

# Northamptonshire Safeguarding Children Board

## Annual Report 2016-17



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## Foreword from the Chair

It is my great pleasure to welcome you to the 2016-17 Annual Report of the Northamptonshire Safeguarding Children Board (NSCB).

This report gives you an overview of the work of the NSCB over what has been an incredibly busy and challenging year. In my last report I highlighted a number of priorities for the financial year, including:

- Developing a professional understanding of Neglect, including promotion of the Neglect Toolkit;
- Continuing to promote awareness of Child Sexual Exploitation (CSE) and Female Genital Mutilation (FGM);
- Developing a better understanding of homelessness for families and 16-17 year olds;
- Raising awareness of Private Fostering;
- Improving information sharing mechanisms across the partnership, particularly in relation to Child Protection Conferences; and
- Continuing engagement work with children and young people across the county.

As this report shows, a great deal of hard work has gone into the progress achieved with a number of these priorities, however there is still a great deal to be achieved in the forthcoming year.

Since 2014 the Improvement Board played a significant role in driving forward progress for children's safeguarding in the county, but with the lifting of the Department for Education's Improvement Notice, the Improvement Board has now been concluded. However, its challenge; to continue to raise standards of care for the county's children and young people continues, and the NSCB and its partners have a vital part to play in this work, ensuring that the commitment and momentum achieved by the Improvement Board is not lost.

As we move forward into 2017-18 a number of areas of concern remain priorities for the Board:

- The very high, and increasing numbers of Looked after Children;
- The timeliness of Single Assessments;
- The rise in the number of children on second, or subsequent Child Protection Plans;
- Reducing the number of referrals into Tier Four, by increasing the take up of Early Help;
- The need improve the identification and safeguarding of privately fostered children; and
- Challenging the issue of patchy attendance, and timeliness of reports at Child Protection Conferences.

A key role for the Board in this next period of time will be to work with all partners towards reversing and correcting these trends, in order to ensure that we can be confident that children and young people are safeguarded.

My thanks go to all those involved in the work of the Board during the year to help make the achievements possible.



**Keith Makin**  
**Independent Chair**  
**Northamptonshire Safeguarding Children Board**

## Chapter One - Local Background and Context

### Demographics

The population of Northamptonshire stood at 723,026 as of 2015's mid-year estimate. Of this figure, 25% were aged between 0 and 19 years.

The county is a mix of urban and rural populations, with areas of affluence and areas of significant deprivation. 57 out of a total of 407 areas in Northamptonshire are identified as being among the most deprived in the country. (*Index of Multiple Deprivation 2010*).

Northamptonshire has a predominantly white ethnic population with the School's Census of January 2017 showing that 74.5% of children in the state school system are defined as white British, with a further 9.3% as white non-British. 4.6% are defined as Asian or Asian British; 4.8% as Black or Black British and 0.3% Chinese. 5.3% of the schools population is defined as of mixed heritage.



### Children and Young People in Education

The School's Census of January 2017 shows that there were a total of 121,153 children and young people in education in Northamptonshire (in state and independent schools). A further 232 were listed as missing from education and 734 children are electively home educated (EHE). Whilst parents are within their legal rights to educate their children at home, the Local Authority retains a responsibility to ensure the safety of these children.

Across all Schools in the county, including academies, there were a total of:

- 1,375 children and young people having an Education and Health Care Plan (EHCP); and
- 13,993 with special needs, including EHCP, statements and Special Educational Needs (SEN) support.

### Contacts

- 22,588 initial contacts were received in Children’s Social Care during 2016-17.



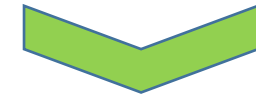
### Referrals

- 15,688 of these contacts were progressed to referrals. 36% of these were repeat referrals.



### Assessments

- 57% of referrals went on to an assessment within Social Care, with 50% of single assessments completed within 40 days.



### Placement Stability

- 70% of Looked after Children are in foster placements.
- 24% are placed outside the Northamptonshire boundary.
- 12% have had 3 or more placements over the year, compared to 14% in 2015-16.



### Adoption

- 72 children were adopted in 2016-17 compared to 73 in 2015-16.

## Children’s Services

Children’s Social Care safeguard and promote the welfare of Children in Need.

Under Section 17(10) of the Children Act 1989, a child is a “Child in Need” if:

- *The child is unlikely to achieve or maintain, or to have the opportunity of achieving or maintaining, a reasonable standard of health or development without the provision for him of services by a local authority.*
- *The child’s health or development is likely to be significantly impaired or further impaired without the provision for him of such services; or*
- *The child is disabled.*

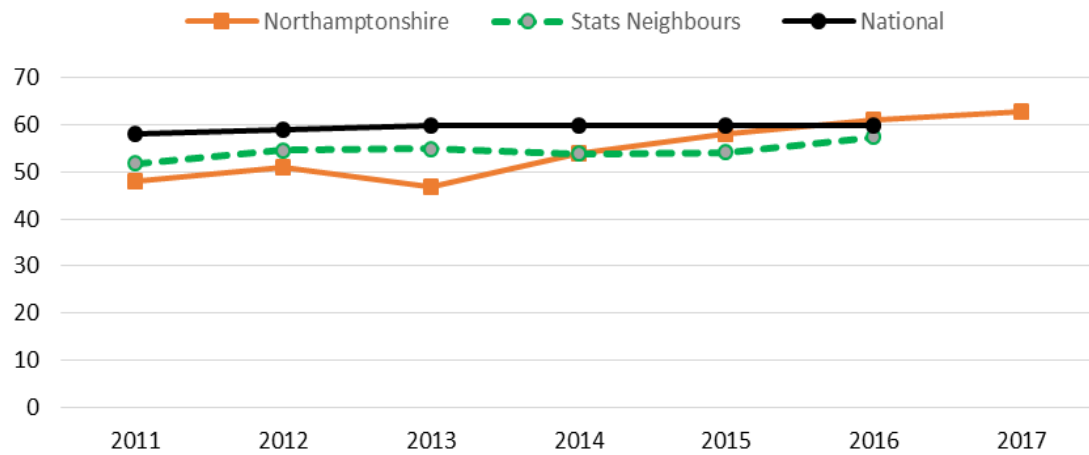
When a child protection conference identifies that a child or young person is in need, a child protection plan is created. This is a working tool that enables the child’s family, and professionals to understand and manage risks, and identify what is required of them and what they can expect of others.

Children who have a Child Protection Plan 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. Looked After Children are those looked after by the Local Authority. Only after exploring every possibility of protecting a child at home will the Local Authority seek a parent’s consent or a Court decision to move a child away from his or her family. Such decisions, whilst incredibly difficult, are made when it is in the best interest of the child

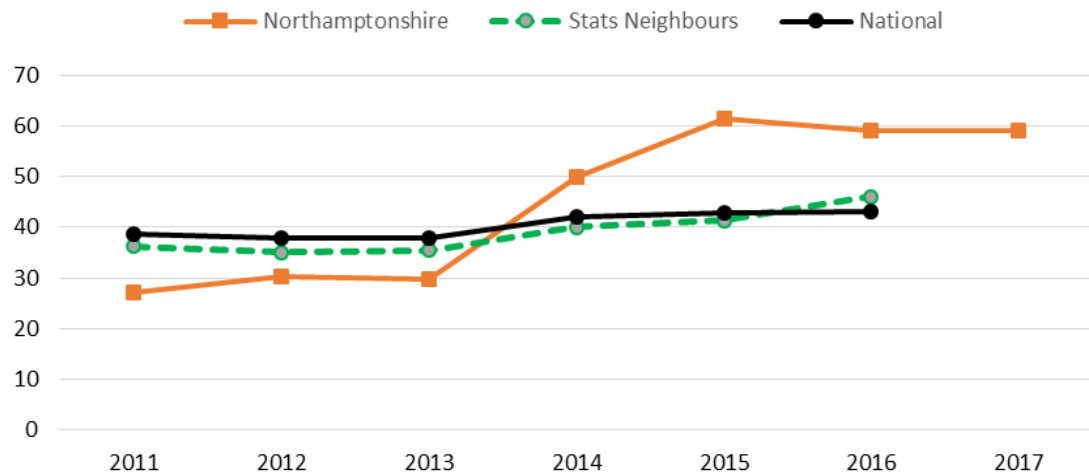
### Child Protection

- There were 3,217 child protection enquiries (S47) up from 3,030 last year.
- 66% of child protection conferences were completed within 15 days.
- 26% of children were on a second or subsequent plan compared to 17% in 2015-16.

Children in Care at Year End - Rates per 10,000



Child Protection Plans at Year End - Rates per 10,000



Referrals into Social Care by Agency	2015-2016	2016-2017
Anonymous	580	700
Domestic Abuse Protocol	0	41
Education - Other (Children's Centre, Nursery)	419	445
Education - Schools	3372	3484
Family Member	840	687
Fire and Rescue	3	11
Friend/neighbour	91	95
Health Services - A&E	569	577
Health Services - GP	286	230
Health Services - Health Visitor	210	246
Health Services - Other Primary Health Services	1318	1461
Health Services - Other Secondary Health Services	398	549
Housing (Borough Council or Housing Association)	268	313
LA Services - Other Local Authority	389	452
LA Services - NCC	1071	1081
Other	980	720
Other Legal Agency (Court, Immigration, CAF/CASS, Prison)	249	287
Police	4616	3747
Probation	370	348
Self-assessment	146	90
Third Party	127	124
<b>Total</b>	<b>16302</b>	<b>15688</b>

## **The Multi-Agency Safeguarding Hub**

The co-located Multi Agency Safeguarding Hub (MASH) team consists of Children's Social Care, Police, Education and Health professionals. The MASH triages all incoming referrals to Children's Services and shares information to ensure children and families receive a responsive, proportionate service that enhances the safeguarding of children. The MASH partnership is currently in discussion with Northamptonshire Housing Districts and Boroughs, the National Probation Service and Women's Aid in order to expand the MASH virtual partnership engagement.

The number of referrals for 2016-17 was 15,688, which is a reduction of 627 (3.75%) on the previous year.

A review of the Early Help MASH service was undertaken in September 2016 by the Principal Social Worker and Service Manager of the MASH and the decision was made to disband the MASH Early Help Team to provide a more engaging community based service for both professionals and families.

Customer Advisors within the MASH continue to offer a professional advice line and take calls from professionals about how to undertake Early Help Assessments. Professionals and families will be signposted to their community lead within Early Help. The MASH will also re-direct referrals that do not meet the threshold for Tier 4 Services to The Early Help Team. The Early Help Team will engage with professionals and families to offer advice to ensure that Early Help Assessments are initiated and families are supported so that escalation to Tier 4 is prevented, where possible.

## **Attendance and Reporting at Child Protection Conferences**

1,821 conferences were undertaken in 2016-17 supported by a large number of partner agencies who provide both written and verbal information to conference; however, attendance at conference for agency partners was only 58% of invited agencies. Attendance at Initial Child Protection Conferences (66%) is always higher than Review Child Protection Conferences (54%). This average attendance is affected by very low attendance from GPs (2%).

Work is ongoing with GP practice colleagues to ensure that vital health information for both children and parents is available for conference in good time. NSCB is conscious that it is difficult for GPs to take time out of surgery to attend conference and, as such, require that reports are received. There is ongoing dialogue about how surgeries should provide this vital information and various options are under consideration.

Other health colleagues attend with greater regularity, particularly Health Visitors, School Nurses and Midwives. Their involvement, together with Education partners, is invaluable. School attendance at conference gives a vital understanding of school-age children's "lived experience".

Provision of timely reports from all professionals is an area where there is identified need for improvement; at present, this is variable, with only 44% of requested reports received for conference. This figure rises to 58% at Review Child Protection Conferences. Provision of timely reports aids the Chair's preparation for conference but, more importantly, helps the family to prepare for what they will hear at conference. These reports should be shared with families prior to conference; where this is achieved, the conference is less threatening to family members and conference is likely to be more effective.

Police reporting for conference is varied. Reports to conference are often provided with the caveat that reported information cannot be shared. The view of the Child Protection Chair service is that this requires debate, as proportionate information sharing really allows other agencies the chance to risk assess the children's situations and also to manage their own agency's involvement. Further work is required to clarify what information should be shared, and in what way, so that professionals and families have knowledge relevant to protect children, young people and the children's workforce, this will be taken forward by the Executive Support Group, via the quarterly Participation Report

Data recording for attendance and reporting for conference has recently been adapted with continued work with partner agencies to ensure that figures for attendance and reporting to conference improves in terms of accuracy to ensure best outcomes for our children.

## Early Help

There have been 2,823 children supported through Early Help Assessments (EHAs) across the county in 2016-17, compared with 3,459 in 2015-16. Most referrals having being initiated by Schools and Northamptonshire County Council (NCC) teams. Where the families have needed support that could not be provided by the Team Around the Family, the Early Help Support Service have accessed additional Tier 3 Support for 3,434 individuals during the last year through the Access to Support process. This has included support from Commissioned Services e.g. Action for Children Family Intervention Project and Medium Intensive Support Service, Multi Systemic Therapy, Domestic Abuse Support Services, and NCC Early Help and Prevention Team support.





## Looked After Children

On the 31<sup>st</sup> March 2017 the children in care population stood at 998, a slight increase from 994 on the 31<sup>st</sup> March 2016. Northamptonshire has the fourth highest number of Unaccompanied Asylum Seeking Children in the country and at the end of 2016-17, 111 (11%) were in this category. 70% of Looked After Children live in foster placements and positively, since the previous year, the proportion of children placed under a voluntary Section 20 arrangement has shown a decrease from 34% to 27% as a result of the Local Authority's actions under new judicial guidance, meaning that Northamptonshire now matches the most recent figure for England as a whole. At the end of March the population of young people classed as care leavers aged 18 or over, stood at 498.

Under a strengthened governance and accountability framework, five new key objectives were created at the start of 2017 in accordance with what young people themselves have told the Local Authority is concerning, and in response to an understanding of areas for performance improvement. These objectives are driven and scrutinised by the Northamptonshire Corporate Parenting Board:

- *Children and young people enjoy good health and wellbeing;*
- *Children and young people fulfil their educational potential;*
- *Children and young people placed out of county are not disadvantaged;*
- *Children and young people have positive, meaningful relationships; and*
- *Care leavers gain employment and are suitably accommodated.*

Each objective has a named lead officer who reports on progress to the Board six times per year, with narrative and quantitative updates. A programme of thematic audits of services to children in care and care leavers, lead by the Quality Assurance Manager, is planned for 2017. The Board is sighted on a number of regular thematic reports, such as the health of children in care, and the work of the RISE team and has prepared for the introduction of new legislation (Children and Social Work Act 2017).

For the year ending March 2017, 80% of children's initial health assessments were completed in the statutory timeframe (within 28 days of entering care), compared to 69% the previous year, although this remains below the target of 85%. For annual review health assessments, 92% were completed on time, compared to 88% the previous year, the target being 95%.

<b>Number of Looked After Children at expected levels of educational development:</b>	<b>2016</b>	<b>2017*</b>
Foundation Stage	48%	50%
Key Stage One	42%	42%
Key Stage Two	38%	28%
Key Stage Four (GCSE A-C in English and Maths)	9.80%	10%

\*predicted results based on schools termly progress information

Educational performance figures should be treated with some caution due to the low numbers of children involved.

Positively, 25% of children and young people are placed out of the county, compared with 31% for our statistical neighbours. The sufficiency strategy and a new block-purchasing scheme for non-local authority foster care provision has increased the ability to place young people within the county, as well as improving efficiency and value for money.

Young people have consistently voiced the importance of consistent, positive relationships in their lives, and this remains a key focus. For the year ending March 2017, 12% of children had had three or more placements in the previous 12 months, with 66% in the same placement for 2.5 years or more. A project with the children's charity Coram is underway, this will work towards helping us achieve the best, permanent home for our children at the earliest possible stage. For care leavers, 42% were in education, employment or training at the end of March 2017, compared with 32% the previous year. 70% were in suitable accommodation, a rise from 63% the previous year.

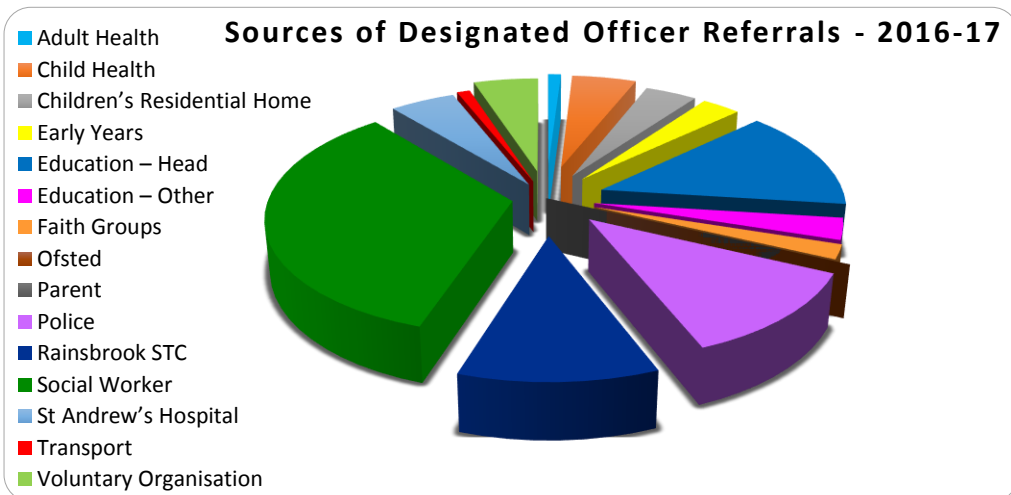
## Designated Officers

Formerly the Local Area Designated Officers (LADO), the Designated Officers (DO) deliver a statutory role on behalf of the Local Authority to oversee and/or investigate allegations against an adult who is employed or volunteering in a role with children. The DOs provide advice and guidance to employers and voluntary organisations, liaise with the Police and other agencies and monitor cases to ensure that they are dealt with quickly, consistently and fairly. The threshold for a DO investigation is that an adult who works with children has:

- Behaved in a way that has harmed, or may have harmed a child;
- Possibly committed a criminal offence against or related to a child; or
- Behaved towards a child or children in a way that indicates a potential risk of harm.

### Referrals to the Designated Officer

Within the timeframe of this Annual Report the DOs have experienced an increase in the level of contact with the service, with an increase of cases managed at consultation level. It is likely that DO training, increasing practitioner awareness of the DO role, and more detailed and accurate record keeping have been factors in this increase. A total of 265 referrals were made to the DOs in 2016-17. A breakdown of this figure is shown in the graph below:



## Secure Settings and the Use of Restraint

Designated Officers acknowledge that use of restraint within secure settings such as St Andrew's Hospital and Rainsbrook Secure Training Centre (STC) does occur in practice. Physical intervention, in the majority of cases, has been needed to prevent harm to the young person or those around them; and staff are trained on induction how to manage patients in the least restrictive approach although this does sometimes mean restraint is used, it is only done for the shortest time achievable. Staff are trained to mitigate against the risk of the use of unauthorised techniques, as this can be dangerous to young people and could result in injury. Concerns have arisen in respect of use of unauthorised techniques and the lack of detailed recording following the physical intervention making it very difficult to adequately investigate concerns raised by young people in relation to inappropriate use of force during a restraint. DOs have worked with relevant organisations, along with partners (e.g. Police / Youth Justice Board) to address these concerns and to ensure that physical interventions are safe and proportionate.

In relation to Rainsbrook STC, there were 21 referrals regarding restraint and 22 consultations. As part of Rainsbrook STC's improvement journey, considerable work has been undertaken by the Designated Officer with the organisation, including bi-weekly safeguarding meetings to discuss use of restraint. Investigations of restraint incidents are now routinely brought to the attention of the DO. Rainsbrook STC is now managed by MTC Novo and this has evidenced significant improvement in terms of working in partnership with statutory agencies; in practice, this has meant increased contact with the DO through consultations. MTC Novo have also more thoroughly implemented use of body-worn cameras and installed advanced CCTV which has meant that restraint related allegations can now be managed more effectively. The DO has been included in a meeting of regional DO leads in Local Authorities that contain a secure provision.

In relation to St Andrews, there had not been a consistent approach to allegation management. As such, the DO has built a working relationship with St. Andrews management and the safeguarding team.

A new Referrals Pathway has been instigated to ensure consistency and a more timely response to allegations and investigations in relation to adults working with children / young people. Previously, there had been issues with delays to internal investigations and outcomes of investigations not being shared with the DO; since the instigation of the new referral pathway, it is acknowledged that this aspect has improved.

There have been 9 referrals regarding restraint during the course of the year. There continues to be a number of challenges within St Andrews and in early 2017 the Adolescent Unit moved to a new purpose built building, Fitzroy House, enhancing the overall facilities and opportunities for young people, including the introduction of CCTV; this will aid the speedy resolution of allegations made in respect of care offered to young people resident there.

In February 2017, St Andrews was the subject of a 'Dispatches' Channel 4 documentary. Within this programme, young people with learning difficulties /disabilities made allegations about the care that was given to them. This included concerns that young people were restrained in a "prone" position. The DO worked closely with Care Quality Commission (CQC) in relation to these concerns and a representative from CQC attended a Joint Evaluation Meeting convened to discuss the concerns. The DO and Police will be meeting with St. Andrew's Safeguarding lead to discuss issues relating to recording and investigation of concerns about restraint. In addition, the 'positive and safe team' at St Andrews support and advise staff in relation to positive handling of difficult and violent behaviour.



## Youth Offending Service

The children and young people who are involved with Northamptonshire Youth Offending Service (YOS) usually have complex needs and require significant levels of support in the community and in custody. They often present high levels of vulnerability in addition to their risk of causing serious harm to others. During 2016-17, there were 204 Court Orders and formal Pre-Court interventions as compared to 225 in 2015-16, signifying a reduction in workload. This is due to the continued increased use of Out of Court outcomes and the work of the Prevention and Diversion team, which is now fully embedded within the YOS, and means that, proportionately, YOS is dealing with higher levels of risk and need. At the end of 2016-17, 47% of the caseload open to YOS were also open to Children's Social Care. 31% of the total caseload were Looked After Children or had Leaving Care entitlements. Additionally, the YOS supervises Court Orders on behalf of other areas, and they are most often Looked After Children. This accounted for an additional 16 orders in 2016-17.



## Learning, Skills and Education

All School Designated Safeguarding Leads (DSLs) within the county were invited to two twilight networking sessions in Autumn 2016 and Spring 2017, organised by Education Inclusion and Partnership Team (EIPT).

383 attendees from 152 Schools supported the sessions, which covered topics including EIPT legislation and process updates, MASH education, MASH Social Care and Early Help intervention, resources and pathway with questions and answers at the of presentations to consolidate knowledge around procedures. These county-wide networking sessions will be ongoing twice yearly covering different topics and future initiatives looking at MASH referral workshops. EIPT have circulated awareness information through DSL's network email and the Schools' Weekly Friday Bulletin covering the following topics:

- Community Safety/Safeguarding Educational Resources and provision Directory 2017 - Interpersonal violence, drugs, alcohol, hate incidents, disability and anti-social behaviour;
- 2016 Department for Education (DfE) 'Deletion From Register' legislation;
- 2016 DfE 'Keeping Children Safe In Education' document;
- Police advice for parents to safeguard their children from risk of Child Sexual Exploitation (CSE) which had occurred at organised parties;
- CSE awareness and Police led initiative to support schools showing Kayleigh's Love Story; and
- Highlight prevalence, risk factors of Female Genital Mutilation (FGM), health issues law, mandatory reporting, resources for advice and support.

## Prevent

In July 2015, Prevent became a statutory duty so that specified authorities in the exercise of their functions, need to have “due regard to the need to prevent people from being drawn into terrorism”. Prevent is part of the CONTEST Counter Terrorism strategy that aims to reduce the risk from Terrorism. There are four work streams Pursue, Prevent, Protect and Prepare.

The Local Authority Prevent strategy vision is to achieve:

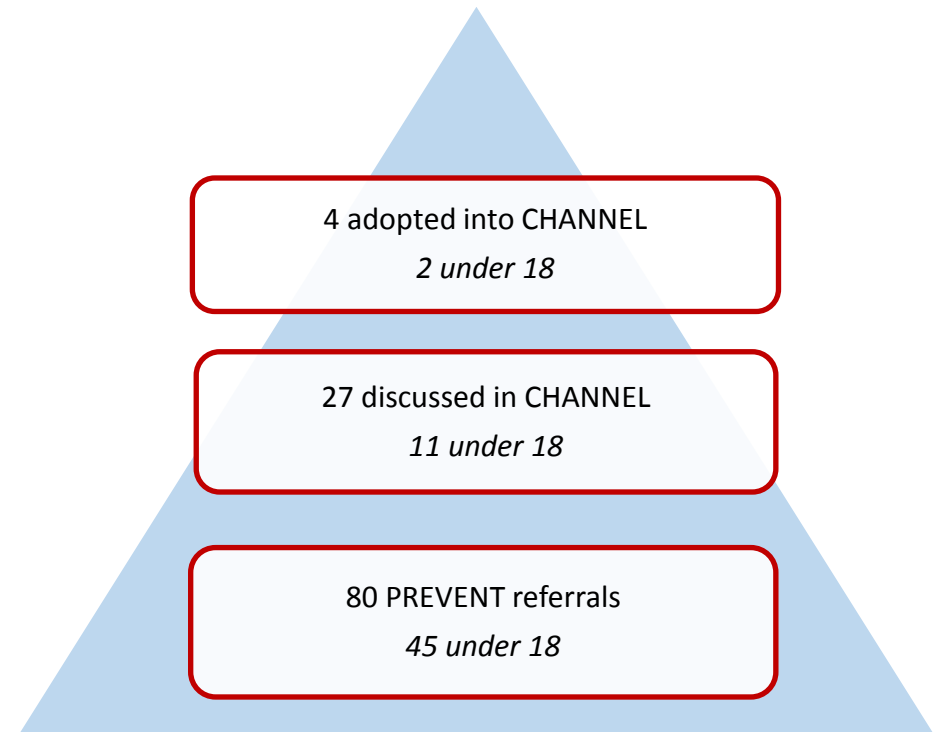
- Increased understanding of the risk of radicalisation;
- Increased awareness of duty and ability to respond to those at risk of radicalisation;
- Fewer adults, children and young people being exposed to radicalised views;
- Those at risk of radicalisation are supported; and
- Improved partnership working to tackle the risk of radicalisation.

The Northamptonshire Channel Panel (covering adults and children) is chaired by a representative from the Local Authority. In this county, a Channel Panel has been operating for a number of years and aims to protect vulnerable people by: identifying individuals at risk; assessing the nature and extent of that risk; and developing the most appropriate support plan for the individuals concerned. Participation in the Channel process is voluntary. Safeguarding Children Services has been working closely with the Police, Local Government Shared Services Legal and Adult Social Care to develop the pathways for;

- How to make a referral – concerns about adults and children;
- MASH procedures on receipt of referrals relating to radicalisation; flight risks and terrorist acts involving children;
- Legal requirements to ensure correct court procedures are followed; and
- Flight risks for families and for lone children.

All NSCB partners are expected to ensure appropriate frontline staff, including those of its contractors, have a good understanding of Prevent. Employees should ensure Prevent training is a mandatory requirement within their organisation. The training can be delivered through a variety of different means as determined by each partners but should be a Home Office approved course. To aid partners in fulfilling this requirement the NSCB has the e-learning module ‘Understanding the Pathways to Extremism and the Prevent Programme’ as part of its e-learning offer available through the Virtual College.

## CHANNEL and PREVENT Referrals 2016–17



## **Reducing Incidents of Sexual Exploitation**

The Reducing Incidents of Sexual Exploitation (RISE) Team produce a bi-monthly activity report which is presented to the Child Sexual Exploitation (CSE) and Missing Sub Group. The report is also shared with other stakeholders and groups including the Corporate Parenting Board. The report contains sections dedicated to Looked After Children and key activities that the team have undertaken in the preceding period.

Referrals into the RISE team in the last twelve months have stabilised at about 15 per month and over half of these are accepted by the team. In November 2016, the number of young people open to the team peaked at a record level over 60, resulting in a delay for new cases being allocated to an engagement worker. To help meet this demand, the Local Authority agreed to recruit an additional engagement worker and 5 are now employed within RISE, allowing cases to be quickly allocated. As a result of increased capacity, the team are looking at ways they can enhance the counties response to CSE, for example by gaining a better understanding of gang related activity and CSE.

A significant change in the last 12 months has been the withdrawal of CAN Young People's Team (providing specialist support), the voluntary and community sector partner from RISE. CAN are no longer co-located within the team but still maintain a good working relationship. Funding was obtained from the Office of the Police and Crime Commissioner to enable CAN to undertake CSE prevention work in cases that don't meet the threshold for acceptance into RISE. CAN continue to attend the weekly CSE referral meeting and support young people who otherwise would be unlikely to receive specialist CSE support. Collectively the county is now able to offer CSE support to a wider cohort.

A key aspect of the RISE is the ongoing work to raise awareness of CSE and educate the public and professionals. The team has delivered sessions to several hundred professionals including presentations to Social Workers as part of the Ofsted improvement plan, trainee Police Officers, Detectives and control room staff and colleagues working within health and education.

The RISE team have had a number of successful prosecutions over the last 12 months and continue to arrest and disrupt offenders. An example of this was a male from Kettering, who was handed a five year custodial sentence for CSE offences investigated by the team.

## **Private Fostering**

Sometimes parents may make their own arrangements for their children to live away from home. This may be due to family issues, or parents are required to work abroad, or because they may be temporarily unable to care for their children due to illness. Alternatively, children may come to the UK from abroad for the purposes of education and stay with a host family. Any child under the age of 16 (or under 18 if disabled) cared for by someone that is not a close family member for more than 28 days, is being privately fostered and the Local Authority must be notified of these arrangements. At the end of 2016-17, the Local Authority were aware of 9 privately fostered children against 15 for the same period at the end of March 2016. The figure remains lower than anticipated despite Children's Services working with the NSCB to raise awareness with Schools, health professionals and early years' settings of the need to report to the Local Authority. This remains a focus of activity for 2017-18, with plans for a further campaign to raise awareness ensuring that staff are aware of the need to report children who are being privately fostered, and that the council complies with the statutory visiting requirement for this cohort of children.

## Chapter Two - Governance

### Statutory and Legal Context

All Local Authorities are required to establish a Local Safeguarding Children Board (LSCB) in accordance with Section 13 of the Children Act 2004. The Local Safeguarding Children Board's Regulations 2006 further sets out the functions of LSCBs. Further information in relation to the statutory functions of LSCB's can be found by visiting the following links:

- [Children Act 2004, Section 13](#)
- [Local Safeguarding Children Boards Regulations, Regulation 5](#)

Following the Ofsted review of NSCB in March 2016, one of the recommendations was to review the structure of the NSCB and Sub Group. This action was undertaken in August 2016 and resulted in a full review of the structure, including Sub Groups and Sub Group Chairs. See page 37 for further information.

### NSCB Independent Chair

The Independent Chair's role includes overseeing the work and strategic direction of the LSCB, providing guidance, leadership, scrutiny and challenge. The Chair acts as an ambassador for children's safeguarding throughout the county, promoting and championing safeguarding as a key priority for partner agencies and wider stakeholders, and provides leadership for Serious Case Reviews.

### NSCB Partners

In accordance with the Children Act 2004 and Working Together (2015), the NSCB is a multi-agency board consisting of partners from a wide variety of backgrounds including the Local Authority, District and Borough Councils, NHS Nene and Corby Clinical Commissioning Groups, Northamptonshire Healthcare Foundation Trust, Northamptonshire Police, CAF/CASS, Probation/BeNCH, Northamptonshire Safeguarding Adults Board, Police and Crime Commissioner (PCC) and the Voluntary Sector.

### Executive Support Group

Comprised of senior representatives from key partners, the Executive Support Group (ESG) met monthly during 2016-17 to oversee and drive forward the work of the NSCB. Ensuring that the partnership delivers against its strategic plans, and to maintain oversight of safeguarding progress and outcomes for children and young people.

### Child Death Review Sub Group

Also known as the Child Death Overview Panel (CDOP), the Child Death Review Sub Group meets bi-monthly to review the deaths, both expected and unexpected, of all children and young people normally resident in the county.

### Child Sexual Exploitation and Missing Children Sub Group

The Child Sexual Exploitation (CSE) and Missing Children Sub Group meets monthly to raise awareness of CSE, and the particular vulnerabilities of children and young people that go missing; to identify areas of concern within the county; to develop an effective response to tackle perpetrators of CSE and to ensure that there is support for victims of CSE and their families.

### Communications Sub Group

The Communications Sub Group managed a number of key events in 2016-17, including the publication of two Serious Case Reviews (SCR), promotion during safeguarding week, and a follow up to the previous year's Safe Sleep Campaign. Following the NSCB restructure the group was disbanded in March 2017, but key members will meet to oversee the co-ordination of SCRs and any specific events and campaigns.

## **Female Genital Mutilation Sub Group**

The Female Genital Mutilation (FGM) Sub Group met eight times during the year, four of which were with the Northamptonshire FGM Community Association (FGMCA). With the Community Association building momentum, the Sub Group's focus this year has been around the sourcing of accurate data on FGM, and the development of pathways for Health and Social Care colleagues. Although FGM remains a priority, the FGM Sub Group was disbanded in March 2017.

## **Learning and Development Sub Group**

The Learning & Development Sub Group has the task of overseeing the NSCB's training provision, both E-Learning and Face to Face, evaluating the impact of training, approving Level 1 & 2 'Introduction to Safeguarding' courses and carrying out the annual NSCB Training Return to evaluate the training provision provided to and by partner organisations across the county.

## **Policies and Procedures Sub Group**

The Policies and Procedures Sub Group was originally established to oversee the NSCB's extensive online Policies and Procedures Manual. It was agreed that the maintenance function would be coordinated via the Business Office, and the group disbanded in August 2016.

## **Quality Assurance Sub Group**

The Quality Assurance Sub Group is responsible for meeting the NSCB's statutory function in monitoring and evaluating the effectiveness of single-agency and multi-agency safeguarding processes across the partnership, evidencing the impact of the business plan and NSCB priorities, and assessing the effectiveness of the help being provided to children and families including Early Help. They are also responsible for an annual programme of Multi-Agency Case Audits (MACA), and overseeing findings of Section 11 audits.

## **Serious Case Review Sub Group**

Operating in accordance with the regulations set out in Working Together 2015, the Sub Group reviews any case where:

*(a) abuse or neglect of a child is known or suspected; and  
(b) 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 Board partners or other relevant persons have worked together to safeguard the child."*

While the most serious cases may be recommended for a Serious Case Review, a range of other options may also be utilised under the Group's supervision.

## **Your Safety Sub Group**

Originally a Sub Group of the Corporate Parenting Board, the Your Safety Sub Group's focus on safeguarding led to its reporting to the NSCB also. By the end of 2016, the NSCB restructure identified a number of duplicate work streams, particularly with the Local Authority's Improvement Plan, and in a bid to reduce the requirement on partners' time, it was agreed to disband the group. This also coincided with the Corporate Parenting Board's strategic objectives being updated.

## **Youth Engagement**

The Young People's LSCB was put in place to engage with young people, but by the end of 2015-16, poor attendance meant a change of direction was necessary. Funded from the Early Help Partnership Board, a Project Officer was appointed in March 2016 to engage with young people via Schools and youth forums. During the course of the year engagement with a number of Schools, Shadow Board, Shooting Stars and the Children in Care Forum was undertaken and work was carried out to support the development of the Young Northants Website. In July 2016, the Project Officer closely engaged with a number of young people who participated in the NSCB Annual Conference, which was very well received by those attending. The role ceased in March 2017.



## NSCB Structure During 2016-17



\*<sup>1</sup> Sub Group disbanded August 2016

\*<sup>2</sup> Youth Engagement post concluded March 2017

\*<sup>3</sup> Sub Group disbanded November 2016

## Integrated Business Office Structure as at 31st March 2017



## Contributions from NSCB Statutory Partners

### Local Authority

The Safeguarding and Care Planning Service works from four bases across the County: Northampton, Daventry, Corby and Kettering.

The First Response Team carry out safeguarding assessments (the single assessment) utilising a strengthening practice framework. They are a short term assessment team who fully complete assessments which identify the needs of families and ensure that the right service provision is in place for them.

Safeguarding and Care planning teams are longer term teams completing work with children and young people who are subject to child protection plans, child in need plans and care proceedings. Social Workers in these teams work with children, young people and their families to overcome complex difficulties and work holistically to help improve outcomes for children and young people to achieve their full potential.

The Local Authority recruited an experienced Case Progression Manager, to support teams and Social Workers to ensure reporting to the Court is of a high standard and supports the relationship with child care solicitors. The Case Progression Manager is key in supporting relationships with CAFCASS and the Judiciary.

The Multi-Systemic Therapy (MST) programme works with young people on the edge of care or custody.

The Local Authority has commissioned Safe Families for Children, a volunteer organisation that provides help to families in crisis by providing safe short-term hosting for children and befriending support to parents/carers and/or children.

Over the last year the Local Authority has seen a limited reduction in children and young people subject to Child in Need Plans and Child Protection Plans.

Children in Need Cases	
1 April 2016	3,207
31 March 2017	2,863
Child Protection Cases	
1 April 2016	968
31 March 2017	912

Over the last year the number of Care Proceedings have increased slightly, however the number of children and young people subject to Care Proceedings has reduced.

Number of Care Proceedings	
1 April 2016	157
31 March 2017	158
Number of children and young people subject to Care Proceedings	
1 April 2016	301
31 March 2017	280

### Adoption Service

The adoption service consists of the Permanence Team, Post-Order and Adoption teams. The Permanence Team has become involved with children's cases at an earlier stage, working collaboratively with child protection teams for example, so the child's permanent home is considered at the earliest stage. For 2016-17, the average number of days between a child entering care and being placed for adoption was 359, a marked improvement from 763 the previous year. Similarly, the average number of days between a placement order being granted and the young person being matched with a suitable adopter was 108, compared with 310 the previous year.

The number of adoption disruptions also decreased and sufficiency of adopters is adequate, although for those children who are harder to place, external adopters may be commissioned.

As per Ofsted recommendations, the Local Authority now completes life-story work in timescales, so that young people have an understanding of their own history and circumstances. However, more needs to be done to ensure that this work is of a consistently high quality.

Understanding the importance of permanence remains an issue for many front line staff, however the Local Authority continues to raise understanding through earlier involvement of the Permanence Team. Progress of the Regional Adoption Agency has been slow due to legal and procurement issues; this is being led by the Central Bedfordshire Authority and at the time of writing a plan of how to share resources and improve efficiency is imminent. Consideration is being given to how the Local Authority can further maximise use of the Adoption Support Fund, through for example, training Local Authority staff in therapeutic approaches, rather than commissioning external providers, and claiming funding back from the DfE. As part of the forthcoming sufficiency strategy the Local Authority will focus on targeted recruitment of adopters, for example for young people from ethnic minorities or who are disabled.

### **Fostering Service**

The Fostering Service is made up of three teams, Pre-Approval, Connected Persons and Fostering. A total of 379 initial fostering enquiries were received in 2016-17. During 2016-17, 41 new households (60 beds) were added to Northamptonshire County Council's Fostering Agency. This was a conversion rate from enquiry of 11% compared to the national average of 12%.

Existing carers were recognised at the Foster Carer Awards ceremony in January 2017. Twenty seven foster carers were invited to acknowledge their

first year of fostering, sixteen invited to acknowledge 5 years in fostering; nine to acknowledge their 10 years in fostering and three invited to acknowledge their 15 years in fostering. There were also five foster carers invited to acknowledge their 20 years, two invited to acknowledge their 25 years in fostering and one couple who had achieved 35 years in fostering, which amounted to a total of 427 years of fostering.

### **Looked After Children**

The Looked After Children service (LAC) is divided into two geographical bases with the North Team based at Grafton Court in Kettering and the South Team at Angel Square in Northampton. The service is comprised of 30 Social Workers split between the two sites. There are five Practice Manager posts within the service, two Team Managers and one Service Manager. The team's remit is to work with those children who have long term plans to be looked after. Additionally, the service is responsible for a dedicated Unaccompanied Asylum Seeking Children (UASC) team.

The service has been successful in promoting timely permanency plans, accurate and analytical age assessments of UASC young people and has a stable staff group. The 2016 Ofsted inspection found that the service to unaccompanied children in Northamptonshire was "good".

The Leaving Care service is comprised of 32 Personal Adviser posts who are based in two sites, at Grafton Court, Kettering and at Russell House in Northampton. The service is managed by a Service Manager and two Team Managers and the staff supervised by five Practice Managers. The Leaving Care service including a dedicated team of Personal Advisers who are responsible for asylum seeking young people formerly allocated to the UASC LAC team.

The service has significantly improved in the last three years with staff being virtually all permanent employees and the base at Russell House used as a centre for supporting care leavers. This support included the opportunity to

drop-in and receive help with accommodation, benefit advice, careers and help to progress employment opportunities. The service is developing an independent living programme to teach young people skills in self-care. There are new initiatives in respect of 'staying put' and 'staying close' so that young people have an opportunity to continue to live in supported accommodation meeting their individual needs, post 18 years. The team is preparing for changes that will make support up until 25 years of age available.

## Northamptonshire Police

Police Child Protection referrals continued to increase, at least partly due to better awareness of safeguarding issues in all frontline Police staff and campaigns around CSE and Child Protection, which have also raised public awareness of how to identify and report safeguarding concerns.

Her Majesty's Inspectorate of Constabulary (HMIC) data integrity inspection and robust force practices have improved the recorded levels of crime, giving a clearer picture of crime against young people in the county. The RISE (Reducing Incidents of Sexual Exploitation) team received a significant increase in the number of referrals as a result of the 'Say Something if You See Something' campaign which continued throughout 2016-17.

Operation Worcester has continued, expanding its remit through the last 12 months as we echo the national trend for metropolitan offenders moving into rural drugs 'markets'. Safeguarding continues to be the golden thread of this gang related operation, with a focus on awareness raising and education, intervention and diversion and supportive implementation of trafficking legislation for vulnerable young people who have been exploited by these groups.

In addition a number of initiatives have been undertaken both individually and in concert with partners.

Bertie the Blue Butterfly Scheme is a project designed and developed by a Northants PCSO which teaches young children how to recognise when they might be at risk and to recognise when they are feeling fear or when they are uncomfortable. The scheme has created a network of supporters who wear the Blue Butterfly Pin Badge as a sign to children that they are a safe person to confide in and seek help from. Uptake has been excellent throughout schools and some other partner agencies that interface with young children.

The Police Early Help commitment continues under a dedicated Chief Inspector and gives a number of initiatives, working closely with all partners. For example:

**Project Redemption.** As part of a program called 50:50, involves a Police Sergeant and two Constables working with 15 students with behavioural difficulties at Weston Favell Academy. The program holds the students to account while giving them an outlet for self-expression and a fresh opportunity to engage in mainstream education. This has helped reduce the number of internal isolations and exclusions at the academy.

**Roots of Empathy Training.** A PCSO has been trained to deliver Roots of Empathy, "an evidence-based classroom programme that has shown significant effect in reducing levels of aggression and bullying among school children while raising social/emotional competence and increasing empathy". The Roots of Empathy programme is supported by and in partnership with the University of Northampton, Northamptonshire Education Psychology Services, Northamptonshire Police & Crime Commissioner, and local charity KidsAid.

A Protecting Vulnerable People proactive team was recruited comprising a Detective Sergeant and six Constables. Daily meetings gave the RISE team an opportunity to review all new referrals for both CSE and missing children, allowing those children at greatest risk to be prioritised. The pro-active team operated under the authority of the Police CSE and Missing Forum, conducting proactive disruption and intelligence gathering with a focus on CSE.

The 976 reports of missing children over the twelve month period come from 464 individual young people with 79 of these classified as frequently missing.

Robust reporting processes have been implemented and work to develop closer relationships with frequently missing young people, addressing the root cause for their behaviour, has been a priority for 2016-17.

On a positive note, violent crime against young people decreased by over 50% in the past twelve months and custody detentions for children remain much lower than a year ago, with arrests for young people also showing a declining trend.

### **NHS Nene and NHS Corby Clinical Commissioning Groups**

A key function of NHS Nene and NHS Corby Clinical Commissioning Group's (CCGs) statutory responsibility is to deliver the safeguarding agenda by ensuring that the services it commissions have the systems, processes, policies and procedures necessary to effectively protect and safeguard children and young people.

The CCGs have continued to work in partnership with all agencies across the health economy to achieve this and make sure that all health providers in Northamptonshire understand their role in the health and wellbeing of children and young people.

The CCGs provide strategic direction across the health economy and safeguarding clinical expertise through Designated Professionals. The CCG has specific responsibilities for Looked After Children and supports the Child Death Overview process. Currently the effectiveness of the children and young people safeguarding system is assured and regulated in a number of ways by the CCGs and include:

- Safeguarding standards forming part of quality schedules within provider contracts;
- Monitoring of safeguarding referrals and serious incidents;
- Arranged or unannounced visits to wards /departments within provider organisations;
- Monthly Strategic Health Forum, executive leads in attendance;
- Attendance at provider safeguarding committees;
- Annual report from providers;
- Attendance at NSCB, Corporate Parenting Board and Sub Groups;
- Supervision/peer supervision with Named Nurses in provider organisations; and
- Relevant policies and protocols underpinning Practice.

### **Key Achievements 2016-17**

A number of accomplishments were achieved during the course of the year including:

- Responding to the findings of the Ofsted inspection alongside multi-agency partners;
- Continuing to support the work of the Improvement Board/Transitional Board;
- Section 11 audits undertaken with GP out of hours service and independent hospitals;
- Strengthening of the safeguarding team to ensure primary care;
- Playing a full role in safeguarding;
- Increasing awareness of domestic violence across the Health economy;
- Organising and hosting the county wide Safeguarding week; and
- Development of a safeguarding assurance tool with NHS England.

### **Mental Health Services for Children and Young People (NHFT)**

There have been a number of developments and innovations over the past year to improve mental health services for children and young people in Northamptonshire. Numbers of referrals to community Child and Adolescent Mental Health Services (CAMHS) remained largely static, however the number of admissions into Accident & Emergency with self-harm or mental health presentations increased by approximately 50%.

In order to better meet the needs of children and young people with emotional and mental health issues, NHFT launched [CAMHS Live](#) which allows young people, parents and carers to speak on line with a mental health professional. This is in addition to the successful Consultation Line which is open to children, carers and professionals.

The Referral Management Centre now receives all referrals for Emotional Well Being/Mental Health which are clinically screened and allocated according to severity of symptoms. This may be with universal services, youth counselling agencies or specialist CAMHS.

### **Community CAMHS Service**

There were 308 referrals into CAMHS in 2016-17 and the average time from referral to assessment was six weeks with 83% being seen within 13 weeks.

### **CAMHS Response and Resolution Team (Crisis Team)**

This has been a challenging year for this service area due to an increase in both numbers of referrals and severity of presentation, in addition to recruitment issues. Northamptonshire Healthcare Foundation Trust, Northampton General Hospital and Kettering General Hospital worked together in a supportive and solution focused way to improve the experience for young people and families.

### **Attention Deficit Hyperactivity Disorder & Autism Spectrum Disorder Service**

The newly developed Attention Deficit Hyperactivity Disorder (ADHD) & Autism Spectrum Disorder (ASD) team received 1,268 referrals for diagnosis in 2016-17. NHFT developed a four phase approach to the diagnostic process to make the journey clearer to children, families and referrers and introduced support and therapeutic groups for children, parents and carers. A piece of work is in progress with the Children's ADHD & ASD service and Schools to improve support at a Universal and Targeted Levels.

### **Integrated Looked After Children's Service**

NHFT Looked After Children's Service continued to deliver a joined up physical and mental health service for looked after and adopted children from Northamptonshire. 2016-17 saw the introduction of a Duty Line specifically for Social Workers and Foster Carers to allow timely access in the event of crisis or placement instability.

### **The Brambles – Day Unit for Children & Young People with Eating Disorders**

This new facility is in place, and in addition to providing psychiatric, nursing, psychology and dietetic support, there is on-site education to support young people who are not able to attend school during their period of illness.



## Chapter Three - Quality Assurance

### The Quality Assurance Sub Group

The role of quality assuring the work of the NSCB falls principally, although not exclusively, to the Quality Assurance (QA) Sub Group. From April to November 2016, the group was chaired by Jane Bell, an Independent Consultant who was previously Head of Nursing at Nene and Corby Clinical Commissioning Group, and latterly by Sharon Muldoon, Assistant Director for Quality & Performance, Northamptonshire County Council.

Following Sharon's appointment, a review of the work of the QA Sub Group was carried out, identifying a number of structural changes that needed to be made in order to improve the focus and scrutiny of the work of the group, and to demonstrate an evidence base of the work of the partnership.

Working Together (2015) page 67 states the following in relation to quality assurance:

In order to fulfil its statutory functions under regulation 5 the LSCB should use data and, as a minimum, should:

*"Quality assure practice, including through joint audits of case files involving practitioners and identifying lessons to be learned"*

In March 2016, the findings of the Ofsted review of the NSCB presented the following recommendations regarding the Quality Assurance Sub Group:

- *Strengthen the quality assurance functions to include evaluating and monitoring progress against section 11 and section 175 audits. Ensure that there is effective scrutiny of work with all the vulnerable groups for whom the NSCB should have oversight.*
- *The remit of the quality assurance subgroup is too wide and is not delivering on the improvement agenda effectively. The group scrutinises audits from the improvement board, single agency audits, specific themed*

*reports, section 11 audits, Designated Officer reports and progress on the serious case review composite action plan. However, NSCB multi-agency audits are limited, with only two, involving 12 children, having been completed over the last 12 months. Although there is a substantial amount of activity being monitored, action planning is more limited and improvements are not being robustly identified.*

- *The NSCB dashboard provides multi-agency data, but there is no benchmarking against England or statistical neighbours, which means that the board is unable to understand how well it is performing. The dashboard also lacks oversight of some vulnerable groups, for example children looked after placed outside the county, private fostering and homeless 16 and 17-year-olds*

With the appointment of the new Chair, a review of the Terms of Reference was undertaken and the Action Plan was revised to include:

- Review of the membership including Data Officers, to ensure improved performance reporting to Board;
- Four audits will be undertaken each year under the MACA process to incorporate how Early Help is undertaken across the partnership; priorities to include Looked After Children placed out of county, neglect, care leavers and domestic Abuse/Alcohol/mental health;
- The recruitment of a dedicated Quality Assurance Officer (qualified Social Worker) to support the Business Manager, overseeing audit activity and Section 11; and
- A Quarterly report on the Use of Restraint.

The Dashboard and Scorecard are reviewed by the QA Sub Group every quarter. More vulnerable cohorts have been added to the Scorecard but some comparators are not available at this time.



## Section 11 Audits

Due to the review and restructure of the NSCB during the course of the year, there was limited capacity to undertake detailed Section 11 audit activities. A plan was created by the end of March 2017 to implement a new programme of audits from June 2017 for all schools, followed by a full partnership audit, the Voluntary and Community Sector and Faith Groups.

## Multi Agency Case Audits

This year, the Group conducted three multi-agency case audits (MACA) for the period April to December 2016, with the fourth MACA to be undertaken in March delayed this until May 2017. The reviews undertaken were as follows:

- Domestic Abuse II                      December 2016                      6 cases - 24 children
- Homelessness                              September 2016                      6 cases - 15 children
- Child Sexual Exploitation II          June 2016                              6 cases - 6 children

During a review of Sub Group activity, it was agreed that the current process was not as effective as it could be, with insufficient focus on outcomes. Future audits will follow the Signs of Safety model, looking at what went well, what could be improved, and the necessary recommendations and actions needed to improve practice. The findings of these audits will continue to be supported by learning summaries and Six Step Briefings for circulation across partner organisations, Board and Sub Group members, as well as via the NSCB's website, e-bulletins and newsletters.

## The Executive Support Group

The Executive Support Group (ESG) scrutinises the quality of the work of all Sub Groups through bi-monthly Sub Group Chairs' reports and furthermore it reviews the following areas on a quarterly basis, challenging partners where issues of concerns are identified:

**Participation Report** - Review of partnership engagement with Child Protection Conferences. Attendance at Child Protection Conferences has been a cause of concern and will remain an ongoing priority moving into 2017-18.

**MASH Referrals** - Review of referrals into the MASH, with particular focus on no further action outcomes and re-referrals has been scrutinised at a number of meetings during the year.

**MASH Performance** - Reviewing levels of partner performance within the MASH with regards statutory timescales and service levels via regular reports and updates from the Service Manager.

In addition, during the course of the year, the ESG has initiated activity on the following:

**Homelessness Task and Finish Group** - Homelessness and inappropriate housing for families and 16 and 17-year olds was supported by the findings of the September 2016 MACA. A Homelessness Task and Finish Group was initiated by ESG to work with colleagues in Housing in order to improve issues. A number of housing protocols were reviewed and updated and a plan to roll-out additional training in 2017-18 has been established.

**Private Fostering** - As stated on page 14, the numbers of identified Private Fostering arrangements remain lower than the national average for the county, and ESG have oversight of the ongoing work to raise awareness of private fostering arrangements across Northamptonshire.

**Neglect** - On 28<sup>th</sup> May 2016 the NSCB launched its Neglect Toolkit at a dedicated safeguarding conference. The aim of the toolkit is to enhance professionals understanding of neglect while giving professionals the tools they need to actively identify and prevent neglect from occurring. The Toolkit includes the Graded Care Profile (GCP), the agreed tool for assessing and identifying neglect. The toolkit has been downloaded 1,834 times from the NSCB website and 216 practitioners attended NSCB training on either Neglect or the GCP.

## Chapter Four - When a Child Dies in the County

Since April 1<sup>st</sup> 2008, Local Safeguarding Children Boards (LSCBs) in England have had a statutory responsibility for the child death review process. The relevant legislation is contained within the Children Act 2004 and the child death review process was put in place to fulfil the recommendations of the Kennedy Report (2004). The processes to be followed are outlined within 'Working Together to Safeguard Children 2015: Chapter 5, Child Death Review Processes'.

Under this legislation, the NSCB has a duty to record and review the death of any child normally resident in the county, both expected and unexpected. The Child Death Review Sub Group (also known as the Child Death Overview Panel) is a Sub Group of the NSCB and it is their role to undertake a systematic review of all child deaths in the county, and to determine whether or not the death was preventable. By focussing on unexpected deaths the Sub Group is able to recommend any interventions it considers appropriate to improve child safety and welfare, and to prevent further incidents in the future.

<b>Child deaths in the county 2016-17</b>	51
<b>Total identified as unexpected</b>	14
Modifiable factors were identified in 10 of the deaths reviewed. These included: <ul style="list-style-type: none"> <li>• Co sleeping;</li> <li>• Smoking during pregnancy;</li> <li>• Support for parents following bereavement;</li> <li>• Parental substance misuse / alcohol use and; and</li> <li>• Process for informing birth parents of Looked After Children</li> </ul>	

When a child dies unexpectedly a process is set in motion to gather the professionals associated with the child within three working days, at what is known as an Early Professionals meeting. The purpose of which is to review the circumstances of the death, and to put in place support for the child's family. The findings then form part of the discussion at the next meeting of the Child Death Review Sub Group.

The following actions occurred as a direct result of activity from the Sub Group:

1. A challenge regarding the length of time taken to complete post-mortems was raised with the Chief Coroner, who confirmed that the delay is due to a nationwide shortage of specialist Perinatal Pathologists. We now sensitively include this information at the start of our liaison with families to better manage expectations;
2. Following the collapse and death of a child from a cardiac condition at school, a piece of work was undertaken to establish the location of de-fibrillators and challenge Schools to ensure their pupil data is kept up-to-date;
3. Following two further co-sleeping related deaths, the Safe Sleep campaign was re-launched in early 2017, following the original campaign in 2016 following five unexpected child deaths from December 2014-May 2015, which all involved co-sleeping as a contributory factor. Colleagues across the partnership report the leaflet is being well used and has led to detailed discussions with parents as evidenced in the quotes below;
4. A process has been developed to ensure that, following the death of any child, rapid communication across all agencies takes place so that databases are updated;
5. As part of the review process, the Sub Group actively identifies the siblings of children whom have died and ensure that the School Nurses or family liaison team from their Schools provide support;

6. Interagency working following the death of a child abroad ensured that relevant issues for the family were being addressed by the time of their return to the county;
7. Following a recurrent issue of water related deaths in the county, representatives from the county's Fire and Rescue service visit Schools annually to discuss water safety and talk about the dangers of entering cold water to rescue pets and people. A leaflet endorsed by the NSCB was developed for this purpose;
8. Following the death of a young person who contracted a rare infection following contact with animals at a sanctuary, a learning review took place and a recommendation was made for information to be provided to families who visit such establishments to raise awareness of this risk; and
9. Following child deaths relating to infections over a three-month period which caused alarm in the community, sharing of information and co-ordinated working with our Public Health and Primary Care colleagues enabled communication with families.

The Sub Group priorities identified in the 2016-17 Annual Report have been completed and the Action Plan was refreshed in line with Ofsted recommendations in January 2017 and is monitored and updated on a regular basis.

**Children, Families and Education, Northamptonshire County Council:**

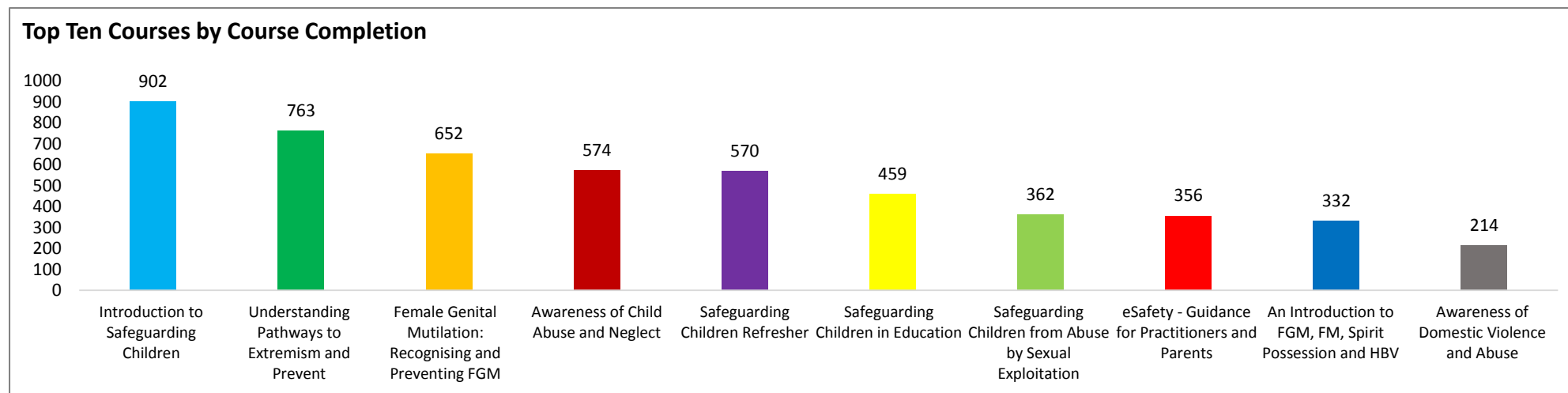
*"Family embraced the advice as they were actively seeking to achieve the best outcome for their son".*

**Children, Families and Education, Northamptonshire County Council:**

*"The safe sleeping booklet produced by NSCB was discussed with the mother of a 4 week old child. Due to the family not being able to communicate in English, the interpreter read through the whole booklet with the mother to ensure that she understood the risks especially associated with co-sleeping".*



## Chapter Five - Learning and Development



Training is a key component in ensuring staff within agencies are suitably qualified to fulfil their role. Many agencies across Northamptonshire provide their own in-house training on a variety of specialist subjects and whilst single agency training is important, staff also need to have a shared common understanding of multi-agency safeguarding practice and procedures irrespective of which agency they work for.

To support this, free multi-agency training across a variety of platforms is provided on a variety of subjects and levels. In addition to providing multi-agency training this year, the Learning & Development Sub Group also undertook a training return to ascertain the numbers and levels that staff were being trained at via single agency in-house training. This offered the Board valuable insight into the level of training needed.

The number of learning opportunities offered remained at 2,000 and was delivered by our commissioned partner for face to face training, Barnardo's.

Representatives from the Local Authority continue to account for the highest number of attendees 27% (433), with Health the next largest group accounting for 17% (276) of learners, Early Years 16% (259), Schools 15% (236), and Voluntary Sector 14% (227).

While classroom and conference training are key methods of training delivery, e-learning has also become a key development in the way NSCB offers training.

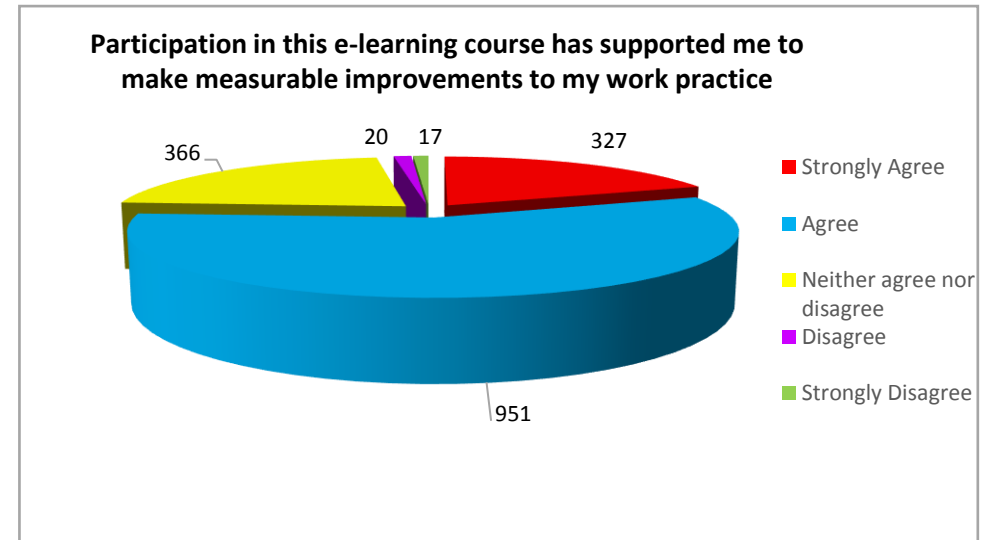
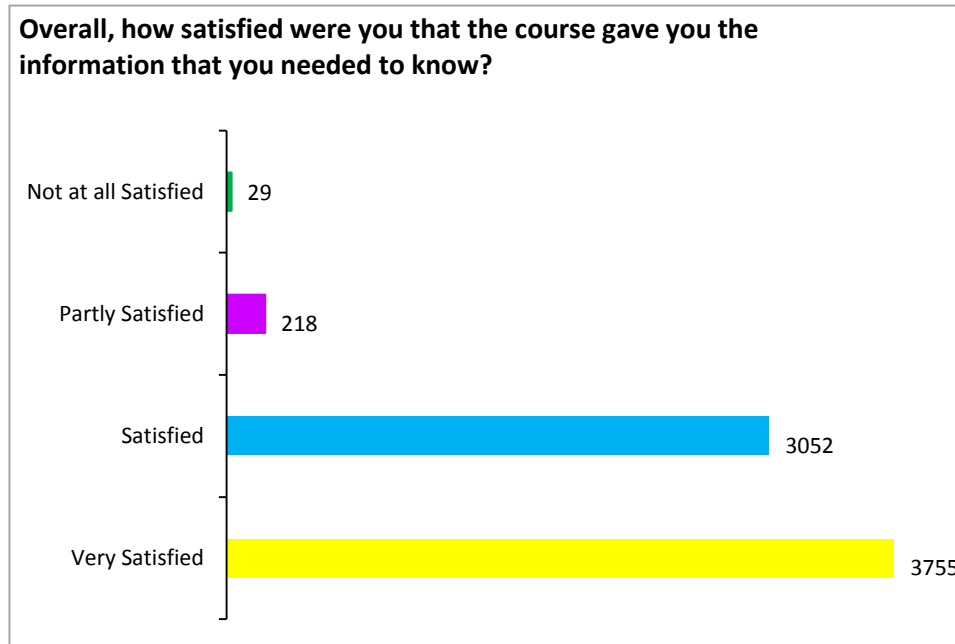
The success of NSCB E-Learning courses during 2016-17 has been significant, with 7,622 course completions across 32 courses available during the year, a 165% (2,876) increase on the previous year. The graph shows the top ten courses by course completion

The following sectors have seen significant take up of E-Learning and continue to embrace this method of learning from NSCB; Early Years and Out of School Provision 40% (3,020), Schools 24% (1,864), Local Authority 18% (1,368) and Voluntary Sector 7% (568).

The training return completed by the majority of partners gave the Learning & Development Sub Group an insight into single agency training. In turn, each partner was issued a number of training challenges which will inform the 2017-18 Section 11 audit to enable the Learning & Development Sub Group to assure itself that agencies continue to train practitioners appropriately.

### Impact of Training

NSCB has worked hard to understand the impact its training has on practice. As well as the initial post course evaluation, all E-Learning courses now have an impact evaluation attached and is requested 3 months after course completion. During 2016-17, 1,691 impact evaluations were received showing the following results:

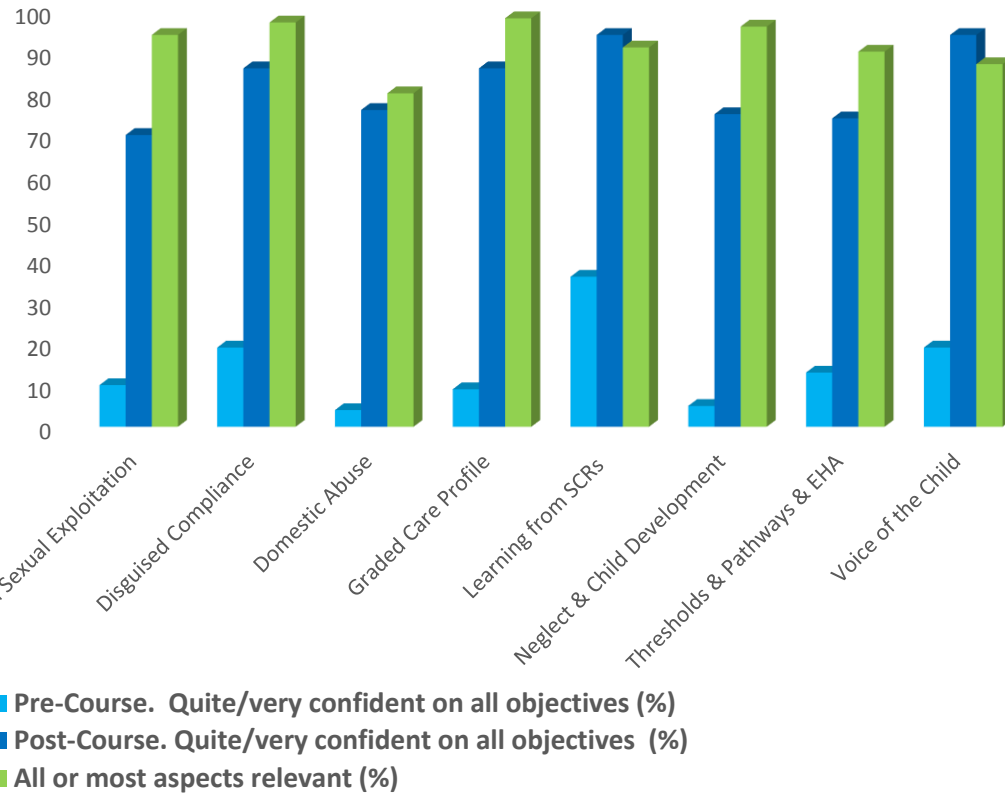


*"I was sceptical of e-learning's value, I did it because I had to. In contrast I found it interesting to do, its format and content aligned with my need for information and help with how to deal with safeguarding."*  
**Awareness of Child Abuse and Neglect**

*"My colleagues and I especially are now more knowledgeable on the topics discussed in the e-learning and now have confidence knowing what action to take if a situation where a child or young person needs our attention arises."*  
**Awareness of Child Abuse and Neglect**

*"I have completed many online learning modules in relation to PREVENT. This is the best and most comprehensive. I'm pleased that it covered ALL forms of extremism and focussed a lot of effort on the radicalisation process."*  
**Understanding Pathways to Extremism and the PREVENT Programme**

### Impact of Face to Face Training



*"I am now using the voice of child box in our templates on S1 to record comments, observations and interactions within school and family settings."*

**Voice of the Child**

*"Disguised compliance can lead to a focus on adults and their engagement with services rather than on achieving safer outcomes for children. This is currently the case with one of my families and support to understand the complexities and challenges that mother presents as a smokescreen from getting to the children. Use of reflective supervision and multi-agency working is crucial in this case."*

**Disguised Compliance**

*"Working with a young person I felt confident to ask about FGM. She informed me that she was all for it and set to have it done. Her mother convinced her that it was the right thing to do. She thought it was the best thing for her until she was told about it in school and shown pictures."*

**Female Genital Mutilation**

*"My pre conceived ideas of FGM were shown to be totally misconceived and I feel more understanding of the challenges that victims of FGM face. The training course totally changed my way of thinking."*

**Female Genital Mutilation**

*"Fantastic trainer, very knowledgeable and passionate. This has been so useful and I think all schools and settings should attend. I will plan a whole school training day to train all staff to understand the value of supervision (Head teacher)."*

**Effective Supervision and Management in Safeguarding**

## Chapter Six - Vulnerable Children

### Child Sexual Exploitation

The Ofsted report published in April 2016 stated that *“there is a robust multi-agency response to children and young people who go missing or who are identified as being at risk of child sexual exploitation, through the RISE team, which delivers effective services to reduce risk. Return home interviews occur, but there is no analysis of whether there are any themes to improve the support to this vulnerable group”*.

As a result of this, a Local Authority Policy Officer for CSE and Missing was appointed at the end of April 2016, who worked closely across the NSCB partnership to ensure a collaborative and consistent approach to tackling CSE in the county. This close collaboration has been central to the success of the CSE and Missing Sub Group, ensuring that many children and young people in Northamptonshire have been protected from CSE.

The CSE and Missing Sub Group work to the CSE Action Plan which was reviewed and updated by the Group at the start of the financial year. The comprehensive nature of the plan is a challenge, so in order to enable focus and progress a number of Task and Finish groups have been set up to focus on different aspects of the plan. This has proved more workable and good progress has been made in many areas.

In the first quarter of 2016, a large project was completed to carry out a detailed self-assessment against a set of specific criteria. This allowed gaps in services for both CSE and missing children to be identified, and required additional work to be included in the Action Plan going forward.

The Sub Group also took forward the findings of the Problem Profile, commissioned by NSCB to examine CSE in Northamptonshire for the period 2015-16. The profile focused on the current nature and scale of CSE but had particular emphasis on the links to children and young people that frequently go missing. The work was co-authored by analysts from Northamptonshire Police and Northamptonshire County Council and was the first CSE profile for the county to bring together the information held by the two organisations into one narrative. A Task and Finish group has established to consider the impact of the report and incorporate recommendations into the Sub Group’s Action Plan.

A programme of training to Social Workers was rolled out over a six-month period in early 2017 with 160 staff members attending.



Work has been ongoing throughout the year to improve awareness of CSE in what is known as the night time economy specifically hotels, pubs, clubs, bars, and the taxi and private hire industries.

In February 2017, the Department for Education published new guidance for practitioners on CSE, which included a new definition. The guidance has been reviewed against the CSE and Missing Action Plan to ensure that all required developments are incorporated. In view of the changes to legislation since the CSE & Missing Sub Group started, the CSE Toolkit and Assessment Tool are in the process of being updated.

To raise further awareness across the county, Kayleigh's Love Story<sup>1</sup> was launched across Northamptonshire in February 2017. The video clip tells the true story of a girl who was lured to an online groomer's house and then raped and murdered by his neighbour.

NSCB and Northamptonshire Police are encouraging Secondary Schools to show the film to pupils, together with a support package in place which includes an officer, an engagement worker and a safeguarding nurse to be present at screenings as well as offering support materials, help and advice. The launch received positive media attention across the County with articles on ITV and local radio.

As at 31<sup>st</sup> March five schools across the county have shown the film with attendance and support from the RISE team. A further eight schools have expressed an interest. Whilst the take-up from schools has been disappointing, the feedback received from those schools that have engaged has been extremely positive. It is anticipated that a number of schools will have shown Kayleigh's Love Story without support from the RISE Team although, at present, this number is unquantifiable.



In order to raise awareness, a joint campaign, run by Northamptonshire Police, NSCB and Northamptonshire County Council is planned for 2017-18, with a particular focus on the Community and Voluntary Sector. Launched in conjunction with our District and Borough Colleagues, the intention is to run a series of one hour evening events, with the aim of developing an understanding of CSE, how to report concerns, and how communities can help tackle CSE. The event will include a showing of Kayleigh's Love Story and a presentation from the RISE team.

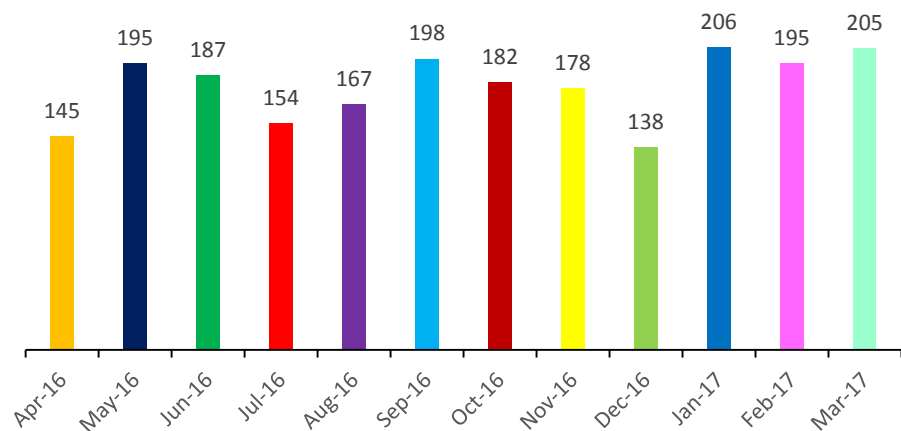
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<sup>1</sup> The film - called Kayleigh's Love Story - deals with aspects of the last fortnight of her life and warns parents and children of the dangers of online grooming.



## Missing Children and Young People

**Total Number of Missing/absent incidents**



In February 2017, there was a change to the classification of missing and absent children in Northamptonshire. Previously, all Looked After Children (LAC) were automatically classified as missing, as opposed to absent which was found to have created a 40% increase in the statistics for missing children. The policy was creating an additional pressure on resourcing. A decision was therefore made to revert to the previous classification, as adopted by the rest of the country, where all children are accurately recorded as missing or absent according to the individual circumstances of the episode regardless of whether or not they are LAC.

Also in February 2017, Northamptonshire Police piloted a project with a dedicated team entitled The Missing Unit, whose aim was to reduce the number of individuals with multiple missing episodes. The pilot ran for three months and statistics showed that repeat numbers of missing children dropped during that period.

The procedure for out of county Independent Return Interviews (IRIs) has changed in two respects. Previously, NCC commissioned a Voluntary and Community Sector organisation to conduct IRIs for Northamptonshire children who were placed out of county. In early 2017, a decision was made to terminate the contract. At the same time a decision was made that, unless there were exceptional circumstances, children placed in Northamptonshire by other Local Authorities would no longer automatically receive IRIs from NCC. The benefit is that this has freed up resources to enable engagement workers to travel in order to carry out IRIs for some of Northamptonshire's most vulnerable children living out of county.



## Female Genital Mutilation

The Female Genital Mutilation (FGM) Sub Group has the following aims:

- To deliver an effective Communications Strategy to improve awareness of FGM;
- To deliver a detailed data profile for FGM in Northamptonshire; and
- To ensure availability of FGM training to key roles across the partnership.

**The FGM Community Association (FGMCA)** was established in October 2015 to ensure that the work to tackle FGM was community led. Each quarter a joint meeting is held between the NSCB FGM Sub Group and the FGMCA. This year the group have been constituted, and have appointed a Chair, Secretary and Treasurer for a six month period. A full election was held and a committee established for one year.

The new committee has developed their own Sub Groups for Media and Communications, Training and Development, Policies and Governance and finally Funding and Research. Following the election of officials a website is now being developed.

The FGM Sub Group is committed to raising awareness of FGM, including how to identify and support victims and those at risk. Awareness raising of FGM and how victims can access support is driven forward by a Task and Finish Group and a successful multi-agency awareness campaign funded by Northamptonshire Police took place in May 2016. The aim of the campaign was to send out a clear message that FGM is illegal and will not be tolerated in this county. The five-day campaign earned 343,000 impressions on Twitter and 8,500 Facebook shares.

A media event took place on Monday, 20 June 2016. As part of the event The Gathering Ground produced a new awareness raising film on FGM with the Chair of the FGM Community Association featuring as part of this film. Key representatives from partner agencies were interviewed and members of the FGMCA took an active part in the day.

An FGM Data Working Group has been established with the aim of:

- Ascertaining how and where FGM data is recorded across the partnership agencies; and
- Seeking to establish a system whereby FGM data can be accurately recorded, maintained and shared to provide an accurate profile of FGM within the county.

An audit of eight FGM cases between April 2015 and April 2016 was undertaken and the findings shared with the Sub Group in August 2016. The audits raised a number of concerns regarding case management, including:

- Families were generally not previously known to Children's Services;
- A number of cases were closed without further investigation when parents stated that they were against FGM; and
- Referrals to statutory agencies often resulted in a breakdown in the relationship between schools and the family following disclosure – families need to be made aware that disclosure is now mandatory;



## Chapter Seven - Serious Case Reviews

A serious case is where;

- *abuse or neglect of a child is known or suspected; and*
- *the child has died; or*
- *the child has been seriously harmed and there is cause for concern as to the way in which the authority, their Board 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 reviews are called Serious Case Reviews (SCRs) and the purpose of a Serious Case Review 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. NSCB has also committed to undertaking smaller scale multi-agency case reviews where the case does not meet the criteria for a Serious Case Review but it is considered that there are lessons to be learnt for multi-agency working.

SCR Sub Group considered 10 referrals between 01.04.16 – 31.03.17	
Recommendations as follows:	
No further action required	0
Single Agency Review	2
Case Mapping Exercise	5
Thematic Learning Review	1
Serious Case Review	2

Three Serious Case Reviews were published in 2016-17, each managed professionally with a well organised media event. Looking to learn and improve the process, the Sub Group took the decision to publish the third SCR in a different manner to previous publications in the county.

Rather than an open media session, a series of one to one interviews between the Independent Chair and representatives of the media were arranged, allowing an opportunity for additional discussion. It is intended that this method will be adopted for future publications.

For each Serious Case Review, a professionals' learning event is held midway through the process, and a de-brief session following completion. Professionals are encouraged to openly and honestly discuss their involvement and this affords the Independent Author the opportunity to include any relevant details within the Overview Report.

Following the completion of each Serious Case Review, two de-brief sessions are held; one specifically for practitioners directly involved in the case and another wider event. The SCRs completed and published during this year have had very good attendance at de-brief sessions, with wider sessions averaging an attendance of around 70.

Six Step Briefings for each of the three Serious Case Reviews published this year are available on the NSCB website as follows:

[Child M](#) was an 18 week old baby who sustained a catastrophic head injury that led to his death

[Child N](#) is an infant that received such severe injuries in the first 5 weeks of her life that she has been left with life-long disabilities

[Child Q](#) was a 7 month old baby who sadly died following an attack by the family dog in the family home

Four 'Learning from Serious Case Reviews' multi-agency training events were provided by Barnardo's. This will be repeated in 2017-2018, with particular emphasis on local SCR learning. With the wealth of knowledge and input on local Serious Case Reviews, the NSCB Project Officer will facilitate these training events and continue to support the learning with professionals throughout the partnership as evidenced overleaf:

In addition to the multi-agency training, any agency can request specific training regarding learning from local Serious Case Reviews. In December 2016, training was provided to Healthwatch colleagues and in February 2017, two sessions were provided to health colleagues (totalling 80 professionals). The feedback from these sessions was extremely positive as highlighted below:

**Healthwatch colleagues:**

*"We spent a lot of time after you'd gone reflecting on what you'd said about processes and people – we were very moved by what you said about the whole approach to SCRs and the sensitivity with which you undertake your part of the process.... We all felt we learnt so much and that it will inform us as we go about our various roles".*

**Health colleagues at Northampton General Hospital:**

*"Looking at the SCR was very interesting and thought provoking" and "The presentation of the SCR's was extremely interesting and has really increased my understanding and knowledge. I would feel more confident in my ability to remain professionally curious".*

In addition to Serious Case Reviews, two Case Mapping Exercises were undertaken. As with Multi Agency Case Audits, learning from Case Mapping Exercises is shared via the Six Step Briefings which were introduced last year. Feedback from these briefings has been positive, with Northampton General Hospital noting that "Staff have commented that they feel the Six Step Briefings are a great tool and easy to use to share information".



The Sub Group completed the priorities as set out in the previous year's annual report:

- The Sub Group monitored and reviewed its performance by a regular health check;
- The Action Plan was refreshed in line with the recommendations from the Ofsted Review in February 2016 and the NSCB Business Plan;
- The Sub Group scrutinised the progression of each review by means of a Briefing paper on current reviews at every sub Group meeting;
- Six Step Briefings were disseminated via newsletters and placed on the NSCB website following completion of each Review. Sub Group members take the Six Step Briefing into their own agencies and provide evidence and feedback of dissemination and discussion; and
- A Serious Case Review started at the end of 2016-17 is utilising the Welsh methodology.

## Chapter Eight - Progress and Development

### Review and Restructure

The Ofsted Review in 2016 recommended:

*Review the structure of the NSCB and subgroup chairs to ensure that they support the priorities of the Board and are fully able to challenge all partner agencies including the Council.*

They also said that:

*The current structure of the Board does not enable it to progress its priorities effectively and additional task and finish subgroups have been necessary. This increase in the number of subgroups has resulted in agencies struggling to provide regular attendees of sufficient seniority to make decisions.*

In August 2016, the Independent Chair and colleagues from Northamptonshire County Council, Northamptonshire Police and the Clinical Commissioning Groups met to discuss the structure of the Board including a reduction in the number of Sub Groups. It became apparent that the same professionals from both the Children and Adults Safeguarding Boards were attending separate meetings with the same outcome and as a result of these discussions, a proposal was presented to the NSCB and Northamptonshire Safeguarding Adults Board (NSAB), where agreement was reached; to merge the Integrated Business Office functions of the two Boards; merge a number of Sub Groups in order to work more closely together and; to enable a Think Family approach to Safeguarding.

The merger of the two Business Offices is set to occur in April 2017. The Boards will retain their separate identities, but we will have the opportunity to hold quarterly board meetings on the same day, providing a forum to discuss universal issues. It is hoped that the merging of the Business Office functions will result in increased efficiencies through better resource management and a consistent and cross-cutting awareness of safeguarding issues.

### Business Plan

31<sup>st</sup> March 2017 marks the end of the current Business Plan cycle. In line with the outcomes of the recent NSCB review, the Board and Executive Support Group requested a more concise Business Plan. With this in mind the NSCB Business Plan is being developed for an interim one year period to allow the NSCB to refocus its activities following the Ofsted review.

### Policies and Procedures Manual

In April of 2016, the Policies and Procedures Manual underwent a full review following the decision to move to a new template which offered the Board a more flexible and user friendly format. Chapter owners were assigned actions to ensure uniformity of style and content, to ensure that all chapters are in line with national guidelines for definitions, identify risk factors and indicators of abuse, while still being able to offer information specific to the county. The update was launched in August 2016 with targeted communications to partners and support via the NSCB newsletter.

*"I love the new layout. It was a lot easier to find what I was looking for."*

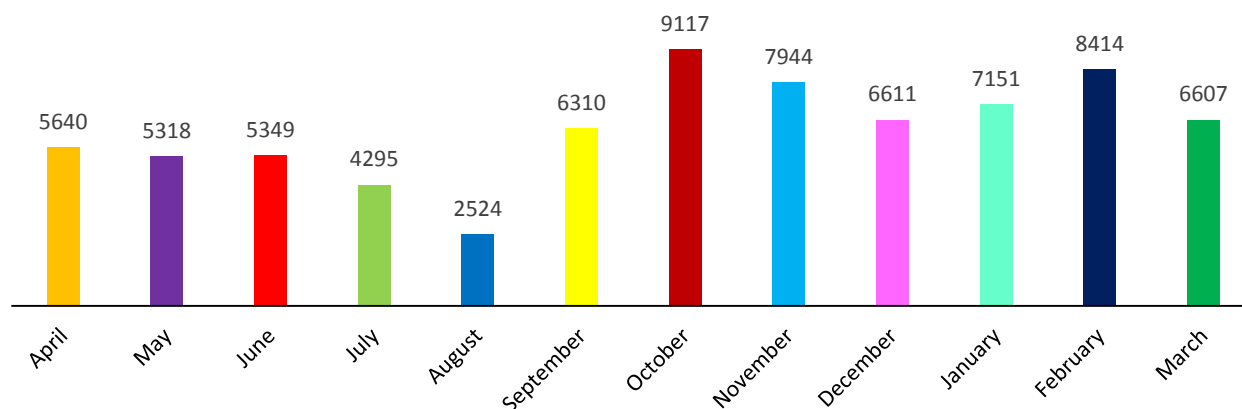
*"Fantastic new look to the manual. I have sent the link to all staff for future access, it's now much better to be able to view across the whole screen."*

### Communications and Digital Media

For 2016-17 control of the communications and digital media aspects of the NSCB including website, newsletters, e-bulletins and Twitter account was managed by the Business Office.

The following page details the reach of the NSCB digital media work during 2016-17 and the important role this has in getting key messages out to practitioners directly working in Northamptonshire.

**Number of visitor sessions per month for  
www.northamptonshirescb.org.uk**



During 2016-17 the NSCB website received 231,884 page views, by far the most popular page of the website was the “e-learning” page (14,447) followed by “how to make an online referral” (4,839) and “Designated Officer” page (4,413).

The website is the key mechanism used by the NSCB when publishing a Serious Case Review (SCR) to ensure the Overview Report and Six Step Briefing are available to all. In 2016-17 the three SCRs published received a large number of hits on the website as detailed below:

- Child Q – SCR, 3,060 page views
- Child N – SCR, 2,419 page views
- Child M – SCR, 1,822 page views

A key feature of the NSCB website is the ability for people accessing the website to give immediate feedback and report problems they may be experiencing with the website. During 2016-17, 66 feedback forms were received with following breakdown of responses.

<b>Feedback forms received April 2016 to March 2017:</b>	
Rating webpage as “good”	40
Rating webpage as “average”	10
Rating webpage as a “problem”	16

In 2016-17 the NSCB produced 12 Newsletters / e-bulletins, as an example the February 2017 NSCB newsletter was opened at least 8,289 times by practitioners across all agencies in the partnership.

The NSCB also maintains an active presence on Twitter with 950 followers as at 31<sup>st</sup> March 2017.

*“I was very pleased to discover this website. I wanted to thank you for your time for this fantastic read!!”*

*“My brother recommended I might like this website. He was entirely right. This post actually made my day. You can not imagine just how much time I had spent for this information! Thanks!”*

*“I cannot open the catalogue as I am running office 2003. Could it be provided in another format please?”* – As a result of this comment the document has been placed in a pdf and word version.

*“Unable to open any newsletters or bulletins as the links used are categorised as security shorteners by Schools Broadband (an ISP used by many schools). Could the link addresses be in a universally acceptable format?”* – The NSCB links to the newsletters are now provided in multiple formats to enable easier access.

## Appendix One - Board Membership and Attendance in 2016-17

The Northamptonshire Safeguarding Children Board held four meetings in 2016-17. Representation at these meetings is shown in the table below. In addition, the Board held two further extraordinary meetings to receive the author's report for Serious Case Reviews. *Note that as agreed at the April 2014 Board, Northamptonshire Fire and Rescue Service is represented by Northamptonshire Police.*

Bedfordshire, Northamptonshire and Hertfordshire Community Rehabilitation Company (BeNCH)	50%
Children and Family Court Advisory and Support Service (CAFCASS)	50%
District and Borough Representative	75%
Health - St Andrews Healthcare	75%
Health - Clinical Commissioning Groups	75%
Health - East Midlands Ambulance Service	25%
Health - Kettering General Hospital	100%
Health - NHS England	0%
Health - Northampton General Hospital	75%
Health - Northamptonshire Healthcare Foundation Trust	100%
Lay Members	100%
National Probation Service - Northamptonshire	75%
Northamptonshire County Council - Adult Social Care	75%
Northamptonshire County Council - Cabinet Member	100%
Northamptonshire County Council - Children Families and Education	100%
Northamptonshire County Council - Public Health	0%
Northamptonshire Police	100%
Northamptonshire Safeguarding Children Board	100%
Prospects	100%
Rainsbrook Secure Training Centre	25%
Schools Representatives	50%
Voluntary Sector Representatives	100%
Youth Offending Service	100%

## Board Membership - As at 31<sup>st</sup> March 2017 NSCB Board Membership included:

**Mark Ainge**

*Head of Community Services,  
Northamptonshire Fire and Rescue*

**Peter Barker**

*Acting Director of Public Health,  
Northamptonshire County Council*

**Ann Bodsworth**

*Voluntary Sector Representative - Chief  
Executive, Northampton Women's Aid*

**Cindy Brewster**

*Interim Director, Rainsbrook Secure  
Training Centre*

**Paula Bright**

*Senior Executive, Prospects*

**John Campbell**

*Chief Executive, Borough Council of  
Wellingborough*

**Cathy Chaplin**

*Lay Member*

**Jamie Clarke**

*Head Teacher, Sponne School*

**Laura Clarke**

*Head Teacher, Rowan Gate School*

**Manjit Darby**

*Director of Nursing, NHS England*

**Matthew Davies**

*Executive Lead for Safeguarding, Nene  
Clinical Commissioning Group*

**Martin Fahy**

*Deputy Director of Nursing and Quality,  
NHS England*

**Carolyn Fox**

*Director of Nursing Midwifery & Patient  
Services, Northampton General Hospital*

**Cllr Matt Golby**

*Cabinet Member for Children Families and  
Education, Northamptonshire County  
Council (Participating Observer)*

**Leanne Hackshell**

*Director of Nursing and Quality, Kettering  
General Hospital*

**Lesley Hagger**

*Director, Children, Families & Education,  
Northamptonshire County Council*

**Mike Hodgson**

*Head of Northamptonshire Youth  
Offending Service*

**Tracy Keats**

*Assistant Director for Safeguarding, Nene  
& Corby Clinical Commissioning Group*

**Carolyn Kus**

*Director of Adult Social Care Services,  
Northamptonshire County Council*

**Steve Lingley**

*Head of Crime and Safeguarding,  
Northamptonshire Police*

**Simon Lloyd**

*Deputy Director of Nursing & Safety,  
St Andrew's Healthcare*

**Keith Makin**

*Independent Chair, Northamptonshire  
Safeguarding Children Board*

**Denise Meylan**

*Head of National Probation Service –  
Northamptonshire*

**Stephen Mold**

*Northamptonshire Police and Crime  
Commissioner*

**Sharon Muldoon**

*Assistant Director, Quality & Performance,  
Northamptonshire County Council*

**Marie Prior**

*Deputy Director, Northamptonshire Local  
Delivery Unit, BeNCH*

**Zoe Rogers Fox**

*Head of Safeguarding, East Midlands  
Ambulance Service*

**Julie Shepherd**

*Director of Nursing, Northamptonshire  
Healthcare Foundation Trust*

**Judith Staff**

*Lay Member*

**Helen Statham**

*Volunteer Representative, Healthwatch  
Northamptonshire*

**Janice Straker**

*Service Manager, CAF/CASS*

**Rachel Swann**

*Assistant Chief Constable,  
Northamptonshire Police*

**Sharon Toyer**

*Deputy Director Operations, Children  
and Ambulatory Services, Northamptonshire  
Healthcare Foundation Trust*

**Walter McCulloch**

*Assistant Director, Early Help,  
Safeguarding & Children's Services,  
Northamptonshire County Council*

**Vacant Post**

*Head of Safeguarding & Dementia,  
Northampton General Hospital*



## Appendix Two - Financial Arrangements

Board partners continue to contribute to NSCB's budget, in addition to providing a variety of resources 'in kind' such as venue hire. Contributions for 2016-17 reached £316,271 and together with a carry forward of £358,000 from the agreed pooled NSCB and EHPB budget, the total income available to the Board was £676,283. This income ensured that the overall cost of running the NSCB was met, in addition to providing projects to support the work of NSCB and EHPB. The carry forward figure for 2017-18 is higher than anticipated at £122,002, and can be attributed to lower than expected Serious Case Review expenditure and a reduction in salary costs.

<b>Income (Partner Contributions)</b>	<b>2016-17</b>
BeNCH CRC	1,289
CAFCASS	500
Corby CCG	8,700
Nene CCG	78,298
Further Education Colleges (Moulton College)	516
Prospects	3,222
Northamptonshire County Council	89,010
Northamptonshire Police	42,533
Northamptonshire Probation Services	1,289
Rainsbrook Secure Training Centre	1,611
Schools Consultative Forum (DSG)	71,725
St Andrews Healthcare	4,124
Corby Borough Council	1,469
Daventry District Council	1,622
East Northants Council	1,897
Kettering Borough Council	2,085
Northampton Borough Council	4,886
South Northamptonshire Council	1,832
Wellingborough Borough Council	1,675
<b>TOTAL</b>	<b>318,283</b>
<b>Brought forward 2015-16</b>	<b>358,000</b>
<b>Total funding</b>	<b>676,283</b>

<b>NSCB Expenditure</b>	<b>2016-17</b>
Staffing costs	239,489
Independent Chair	19,820
Serious Case Reviews	8,759
Consultancy	12,913
Training and development (face to face and E-Learning)	55,050
Subscriptions and software licenses	8,080
Website hosting and support	6,672
Annual conference and room hire	3,198
Design, print and marketing	3,540
Business information support costs	4,000
Stationery	260
Early Help Partnership Board Business Support costs including Shadow Board	192,500
<b>TOTAL</b>	<b>554,281</b>
<b>Carry forward 2017-18</b>	<b>122,002</b>

