencies. To provide services to health agencies and other stakeholders to ensure safe collaborative practice, within all aspects of health service provision.

Objectives

To make a full contribution to strategic work supporting collaborative interagency child protection arrangements within the district.

To ensure that key staff within key health service providers are supported to make informed contributions to child protection and interagency working

Provision of paediatric mental health services.

In order to meet these objectives the Trust will need to:

Maintain active membership and involvement in Staffordshire Children's Trust and Staffordshire and Stoke on Trent Safeguarding Children's Board and its related sub-groups.

North Staffordshire Combined Healthcare NHS Trust: Safeguarding Team (as at 17.03.08)

Designated nurse	0.5 WTE
Secretary	1.0 WTE shared resource
Named nurse	1.0 WTE
Support Nurse	1.0 WTE from Dec 07– Sept 08
Named doctor	2 sessions per week unresourced
Secretary	16 hours
	1.0 WTE agency cover until 31.03.08

Service Specification

- Designated professionals take a professional lead on all aspects of the health service contribution to safeguarding children.
- Job descriptions should be agreed by the Health Trust covered by designated professionals

To fulfil the accountability arrangements the Trust should:

- Recognise the contribution of designated and named professionals to the Trust and across the health economy by their contribution to safeguarding board sub group arrangements. There contribution to Trusts' governance and risk processes by enabling compliance with Standards t for Better Health by demonstrating a consistent approach to safeguarding issues across the health economy.
- Acknowledge the core competencies of designated and named professionals by reviewing job descriptions and conducting annual appraisals in line with the Roles and Competences
- North Staffordshire Combined Healthcare NHS Trust should clearly define the strategic role, responsibility and accountability of the designated professional supporting the role through robust appraisal and evaluation.
- Promote understanding and support for the named and designated professional's roles outlined in Working Together to Safeguard Children 2006 and Safeguarding Children and Young People: Roles and Competences for Health Care Staff 2006
- Clearly define the designated and named professional's roles in the Trusts accountability framework and establish a link within the accountability structure between the designated and named and support professionals

- Child Protection Team require
 - Time to fulfil the role
 - Funding to support the posts
 - Adequate equipment e.g. training
 - Administration and clerical support
 - IT support

The function of the Designated Professional is:

- ensure that the health components of LSCB are up to date
- ensure that the Trust has policy and procedures in place
- advise on training needs and audit for health personnel
- advise on clinical governance and standards for Named professionals
- participate in and/or supervise and advise health personnel in the preparation of Serious Case Reviews
- advise Trust Boards regarding performance monitoring in relation to their child protection responsibilities.

The function of the Named professionals is:

- to provide strategic and operational support to their relevant employing Trusts
- to support advise and work with the Designated professional on all questions of planning and strategy regarding safeguarding issues
- to ensure that advice is available on day to day management of children and families where there are child protection concerns to all health professionals
- work in partnership with others to protect the public’s health and well being from specific risks
- develop evidence based clinical guidelines
- develop quality and risk management within an evaluative culture
- ensure compliance with legal regulatory ethical and social requirement
- assure their organisation delivers quality services

Benefits of a Service Plan

- A robust structure that promotes the safeguarding and welfare of children across the North Staffordshire health economy.
- Clarity of roles and responsibilities
- Support for the safeguarding responsibilities of Children’s Leads, Accountable Officers and Chief Executive Officers.
- Service plans closely linked to Clinical Governance Plans, Children and Young Peoples Plans, Local Delivery Plans.
- Demonstration of compliance with National Standards and Guidance e.g. NSF, Standards for Better Health, Working Together to Safeguard Children

Input	Output
<i>Identified person who provides the link between the Strategic Health Authority</i>	A robust structure that promotes the safeguarding and welfare of children

<i>and Trusts.</i>	across the north Staffordshire health economy
<i>Identify leads for safeguarding</i>	<i>Clarity of roles and responsibilities Clear point of access for staff</i>
Support for the safeguarding responsibilities of Children's Leads, Accountable Officers and Chief Executive Officers.	<i>To provide the necessary safeguarding information to inform strategies for the development of children's services within Trusts Improving strategic planning fulfilling requirements and responsibility of Children Act 2004.</i>
Service plans closely linked to Clinical Governance Plans, Children and Young Peoples Plans, Local Delivery Plans.	<i>Ensuring that all plans reflect the safeguarding agendas.</i>
Scrutiny of compliance with National Standards and Guidance e.g. NSF, Every Child Matters, Standards for Better Health, Working Together to Safeguard Children	<i>Standards are in line with requirements from inspection bodies (e.g. Healthcare Commission)</i>

Principal Elements of the Child Protection / Safeguarding Service Provision

- Easily available advice on actual or potential child protection issues for all Trust staff
- Regular clinical supervision of front line workers with regard to the Child Protection and Children in Need aspects of their caseload.
- Regular provision of training and continued practice development in child protection as part of induction for new staff, mandatory training for specific staff groups, updating and disseminating new developments, policies etc. Training in partnership working to develop common understanding of good practice.
- Assistance with preparation of medical and nursing reports in relation to the legal requirements of child protection/ children in need and support for court appearances.
- Production of Individual Management Reviews following a child death or serious injury as part of Staffordshire Safeguarding Board serious case review process.
- Membership of named professionals and support nurse on Stoke on Trent and Staffordshire Safeguarding Board's related sub groups to shape policy and practice development across the North Staffordshire health economy
- Provision of Named Nurse and Named Doctor functions as specified in Working Together 1999 and 2006, and the Intercollegiate Core Competences.
- Provision of robust performance management arrangements

Operational Services to be provided

- Named Nurse and Named Doctor function
- Child Protection Training
- Child Protection Clinical Supervision
- Child Protection Advice and Support
- Individual Management Reviews as part of Serious Case Review process
- Attendance at Child Protection Case Conferences
- Preparation of court Reports
- Health Representation on SSCB sub committees and working groups as required to support the work of the SSCB.
- Advisory Function to commissioners
- Development of operational services on behalf of the Trust

New SSCB Services to be supported

- Child Death Review Panel – to be established by 2008
- SUDI guidance to be reviewed under the auspices of the Child Death Review Panel
- Serious Case Review Panel – standing sub group of SSCB
- MARAC (multi agency risk assessment conference) implementation date awaited in relation to Domestic Violence
- Allegations against professionals.
- SSCB sub committees

Issues for consideration to include:

- funding of service
- training for senior managers
- clinical risk
- succession planning
- practice review
- retention of child protection records
- training strategy review
- serious cases review mechanisms
- clinical supervision for safeguarding leads
- audit
- appraisal for safeguarding leads
- planning and delivery of clinical services
- funding of SSCB

Budgets

The child protection service needs to be costed and a decision made about where the budgets should be held.

Monitoring Arrangements

SSCB section 11 audits

The Strategic Health Authority role is to performance manage and support the development of NHS Trust's arrangements to safeguard and promote the welfare of children and young people.

The SHA will need to performance manage against the core and developmental standards and Trust's implementation of actions from Serious Case Reviews.

Annual Health Checks undertaken by the Healthcare commission.

Designated professionals to be performance managed by named Director of Public Health Medicine

Named professional to have annual appraisal with Designated Dr. Annual appraisal to be undertaken by line manager.

Annual review of service plan by Trust Safeguarding group members

OPERATIONAL ACTIVITY
APR 2006- MAR 2007

Training:

Corporate Induction: 0

In house level 1: **137**

Use of CD Rom

Level 2: **22**

Level 3: **4**

Child Protection Case Conference Attendance: 30

Statements Of Evidence: 1 statement of evidence was prepared on behalf of the Trust

Strategy meetings : Not recorded

MARAC

Multi-agency risk assessment conference.

Used to monitor perpetrators of domestic violence and their victims to reduce re-offending rates and to consider the risk to the wider community.

After some initial problems of not being signed up to the information sharing protocol the named nurse child protection has been attending meetings and sharing information on behalf of clients of the Trust.

Number not recorded

Clinical supervision

14 individual supervision sessions were undertaken by the named nurse within the Trust and 3 group supervision were conducted within the Darwin Centre 6-8 staff

Care co-ordination: number not recorded

Serious case reviews

There were two serious case reviews conducted in 06/07 by the Named Nurse on behalf of the Trust where family members had been involved with Trust services. Both were initiated by Stoke on Trent Safeguarding Board.

There were also two serious case reviews completed in Staffordshire for the year 06/07, although there was no direct involvement from the Trust the executive summaries and action plans have been distributed and duly considered as both cases concerned teenagers who took their own lives.

Actions are monitored through the relevant serious case review sub groups of the Safeguarding Boards but also locally monitored via the Trusts Safeguarding Group.

Advice and support function

Information currently not audited

APRIL 2007 – MARCH 2008

Training

Corporate induction: **1**

Level 1: **80**

Level 2 **17**

Level 3 **15**

(please note that figures were not available from Stoke on Trent multi agency training team)

CD Rom **43 licences used**

Child Protection Conference Attendance: 43

Statements of Evidence: 0

Strategy Meetings: not recorded

Marac

The MARAC is now meeting fortnightly. A list is sent out to the child protection department and the acting named nurse checks if the perpetrator, victim or child/ren is known to NSCHT ie are they open case to consultant psychiatrist/subject to CPA. Where they are clients of the Trust the named nurse speaks to member of staff and shares the information on behalf of the Trust. If further information is required this would be requested via the Trust's existing access to information policy.

Clinical Supervision: 8 individual 2 group

Serious Cases Review: 0

Conclusion

There have been major changes in legislation and guidance over the last two years and the emphasis has switched from that of child protection to the broader aspects of safeguarding. This has been welcomed but has obviously led to the need to take a radical look at the Trust's service development and delivery to encompass the Every Child Matters agenda and fulfil our statutory obligations to the Safeguarding boards for Staffordshire and Stoke on Trent.

The change agenda is relentless in its progress and we are determined as a Trust to embrace the changes to continue to develop a safe, effective robust service for the children which we serve. We aim to evidence this through effective performance management and improved collection of operational data.

The Trust thanks all of those in children's services who are supporting this agenda and working tirelessly to fulfil the requirements of the national drivers.

Particular thanks must go to the named nurse and doctor child protection and to the welcome new additions to the department i.e. the secretary and acting named nurse without whose help the service development could not continue and to acknowledge their help in compiling this report. Thanks also to the members of the Safeguarding Group and Children's Services Board for their support and particular thanks to those who have made specific contributions to this report.