

CHILDREN'S CHAMPIONS BOARD

Wednesday, 10 March 2010

2.00 pm

Swale 1, Sessions House, County Hall, Maidstone





AGENDA

CHILDREN'S CHAMPIONS BOARD

Wednesday, 10 March 2010 at 2.00 pm
Swale 1, Sessions House, County Hall,
Maidstone

Ask for: **Theresa Grayell**
Telephone: **01622 694277**

Tea/Coffee will be available 15 minutes before the meeting.

Membership (8)

Conservative (7): Mrs A D Allen (Chairman), Mrs P T Cole, Mr G Cooke,
Mrs V J Dagger, Mr L B Ridings, Mrs P A V Stockell and
Mrs J Whittle

Liberal Democrat (1): Mr M J Vye (Vice-Chairman)

UNRESTRICTED ITEMS

(During these items the meeting is likely to be open to the public)

A. BOARD BUSINESS

- A1 Substitutes
- A2 Declarations of Members' Interest relating to items on today's agenda
- A3 Minutes of Meeting held on 2 December 2009 (Pages 1 - 6)
- A4 Chairman's Announcements

B. ITEMS FOR CONSIDERATION

- B1 Oral update on the progress of the Protecting Children in Kent Review
- B2 The Independent Safeguarding Authority (ISA) (Pages 7 - 16)
- B3 Discussion of how ongoing Child Protection training should be delivered to Members
- B4 Children's Safeguards Unit Annual Report, for 2008/09 Academic Year (Pages 17 - 36)

C. UPDATES

Information Papers on these issues will be sent to Members separately

NB – Information items are not for consideration at the Meeting

- C1 Child Protection and Looked After Children Statistics

EXEMPT ITEMS

(At the time of preparing the agenda there were no exempt items. During any such items which may arise the meeting is likely NOT to be open to the public)

Peter Sass
Head of Democratic Services and Local Leadership
(01622) 694002

Tuesday, 2 March 2010

Please note that any background documents referred to in the accompanying papers may be inspected by arrangement with the officer responsible for preparing the relevant report.

KENT COUNTY COUNCIL

CHILDREN'S CHAMPIONS BOARD

MINUTES of a meeting of the Children's Champions Board held in the Swale 1, Sessions House, County Hall, Maidstone on Wednesday, 2 December 2009.

PRESENT: Mrs A D Allen (Chairman), Mr M J Vye (Vice-Chairman), Mrs P T Cole, Mr G Cooke, Mr L B Ridings, Mrs P A V Stockell and Mrs J Whittle

IN ATTENDANCE: Mr P Brightwell (Policy & Performance Manager - Looked After Children), Mrs J Doherty (Policy Manager), Mr A Heather (Principal Educational Psychologist) and Miss T Grayell (Democratic Services Officer)

UNRESTRICTED ITEMS

13. Minutes of the Meeting held on 23 September 2009

(Item A3)

RESOLVED that the minutes of the meeting held on 23 September 2009 are correctly recorded and that they be signed by the Chairman.

14. Matters Arising from Minutes

(Item)

Minute 10 – Protecting Children in Kent Review

Mr Ridings updated the Board on a number of developments since the Board's previous meeting:-

- a) Although it had been planned that Phase 3 of the review should be reported to the full County Council on 10 December, this would now be delayed to accommodate discussions about the establishment of a Royal College of Social Work. Mr Ridings suggested, and it was RESOLVED, that Phase 3 of the review be reported instead to another special meeting of the Board in late January or early February 2010, and that the Board refer any points arising from that meeting to the full County Council if it deems it appropriate. *NB: 4 February, 2.30 pm, was subsequently set as the date for the special meeting of the Board;*
- b) The review of the ICS was progressing well, with much work having gone on this year. The latest version was version 5.2, and the first of the new exemplars would be published in the new year; and
- c) 100 new Social Workers had now been recruited; 62 via Canterbury Christ Church University, 29 from Boston in the United States and 9 from Northern Europe via the Jacaranda Programme. Such a large intake of new Social Workers would require a major training

programme, and the Head of Children's Social Services would be running a rolling recruitment and training programme.

15. Ongoing Issues following on from previous Meetings

(Item)

1) Mr Ridings raised the issue of suitable housing for young care leavers, a subject which the Board had been following closely for some years. Further work was needed to address the ongoing problems of providing and monitoring suitable accommodation for young people aged 17plus leaving KCC care to live independently for the first time.

2) The Chairman added that the former Kent Community Housing Trust (KCHT), now called Avanti, was keen to work with the County Council to address this issue.

3) In response to points raised by Members, Mr Brightwell set out the following:-

a) The assessment of accommodation for care leavers was part of Kent's Pledge to young people;

b) Kent currently had 151 providers of supported accommodation, and all these premises are monitored regularly by KCC;

c) In addition to the above, some young people live in privately rented bed and breakfast accommodation, but the quality of the latter varies. 16+ have been assessing all accommodation used for young care leavers, and have found that some bed and breakfast accommodation was of excellent quality, and young people living there were quite happy with it;

d) the Southwark judgement had reinforced the responsibility of local authorities to assess the needs of 16/17 year olds, and the expectation that all young people leaving care will be accommodated under Section 7 of the Children and Young People Act. Arising from the Southwark judgement, KCC and district councils had reviewed housing provision for young people;

e) Because young people could not claim benefits until age 18, KCC had a particular responsibility to meet the needs of those leaving care at 16/17. Mr Brightwell reminded Members that the KCC's role as Corporate Parents to young people in care extended to 25; and

f) Any future report on this to the Board would need careful timing; it was vital to that the Children in Care Council (CICC) be given a chance to express a view before the Board next considered the issue.

4) Mrs Doherty added that young people's housing was a priority for the Children's Trust Executive Board (CTEB), and had been mentioned at its most recent meeting. Angela Slaven, Director of Youth and Community Support Services, had been tasked to produce an issues paper for the Executive covering progress on the housing priority in the Children and Young People's Plan. Mrs Doherty undertook to

highlight the Board's ongoing concern at the next CTEB meeting and report back to this Board on progress.

5) In discussion, Members expressed the view that Kent's range of accommodation for young people varied greatly in quality, with some districts making excellent provision and others giving it a lower priority. A full analysis of all current provision would show the full picture.

6) RESOLVED that the Board reconsider this issue at a future meeting, taking into account the point made by Mr Brightwell at paragraph 3) f) above, and make an appropriate recommendation to the Cabinet Member and Safeguarding Board for further action.

16. Chairman's Announcements

(Item A4)

The Chairman reported that she had joined members of the new Children in Care Council on a day trip to the Houses of Parliament in October, and that the day had been very enjoyable and educational.

17. The placement of Looked After Children by other local authorities in Kent

(Item B1)

The Chairman secured the Board's agreement to consider items B1 and B2 as urgent business as the papers had not been placed in the public domain with the required period of notice.

1) Mr Brightwell introduced the report and outlined KCC's efforts over the years to have it addressed at a national level, with limited success. The wording of the most recent Regulations relating to LAC placed out of area, which came out in November 2009, had been disappointing, but KCC would be responding to the consultation by the deadline of February 2010. In responding to questions raised by Members, Mr Brightwell explained the following:-

- a) KCC has a good record of placing LAC out of county only when absolutely necessary, and is also the only authority to have a Pledge which covers the needs of LAC placed by other local authorities (OLAs) as well as its own LAC;
- b) Kent can reclaim a limited amount of the money spent on a child placed by an OLA, but the process for doing this is difficult and slow;
- c) The Waltham Forest judgement had been good news for Kent's hope to reclaim funding, although the Department for Children, Schools and Families (DCSF) had reversed this beneficial effect by amending the 'Belonging' Regulations;
- d) some OLAs had a long-standing pattern of placing many LAC in Kent, and this might be because of a lack of suitable Foster Parents in their own area;

- e) The Children Leaving Care Act 2000 had introduced a rule that the last authority to care for a LAC must take on the responsibility for meeting their needs once they leave care;
 - f) The average cost of a placement in Kent with a KCC Foster Parent was approximately £40,000 per annum. Independent Fostering Agency (IFA) charges vary from £600 – 700 per week. Rising to £1,500 or £2,000 for residential care, and the IFAs would charge the placing authority this amount; and
 - g) The funding mechanism was very complex, but an OLA placement in Kent would not necessarily bring with it sufficient finance to cover all a child's costs. It was difficult to identify all the costs in each case and what was and was not reimbursable.
- 2) In discussion of the issue, and in response to some of the information provided, Members expressed the following views and concerns:-
- a) To get a full nationwide picture, Members need to know how many out of county LAC are placed with OLAs across the UK, and compare these figures to the number of OLA LAC that Kent is asked to take on;
 - b) Members need to know what level of payment per placement is claimed by OLAs when accepting an out of county LAC placement, and compare this the £337 per week per child that Kent receives. Some London Boroughs are known to get £900 per week per child. If looking after a child in London costs £900 a week, and that child is then placed in Kent, at a cost to the London Borough of only £337, the London Borough is saving itself more than £560 per week, at Kent's expense;
 - c) It is not helpful that the DCSF sends out mixed messages by encouraging authorities not to place out of county but introducing a financing structure which does not support this. Members expressed the opinion that the legislation was right but the financing was not;
 - d) Members felt that the whole sum of money intended to fund a child's placement should come to KCC direct from the DCSF;
 - e) OLAs placing a LAC do not always provide the host authority with sufficient and timely information to allow them to make the best placement for the child, so the need for earlier and fuller information needs to be acknowledged and built into a formal process;
 - f) The report which Mr Brightwell had prepared for the Board for today's meeting should also be used for a meeting with GOSE which Mr Ridings and Mr Brightwell were to attend on 8 December, but to it should be added the views and concerns which Members expressed above; and
 - g) When the Board has all the information it has identified as being necessary, it should press for debate of the issue at a higher level and make recommendations for more to be done to address the issue.

3) RESOLVED that:-

- a) The report presented to today's meeting have added to it the views and concerns expressed by Members, listed above, and it be then used to shape discussion at the meeting with GOSE on 8 December;
- b) The Deputy Cabinet Members submit a Freedom Of Information request to the DCSF for the information set out in paragraph 2) b) above; and
- c) When the Board has all the information it has identified as being necessary, it press for debate of the issue at a higher level and make recommendations for more to be done to address the issue.

18. Update on the Development of the Children in Care Council (CICC)

(Item B2)

1) Mr Brightwell introduced the report and summarised progress so far. He emphasised that Kent was a large and diverse county, with a large number of young people in care – 2200 Kent young people, plus 1400 placed by other local authorities, plus some 300 Unaccompanied Asylum Seeking Children and Young People (UASCYP), so if it was decided that the CICC would cover them all it would have a large audience. Progress had necessarily been slow as each step had to be carefully considered, as it is vital that young people make each decision themselves and progress at their own pace. A provisional CICC had been established in April 2009, and elections to the Council are planned for spring 2010.

2) Members welcomed progress made so far and congratulated the young people and their helpers. Members supported a number of suggested future actions, as follows:-

- a) the CICC had produced an excellent DVD, 'Care to Listen', and this would be shown at a future Board meeting, with a party of young people to present it and talk about its production. Members discussed the possibility of showing it at a full County Council or CFEPSC meeting, but these would need careful consideration, and the agreement of the young people concerned, as both meetings would be webcast (whereas this Board's meetings are not) and, by showing it there, the DVD would effectively be 'broadcast' to the public. Members also suggested showing the DVD at a Head Teachers' conference, which would not raise such problems;
- b) the Board would receive a further report setting out arrangements for the CICC elections in Spring 2010;
- c) the Chairman of the Children's Champions Board be invited to the CICC's next meeting, in January 2010, to ask the CICC about the relationship it wishes to have with the Board;

- d) it was suggested that CICC representatives meet regularly, informally, with KCC people who share level Corporate Parenting responsibility – eg, The Chairman of the Children’s Champions Board, The Managing Director of CFE, the Cabinet Member, etc;
 - e) Members particularly welcomed the success of the apprenticeships scheme, to which one young man had already been appointed. One more apprentice was in the process of being appointed, and Mr Brightwell said he would very much like to appoint a third. Members supported a discussion of the funding for this post at full council; and
 - f) Members suggested that Scott King, the first CICC apprentice, be invited to a meeting of the Board, and that he shadow the Cabinet Member to see the role of a Corporate Parent
- 3) RESOLVED that Members’ support for suggested action, and actions suggested by Members themselves, listed in paragraphs 2) a) to f) above, be taken forward.

By: Kel Arthur (Safeguarding Policy and Standards Manager - Education)

To: Children's Champions Board, Wednesday 10th March 2010

Subject: The Independent Safeguarding Authority (ISA)

Classification: Unrestricted

Summary: The Independent Safeguarding Authority (ISA) will require all people who work in 'Regulated' activities (including schools) to register with the ISA from November 2010. There is a five year plan to roll out the ISA registration process.

Introduction:

The attached Kent Safeguarding Children Board (KSCB) briefing document describes the new arrangements being introduced to safeguard children. The purpose of this briefing is to update Members on implementation schedule as changing arrangements have led to confusion within the children's workforce. Voluntary registration commences for staff new to the profession in July 2010 and from November 2010 all those changing jobs will be required to register if they work in regulated activities.

Progress of Implementation within CFE

Implementation of the scheme within KCC is a Personnel function and regular briefings have been provided to Managers across the Directorate and to Governing Bodies of schools, not only about registration requirement but also about the new referral process to the ISA Barring List that replaces (POCA and List 99)

Key Issues

Registration will be processed by the Criminal Records Bureau and the cost of registration, when combined with a CRB check is £64.00, although there is no charge for Volunteers. The individual is responsible for registering with the ISA but many large organisations have agreed to fund this in line with the current arrangement for CRB checks. It will be an offence from November 2010 for any employer to appoint staff who are not registered with the ISA and existing staff will be registered on a phased basis over the next 5 years.

There are also concerns about ISA process within the context of the wider children's workforce, particularly in relation to non mandatory registration of 'sole traders' and vetting of those providing a service to vulnerable children under the Direct Payments initiative. KSCB has made representation to both the DCSF and the ISA on these matters

To be Noted:

Briefing for Information purposes

Author Contact Details

Kel Arthur – Safeguarding Policy and Standards Manager

Kel.arthur@kent.gov.uk

Tel: 01622 605721

Kent Safeguarding Children Briefing



THE INDEPENDENT SAFEGUARDING AUTHORITY (ISA)

INTRODUCTION

The new Vetting and Barring scheme is being launched later this year to introduce further measures to protect children and vulnerable adults. This has major implications for schools and other institutions and all people who work with children and/or vulnerable adults. We are currently looking at the best ways to support schools in preparation for the introduction of the scheme and in particular, registration of all staff with the Independent Safeguarding Authority (ISA) to ensure compliance.

The ISA has been created to assess relevant information on individual applicants and use this information to determine whether or not an individual poses a risk. If an individual is deemed to pose a risk, the ISA may bar that person from working with children/vulnerable adults.

It will be a legal requirement that all people who work in 'Regulated' activities (this includes schools) will need to be registered with the ISA from November 2010. However, registration with the ISA will begin on 12 October 2009. There is a five year plan to roll out the ISA registration process.

A number of 'Frequently Asked Questions' (FAQs) which cover the ISA processes and implications for you and your agency

THE HEADLINES

From 12 October 2009:

- The creation of two new ISA barred lists. These lists will replace the existing List 99 and POCA, POVA Lists.
- Access to these new ISA lists will be available on request as part of an Enhanced CRB check.
- Eligibility for Enhanced CRB checks will expand to include more employment and voluntary positions; such roles will be known as *regulated positions*.

- Standard CRB checks will no longer be available for those working with children or the vulnerable.
- There is no change to the current application form or application process.

From July 2010:

- Individuals will be able, via Registered/Umbrella Bodies, to apply to the CRB for ISA-registration if they are applying to work with children and/or vulnerable adults in England, Wales and Northern Ireland. There will be a year phased roll out for ISA registration of those individuals who currently work with children and/or vulnerable adults.
- Employers will be able to express an interest in a person's ISA- registration and informed of any changes to that person's ISA-registration status.
- The CRB will introduce a new application form to allow applications for ISA registration and CRB checks to be made on the same form.
- Employers can carry out free, online checks of a person's ISA-registration status.

From November 2010:

It will be a legal requirement for individuals to register with the ISA if they intend to work or currently work with children and/or vulnerable adults in England, Wales and Northern Ireland.

FREQUENTLY ASKED QUESTIONS:

When will the VBS launch?

The new Vetting and Barring Scheme (VBS) launches on 12 October 2009.

What has changed?

The VBS is built on existing strong safeguards and when delivered will be the most comprehensive anywhere in the world. As such it is important that all elements are properly designed and tested before they are introduced. As the Scheme has been developed we have had to reassess some of our initial assumptions on how the Scheme would be delivered. It is also vital that all of the scheme's elements are properly designed, piloted and tested before final introduction.

What will change on 12 October 2009?

Increased safeguards will be introduced, further enhancing protection of children and vulnerable adults. The three current barring lists (POCA, POVA and List 99) will be replaced by the creation of two new barred lists administered by the ISA rather than several government departments. Checks of these new lists can be made as part of an Enhanced CRB check. Employers, social services and professional regulators have a duty to refer to the ISA any information about individuals who may pose a risk ensuring potential threats to vulnerable groups can be identified and dealt with. There will be criminal penalties for barred individuals who seek or undertake work with vulnerable groups and for employers who knowingly take them on. The eligibility criteria for Enhanced CRB checks will be extended to include anyone working in a regulated position.

What will change in July 2010?

Individuals will be able to register with the ISA if they intend to work or currently work with children and/or vulnerable adults in England, Wales and Northern Ireland.

From July 2010, you will be able to apply for ISA-registration and a CRB check (including an ISA check) on one new application form.

When a person becomes ISA-registered they will be continuously monitored and their status reassessed against any new information which may come to light.

Is the CRB introducing a new application form from 12 October 2009?

No, you can use the existing application up to July 2010.

From July 2010, the CRB will introduce a new application form to allow you to apply for ISA registration and a CRB check (including an ISA check) on the same form.

Can I get a Standard CRB check on those working with children and/or vulnerable adults?

No. From 12 October 2009, if you used to apply for a Standard CRB check on those working with children and/or vulnerable adults you will need to apply for an Enhanced CRB check. The Standard CRB check will be for all other positions covered by the Exceptions Order 1975 to the Rehabilitation of Offenders Act 1974 for example positions within the Security Industry and Financial Services.

Will you be changing the eligibility criteria for Enhanced CRB checks?

Yes, if a person is working in a regulated position you will be entitled to an Enhanced CRB check from 12 October 2009.

What is regulated activity?

- Any activity of a specified nature that involves contact with children or vulnerable adults frequently, intensively and/or overnight. (Such activities include teaching, training, care, supervision, advice, treatment and transportation.)
- Any activity allowing contact with children or vulnerable adults that is in a specified place frequently or intensively. (Such places include schools and care homes.)
- Fostering and childminding (childcare is covered above by place or specified nature, childminding is separated out as a provision from childcare as it is a requirement for them to register even though they're self employed and frequency doesn't apply to either] are also covered under the term.
- Any activity that involves people in certain defined positions of responsibility. (Such positions include school governor, director of children services, director of adult social services and trustee of certain charities.)

'Regulated activity' is when the activity is frequent (once a month or more), 'intensive' (takes place on three or more days in a 30-day period) or overnight. [Frequency and the period condition do not apply to the provisions for fostering, childminding, those who have defined positions of responsibility. Overnight only applies in relation to teaching, care, advice, treatment, not chat room moderation or transport].

What will happen if an application has been received by the CRB before the 12 October but has not been completed by this date?

For Enhanced CRB checks the only difference will be that the CRB certificate will include searches of the new ISA barred lists instead of POCA/POVA/List99 checks where the relevant boxes were ticked on the form.

For Standard CRB checks the only difference will be if you have also requested POCA/POVA/List99 checks. As the lists no longer exist the only information that would be released is that from the Police National Computer.

What will the ISA do?

The ISA will assess relevant information on individual applicants and, where they believe this indicates that the individual poses a risk, bar them from working in regulated activity with children and/or vulnerable adults. However, it is important to understand that in carrying out this function the ISA will not be barring every single individual with any kind of criminal conviction or based on other information known about them. Only those who pose an obvious risk will be barred. To gain a full picture of an individual's record employers will need to obtain a CRB check.

Does the ISA cover England, Wales, Scotland and Northern Ireland?

No. The ISA only covers England, Wales and Northern Ireland – Scotland has its own equivalent Scheme.

What is the CRB's involvement?

The CRB will process applications for registering with the Scheme. It will also feed any additional information to the ISA which is disclosed as part of a CRB Disclosure on anyone who is already registered with the ISA. Additionally, the CRB will continue to offer employers the option of criminal records checks to enable them to make accurate risk-assessments of employment candidates.

How will the scheme work?

Anyone wanting to work or volunteer with children or vulnerable adults will be required to register with the Independent Safeguarding Authority (ISA) by law.

Employers will also be legally bound to check and confirm that the person they have engaged in 'regulated' activity is registered and has therefore been checked by the ISA.

Employers will be able to check a person's ISA registration status for free online.

Once a person is registered with the Scheme, which they do via an application to the CRB, they will be continuously monitored.

Any new, relevant information which could affect whether the individual is deemed a risk to children or vulnerable adults will then be passed to the ISA for independent consideration and, if necessary, a review of the person's registration status.

The ISA will make its decisions based on information provided by the police and other statutory agencies, regulatory bodies and referrals.

Will I need to have all my staff and volunteers who are working with children and vulnerable adults registered with the ISA by 12 October 2009?

No. In July 2010, individuals will be able to register with the ISA if they intend to work or currently work with children and/or vulnerable adults in England, Wales and Northern Ireland. From November 2010, it will be a legal requirement for individuals in this position to register with the ISA. The requirements to be registered with the ISA will be phased in over 5 years. No further details are available from ISA at this stage.

Will it be illegal to employ someone who is not registered with ISA?

From November 2010, it will be a legal requirement for individuals to register with the ISA if they intend to work or currently work with children and/or vulnerable adults in England, Wales and Northern Ireland. Employers will also be legally bound to check and confirm that the person they have engaged in 'regulated' activity is registered and has therefore been checked by the ISA.

Organisations will be given up to 5 years to ensure all current employees and volunteers are ISA-registered.

Will the reason a person is barred also be available online at the same time an employer checks online for registration status?

No. For security reasons, this information would only be disclosed via a CRB Enhanced Disclosure, if requested.

Will anyone be able to go online and check a person's status?

No. All information held by the ISA about individual applications and cases will be secure. **Prospective employers** are only able to check registration status if they have the explicit consent of the individual, along with a unique reference number and other personal data.

The online check will not state if a person is barred and the reason for barring – it will only show whether they are registered. Non-registration does not imply someone is barred and this should not be assumed (for example, they may never have applied, in which case they would not be registered).

How much will it cost for an individual to register with ISA?

£64.00

Will volunteers have to pay the ISA registration fee?

No

How can an employer check if someone is ISA-registered?

There are two ways to carry out an ISA check– both require the consent of the individual.

- 1) Online [£0.00]: This will confirm whether or not the person is registered with the ISA
- 2) Enhanced CRB check [no additional charge to the CRB fee of £36.00]: This will provide more information than the online check as it will reveal a person's full criminal record, any other relevant information and the ISA registration status. If the person is barred it will also provide the reason(s) for that bar.

Does the ISA replace the Criminal Records Bureau?

No. The ISA is a new service that will enhance the current service to employers provided by the Criminal Records Bureau (CRB).

Does ISA replace the 3 current government lists of those banned from working with children and the vulnerable? (POCA, POVA and List 99)

Yes. The ISA will maintain two registers, one for the children and one for the vulnerable adult workforce.

What is the difference between the service offered by the ISA and the CRB?

The ISA will prevent the most unsuitable people from working with children and vulnerable adults by making it a legal requirement for everyone who is working with children or the vulnerable to be registered with the ISA. The CRB will continue to support employers by providing them with access to an individual's full criminal record and other information so that they can assess the individual's suitability for the particular post or position.

Does an ISA check replace a CRB check?

No. An ISA check will reveal if the person is registered and able to work with children and/or vulnerable adults.

A CRB check will reveal if the person has a criminal record or if any relevant non conviction information

A person could be registered with the ISA but still have a criminal record that if known by the employer would make the person unsuitable to do a particular job.

Will I still need to carry out CRB checks?

For those individuals registered with the ISA scheme, further Enhanced CRB checks will be at the employer's discretion and organisations may still wish to apply for CRB Enhanced Disclosures to obtain an individual's full criminal record. However, where there is a legal requirement to check or they are required by a regulatory body such as the OFSTED, it is envisaged that existing statutory requirements for CRB Enhanced Disclosures will still apply. Please contact the relevant organisation(s) for more information.

How will individuals apply to register with the ISA?

Individuals in England and Wales will apply to the CRB, through one of its Registered Bodies, for registration with the ISA. Individuals in Northern Ireland will apply through AccessNI.

Why do individuals have to apply through the CRB for an ISA registration?

The CRB was selected by the government to provide the administrative support to the ISA for the application process. The benefit of this is that the CRB has the experience of handling large volumes of applications for CRB checks. However, the decision to register or bar a person will rest with the ISA.

When will the new application form be available?

The new application form will be available to customers in plenty of time for the launch of the ISA-registrations in July 2010. This will provide customers time to train their staff and make any changes to their own systems and procedures.

Will the criteria for Standard and Enhanced CRB checks need to change as from 12 October 2009?

Yes. From 12 October 2009, if you currently apply for a Standard CRB check on those working with children and/or vulnerable adults you will in future be entitled to an Enhanced CRB check.

An Enhanced CRB check will continue to be available to individuals who are not required to register with the ISA, for example those working within the Gambling Commission.

A Standard CRB check will be for all other positions covered by the Exceptions Order 1975 to the Rehabilitation of Offenders Act 1974 for example positions within the Security Industry and Financial Services.

Proposed 5 year roll out (to be confirmed)

- Year 1 – new entrants to the workforce and those moving jobs
- Year 2 – those who have never had a CRB check before
- Year 3 – those with CRB checks over three years old
- Year 4 – those with more recent CRB checks
- Year 5 – the remainder of those who have had a CRB disclosure & those who work in controlled activity

Kent Safeguarding Children Briefing

For further information



01622 694859



www.kscb.org.uk



**KSCB,
Sessions House,
Room 2:60
County Road
Maidstone
Kent, ME14 1XQ**



kscb@kent.gov.uk

This page is intentionally left blank

**Children, Families &
Education Directorate**

**Children's Safeguards
(Education Services)**

**Annual Report
Academic Year 2009
(August 2008 – July 2009)**



. Information DRAFT February 2010

CONTENTS

1. Introduction

- Purpose and Function
- Mission Statement

2. Consultations

3. Allegations Against Staff

4. Training

5. Care Standards

6. Other Activity

7. Development Plan

8. Appendices

- 8.1 Contact Details
- 8.2 Structure Chart

1. Introduction

This Annual Report reflects the level of safeguarding activity undertaken by Children's Safeguards Unit (Education Services) Officers in their operational contact with schools, early years settings, other agencies and local authority services during the academic year ending August 2009.

The year has seen many new challenges in managing the complexity of the safeguarding agenda and these have included the implementation of the new vetting and barring arrangements under the Independent Safeguarding Authority, preparation for the new Ofsted Section 5 Inspection regime (which applies a limiting judgement from September 2009) and the Safer Recruitment Training requirement (via NCSL post Bichard) that becomes mandatory for schools from January 2010. The CSU also had a more pro-active involvement in the work of the Kent Safeguarding Children Board and related sub-groups that influence practice at both a strategic and operational level. This is a key area of the business but the growing agenda presents many challenges to the limited resources of the Unit and this will need consideration in consultation with other agencies in the year ahead.

This year has seen the work of two additional Area Children's Officers (Early Years) being recognised for providing safeguarding support and guidance to the early years sector. This has led to the development of a county wide consultation service, the LADO allegation management protocol becoming embedded within the sector and the further implementation of a phased programme of child protection training for all early years' staff, including child minders.

The CSU is now established within the Commissioning and Partnerships Group within CFE Directorate and the development of the Kent Children's Trust arrangements continues to present many challenges and opportunities to review the collective resources available and develop strategies to maximise further safeguarding potential for the benefit of all Kent children.

The formal monitoring of care standards in Local Authority residential provision for vulnerable children continues to be part of our core business and this is being developed further in the year ahead to accommodate Regulation 33 monitoring visits to all CSS residential provision, including those for unaccompanied asylum seeking children. The CSU contribution to the Local Authority's annual performance evaluation and preparation for the Comprehensive Area Assessment also helped to identify priorities for development activity in the year ahead.

The statistical data contained in this report is collated from the much more detailed Area Reports produced by the Children's Officers (these contain very sensitive identifiable information that cannot be circulated more widely) Statistics relating to the management of allegation also helps to inform the data set required by the DCSF/GOSE as part of their commitment to the professional associations to monitor trends, patterns and outcomes

Kel Arthur
Safeguarding Policy and Standards Manager
(Local Authority Designated Officer)

1 PURPOSE AND FUNCTIONS OF THE UNIT

The core function of the Children's Safeguards Unit (CSU) is to provide support, guidance and challenge to schools, services and early years settings to ensure that children are kept safe and their welfare promoted. Strategic planning and operational practice of the unit is driven by DCSF Guidance, legislation and the principles that underpin the Children Act 1989 and 2004. These provide a framework for the objectives of the Unit: -

- ◆ **Paramount** – the needs of the child are considered paramount at all times.
- ◆ **Protection** – the Unit aims to promote high standards of safeguarding policy procedures and practice in all schools, LA services and early years' settings that provide for Kent children. Oversight and management of allegations against staff across the sectors is also a critical function in this respect.
- ◆ **Prevention** – The Unit aims to raise the profile of children's rights and promote schemes of work in schools across the county that will help to empower children to better protect themselves. In addition we need to ensure that care provided, particularly in specialist residential settings, conforms with the requirements of the National Minimum Standards and outcomes for children are in line with ECM expectations. Child protection training delivered and telephone consultation service is also part of the preventative agenda.
- ◆ **Partnership** – The Unit strives to work collaboratively with internal and external customers and other stakeholders to ensure that the objectives of the Unit are achieved and maintained. Clear demarcation of roles and responsibilities as defined in *Working Together to Safeguard Children 2006* helps to provide a focus for this objective. Unit staff will endeavour to function in a reasonable, transparent and proportional manner when working in partnership with schools, parents where appropriate, and multi agency partners. Responsibility for statutory intervention in cases of child protection remains with the Police and Children's Social Services.

1.1 Mission Statement

The Children's Safeguard Unit recognises that if children and young people are to achieve academically, socially and emotionally, it is imperative that their primary needs for safety and protection are met. All children have a fundamental right to be protected from harm and the Unit strives to raise awareness of child protection, care standards and children's rights across the parameters of educational provision. The values and beliefs that underpin the work of the Unit are consistent with the principles enshrined in Ways For Success, and are driven by professional social work ethics that reinforce the rights of the individual to be heard, to be treated fairly and to be afforded opportunities to pursue their potential, regardless of their race, age, gender, disability or sexual orientation. Unit staff are committed to challenging discrimination and disadvantage that we may encounter in our day to day work and the principles of anti-oppressive practice will be adopted to address issues of ignorance, power and powerlessness that lie at the root of abuse, discrimination, victimisation and bullying.

2. Consultations

The Children's Safeguards Unit continues to provide a telephone safeguarding consultation service to schools, settings and local authority services. This academic year has seen an **increase of 30%** in the number of recorded consultations with schools, early years' settings or services within the Local Authority which totalled **1,745**. Although the child protection support function is primarily aimed at schools and education services within the CFE Directorate, protocols have been maintained with the Youth Service and Kent Adult Education to provide ongoing support and advice even though these services now sit within the Communities Directorate. The increase in recorded consultations is primarily attributed to the developing engagement with the early years' sector but it should also be recognised that 300 consultations were made by parents, other agencies and LA personnel.

The nature and complexity of consultations continues to present a challenge as many will lead to the need for further legal advice or attendance at multi-agency meetings in support of schools, early years' settings or services. The range of professionals who use the consultation facility, including LCSP Managers, has increased but the majority of calls emanated from Headteachers, Deputies or Designated Child Protection Co-ordinators (DCPC). Requests for the CSU to intervene or mediate in cases that have been referred to other agencies where threshold or consent issues have arisen continues to be a common feature of our work.

Another aspect of the consultation function is to provide the education perspective on inter-agency working groups established by the Kent Safeguarding Children Board and related local child protection committees that focus on both policy and operational practice at an area level. We continue to collate data on domestic abuse reported by schools and contribute to the MARAC process. Work is also ongoing in relation to trends and collecting data on young abuser referrals. The Child Protection Newsletter continues to be the medium used for cascading information on safeguarding issues out to schools and services. The September 2009 edition will be the last hard copy of this and future copies can be accessed via Kent Trust Web www.kenttrustweb.org.uk and the schools e-bulletin.

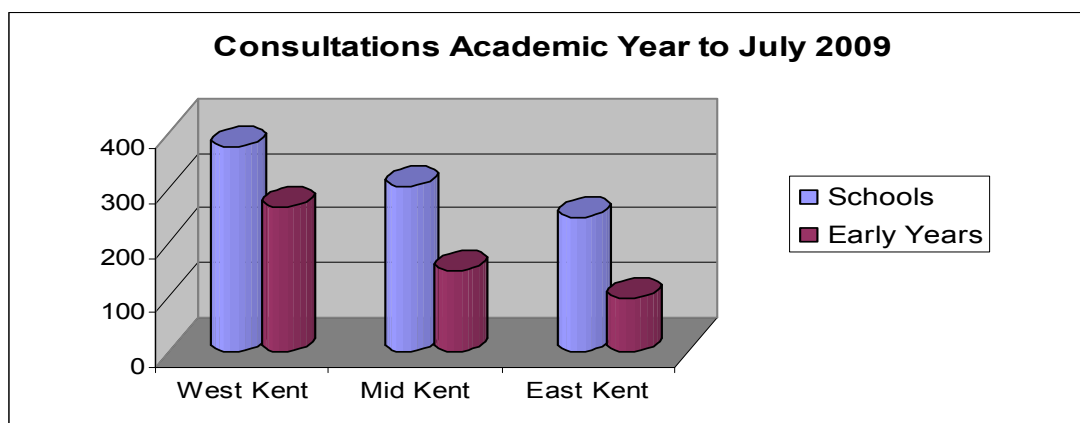
It is worth noting that 100% of Kent schools were judged to be satisfactory or better in safeguarding children by Ofsted during the last academic year. (Only 95% of early years settings achieved such an outcome during the same period and this has been a focus of attention for Early Years Officers). Work to address the more robust safeguarding requirements enshrined in the new Ofsted section 5 inspection framework is underway and a revised Safeguarding Self Review Tool (parts I&II) has been published and is currently being piloted by schools. The new requirements have placed an additional pressure on the CSU as schools have been seeking urgent and additional support or training and this is expected to increase in the year ahead.

The Child Protection Steering Group continues to meet three times per year and this forum continues to provide a focus for sharing good practice, responding to consultation documents and cascading learning from Serious Case Reviews. The terms of reference and membership of this group is currently under review. The Independent School sector is represented on this forum and a safeguarding conference for

Independent Schools in Kent (of which there are 105) has been planned for November 2009.

Safeguarding Consultation undertaken during the Academic Year to July 2009.

Sector	West Kent	Mid Kent	East Kent	Total
Schools	377	304	247	928
E Years	267	150	100	517
Other	121	106	73	300
Totals	762	560	420	1745



Consultations can often lead to the development of Policy and Procedures and examples of this during the past year are the Recording Guidelines issued to schools as a result of SCR recommendations, the aforementioned Safeguarding Self Review Tool and a paper on the Regulatory Framework for residential services.

Whilst many consultations result in advice offered through a single contact, there remain a significant number which require on-going input from the Area Children’s Officer to ensure resolution of issues, either through liaison and negotiation with colleagues in other agencies, progression of the complaints process within Education and externally or direct support to education staff where matters have become complex and constrained.

The quality of referrals from agencies to Children’s Social Services has been a cause for concern and this is being addressed. Referrals that are lacking key elements of information are being returned to the referrers and if this involves a school the CSU team is made aware so that issues can be followed up and support provided. This relates to Chin referrals only – all CP referrals are acted upon immediately by KCAS (formerly County Duty Service). A multi-agency group is also looking at secure access issues that can lead to e-mail referrals to KCAS but this is presenting a challenge for schools in particular due to IT difficulties and data protection concerns.

Consultations on abuse of the internet and issues of cyber bullying continue to be an increasing feature this year and elements of e-safety training have been incorporated into CP training delivered to schools. CSU also works closely with CFE e-safety colleagues and contribute to the wider KSCB agenda in this area.

Analysis by Consultation Category to July 2009 in All Areas

Consultation Category	All Areas
Child in Need	211
General Child Welfare	648
Child Protection	173
General Procedural Enquiry	340
Possible Crime Committed	10
Inappropriate Conduct (Staffing issue)	112
Legal Query	41
Residential Care Issue	0
Strategic/Managerial Support	48
Young Abuser (Child on Child)	39
Child Death (only recorded since April 2009)	11
Internet related concern	16
Domestic Abuse	41
Bullying	8
Other	47
	1745

3. Allegations Against Staff

'Working Together to Safeguard Children (2006)' defines the role of the Local Authority Designated Officer (LADO) in terms of allegations oversight, managing the process where appropriate and collating statistical data on time-scales and outcomes for GOSE/DCSF reporting purposes. The CSU fulfils this function on behalf of schools, education services, independent sector schools and early years' settings. Letters have been sent to all independent schools and settings notifying providers of the requirement to report and consult on all allegations against staff.

The last academic year has seen an **increase of 18%** in the number of allegations against staff involving child welfare concerns following complaints made by children, parents or third parties (305:359). Of the 359 allegations almost 45% crossed the threshold of significant harm resulting in referral to Children's Social Services/Police. Although this figure represents an overall increase in allegations against staff 56 cases relate specifically to early years professionals or childminders. This highlights a significant increase (170%) in allegations reported against staff in this sector from the previous year (21:56), which reflects a raised awareness and improved trust and confidence that has developed via training and consultation.

Managing allegations against staff continues to be one of the most challenging aspects of leadership for schools, settings and services. The CSU Area Children's Officers continue to be the first point of contact to provide support and guidance about process and threshold issues regarding possible referral to Children's Social Services for investigation under Section 47 of the Children Act (1989).

Indicative time-scales provided by DCSF Guidance within which allegations should be investigated continues to be an issue for staff, managers and the teaching unions. In cases where allegations do not reach the threshold for referral to Police and Social

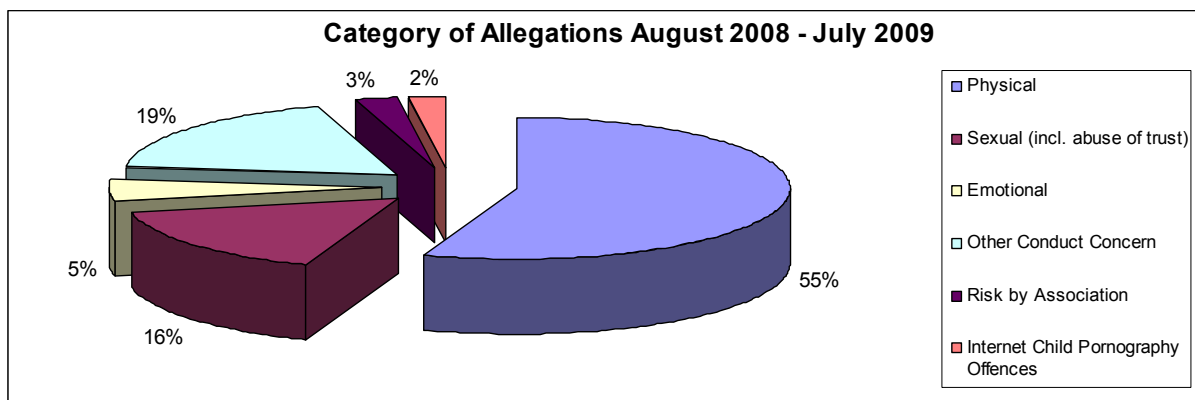
Services, it is feasible for internal management investigations to be concluded within indicative time-scales. Schools are supported by the Schools Personnel Service in most cases in resolving matters as quickly as possible and the CSU have been commissioned as Investigating Officers on a number of occasions this year to support this process. However, in cases that proceeded to Section 47 investigations, which constitutes almost 45% of all allegations this year (160) and is a significant increase from previous years, proceedings are often delayed due to the process of criminal investigations and referral to the Crown Prosecution Service. Those that did not cross this threshold were referred back to the school for management action as appropriate and a protocol has been implemented with Kent Police for the release of evidence to help inform such processes. All requests for the release of evidence need to be made via the CSU who are responsible for ensuring the secure use of such information.

It is also evident that on the few occasions that allegations have not been managed in line with procedures, schools have come into conflict with parents and the statutory agencies. This has led to Police criticism of primary evidence being compromised due to investigations being initiated by managers prior to consultation taking place. Consequently a series of bespoke training events have been offered on managing allegations against staff and this is delivered jointly with colleagues in the Schools Personnel Service. This area is also covered on Governor Training and Induction Sessions for new Headteachers.

Allegations Against Staff (August 2008- July 2009)	West Kent	East Kent	Mid Kent	Total
Allegations by Area (schools & services)	104	91	108	303
Allegations by Area (Early Years)	13	27	16	56
Totals	117	118	124	359

It is evident that approximately 55% of all allegations were of a physical nature and many of these complaints emanated from a child's perception of a situation when staff had intervened appropriately and in line with approved behaviour management policy to keep a situation safe. It is also clear however that many teachers and unqualified support staff do not have the necessary experience or training to deal with increasingly challenging behaviours presented by young people particularly in a number of secondary schools.

Category of Allegations	West Kent	Mid Kent	East Kent	Early Years	Total
Physical	55	61	54	29	199
Sexual (incl. abuse of trust)	11	19	15	13	58
Emotional	2	6	4	6	18
Other Conduct Concern	30	17	14	6	67
Risk by Association	4	3	0	2	9
Internet Child Pornography Offences	2	2	4	0	8
Total	104	108	91	56	359



This year has also seen an increase in the number of cases involving Risk by Association (9) where the partner of a teacher or other professional has been convicted for sexual offences and placed on the Sex Offenders register. The employee has given a commitment to maintain the relationship when the offender is released from prison and this presents a challenge in assessing the potential risk by association that the individual may pose to children in the work setting. DCSF Guidance on safer working practice has helped to inform some of these cases particularly on issues of suitability and propriety. The future registration and referral process to the Independent Safeguarding Authority has also had to be considered in these circumstances as such association can impact significantly on the individual's future employability.

Staff Category (Allegations) – Totals for all areas

Position	Total
Head Teachers	16
Deputy Head Teachers	7
Teachers	134
Supply Teachers	14
TA/LTS/FLO (Para Professionals)	60
Taxi Driver/Escorts	30
Other (e.g. Caretakers, LA staff etc)	42
Early Years Staff (combined)	49
Childminders	7
Total	359

In terms of outcomes from investigations 8 led to criminal convictions and 19 cases resulted in dismissal. Allegations were deemed to be unfounded in 42 cases but only 5 cases were found to be malicious in nature. Resignation of member of staff occurred in 13 cases and those that had proceeded to disciplinary hearing were referred to DCSF for consideration for inclusion on List 99 or POCA (now replaced by ISA). The total number of referrals to ISA during the year was 15. Formal suspension of member of staff pending investigation was necessary in 76 cases (21% of the total).

Outcomes of Investigations

Outcome Category	Total
Dismissed	19
Resigned	13
Conviction/Caution	8
Management Action	137
Unsubstantiated	68
Unfounded	42
Malicious	5
Ceased Use	8
Ongoing case	59
Total	359

It should also be recognised that we are receiving an increasing number of requests for data on this area of the business under the Freedom of Information Act. Media interest in allegations against professionals who work with children appears to be gaining momentum and close liaison with our press office colleagues needs to be maintained.

4. Training

The Children's Safeguards Unit continues to provide Child Protection Training to a wide range of staff working in schools and other settings in Kent during the last academic year, including Independent sector schools and other providers when commissioned to do so. Sir Michael Bichard's recommendation on safer recruitment has led to training being developed in this area for schools based on NCSL and DCSF approved model and the requirement for schools to have completed this training becomes mandatory in January 2010. However this needs to be opened out to the wider children's workforce in the coming year and work with KSCB is underway to consider the implications of this.

Training materials have been regularly updated to incorporate changes in legislation and guidance - which reflect a shift in emphasis from the traditional basic child protection training towards the wider concept of safeguarding which includes developing safe working cultures within schools and settings that encourage and empower children to better protect themselves. The new Ofsted section 5 Inspection Framework will be introduced in September 2009 and training development is currently focused on how best to support schools in preparation for the more robust regime.

Activity

Across the CSU a total of 402 training sessions were provided in the year 2008-09 that catered for more than 11,000 staff across the disciplines. The majority of sessions were aimed at whole school staff groups and early years cluster based training. In addition we continue to provide child protection training for school Governors, Headteacher induction, and sessions for those on the Graduate Teacher Programme. Links with

Canterbury Christchurch University are also established and sessions are delivered to student teachers prior to placement in schools. Additional numbers of bespoke sessions for other disciplines within schools' (e.g. Family Liaison Officers and Pastoral support workers) have continued to be a feature this year but increasing demand from other sectors of the children's workforce that have been unable to access KSCB basic awareness training (eg Children's Centres, Connexions, FE Colleges, KCA and independent children's homes) have increased the pressure on a limited resource.

Training for Designated Child Protection Co-ordinators

Target set by DCSF guidance - to provide appropriate training to ensure that all DCPCs have the opportunity to attend initial training and update training on a two year cycle. To achieve this in Kent schools, the CSU would need to provide a minimum 350 places per annum. In total 440 places were taken up this year on DCPC Module 1, DCPC Module 2 and DCPC Refresher day training – which reflects a 98% attendance rate. This enabled us to accommodate independent schools, the Youth Service and ABS services (eg Safe Schools and Alternative Curriculum providers). Courses are generally over-subscribed and attendees are also able to access a training CD to cascade basic awareness within their own schools/service for staff induction purposes.

Centralised training events for Early Years Designated Staff (delivered via modules 1 and 2 this year) were attended by 466 Managers in Settings. In addition 9 county wide training days took place for childminders which were attended by 334 delegates.

Training in Schools and Settings

All schools need to have Child protection training every third year to comply with DCSF guidance. This may be facilitated by the Designated person within the school once they have been trained, although generally schools and services commission the Children's Safeguards Unit to provide whole school training on a bespoke basis. The CSU provided 199 sessions on a twilight or inset basis during the last academic year and this figure includes independent sector schools. Cluster based training delivered 94 sessions for 1,790 staff in early settings. In addition a number of sessions aimed at other sectors of the workforce (eg LA Advisors, Holiday Playschemes and Out of School Clubs) were attended by 264 staff.

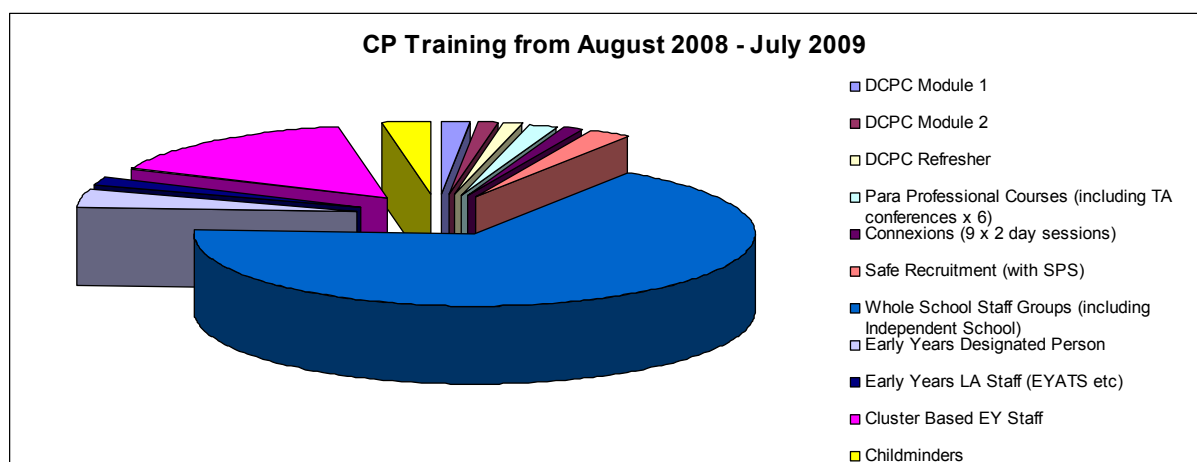
Other Training

The Training and Development Officer has provided multi-agency training on behalf of the Kent Safeguarding Children Board and is an active member of the KSCB Training and Development subgroup which includes members from Children's Social Services, Police, Health and Probation. The Children's Officer (Training and Development) is also the Local Authority's nominated link between schools and the National College for School Leadership/CWDC on-line training programme for Safer Recruitment which was introduced post Bichard. The CSU supports the delivery of bespoke safer recruitment training to schools' management teams, in conjunction with the Schools Personnel Service (8 sessions last year). The CSU remains responsive to changes in the legislation and guidance and aims to meet the training demands of the education workforce in the coming year. There has been a huge increase in non-teaching staff in schools, particularly staff providing support for vulnerable pupils. Many of these staff

have been appointed because of positive personal qualities but may have had little professional training previously. The CSU will be targeting training for this group including basic awareness and safe practice. There is also growing concern regarding use of the internet and on-line predation. The Child Exploitation and Online Protection Unit CEOP has been established to tackle the issue nationally and a programme of education for schools "ThinkuKnow" has been developed and introduced. The CSU will continue to work in partnership with the e-safety group in developing schools policies, providing training for staff and pupils whilst also being a source for advice on these issues where appropriate.

Courses Held	Sessions	Attendees
DCPC Module 1	6	205
DCPC Module 2	4	120
DCPC Refresher	3	115
Para Professional Courses (including TA conferences x 6)	15	198
Governor Training	8	*Not recorded
Connexions (9 x 2 day sessions)	9	144
Safe Recruitment (with SPS)	8	274
Whole School Staff Groups (including Independent School)	199	7761
Early Years Designated Person	13	466
Early Years LA Staff (EYATS etc)	13	214
Cluster Based EY Staff	94	1790
Childminders	8	334
Other (Psychology, Children Centres, FE Colleges)	15	*Not recorded
KSCB Multi-agency	7	*Not recorded
Total	402	11,621

*This figure does not include training commissioned by other bodies (eg KSCB) where a central register is not maintained by CSU.



5. Care Standards Monitoring

Visits to Local Authority Residential Schools (Standard 33)

The Children's Safeguards Unit continues to be responsible for a programme of monitoring visits to Kent's maintained Residential Special Schools in line with Standard 33 of the National Minimum Standards as laid down by the Care Standards Act 2000.

The criteria for this Standard states that ***'the Governing body, trustees, local authority, proprietor or other responsible body receive a written report on the conduct of the school from a person visiting the school on their behalf, half-termly'***

The majority of visits are carried out unannounced. Monitoring includes:

- Checks on the school's records of attendance, complaints, sanctions and the use of physical interventions.
- Assessment of the physical condition of the building, furniture and equipment of the school
- Opportunities for any child or member of staff who wishes to meet the visitor (in private if they wish).

In total 30 Standard 33 visits were carried out across 6 schools in the County and the monitoring/reporting format has been amended to reflect the 5 Key Outcomes for Children in line with the *'Every Child Matters'* agenda. Visits focus on the criteria in the standard that is mainly monitoring care functions, and supporting development activity in meeting and surpassing the *'National Minimum Standards for Residential Special Schools'*.

In addition to Standard 33 monitoring visits, the Children's Officer (Care Standards) chairs the Heads of Care Forum that is represented by both maintained local authority and Independent/non-maintained residential special schools and regular safeguarding training sessions contribute to the support function.

A review of staffing levels in residential special schools is ongoing and this is being done in conjunction with colleagues in Children's Social Services Residential Managers to ensure that consistency is being applied across services within the CFE Directorate. The Children's Officer (Care Standards) also produces an annual report and analysis based on the findings of the Commission for Social Care Inspection (now Ofsted) reports on visits to Kent's 6 residential special schools. During the last academic year 3 schools were judged to be **outstanding** with the other 3 judged as **good**.

Work is also ongoing to raise the number of care staff qualified to NVQ level III as required by the *National Minimum Standards* and Standards Fund (now Schools' Grant) monies have been allocated by the CSU accordingly, based on school bids and fair distribution of resources. Close links are also maintained with Action for Children (formerly NCH) who are commissioned to provide an Independent Representation and Complaints Service for Kent children placed in Residential Special Schools. Monthly advocacy visits take place and issues are followed up with schools or other professionals after consultation with the statutory agencies as appropriate. The service level agreement was renewed in April 2008 and this has now been merged with the contract that provides a similar service to CSS for looked after children.

Care standards monitoring of Children's Social Services 'Short Breaks' residential provision commenced in April 2009. These visits are a statutory requirement in the Children's Homes Regulations and visits should be unannounced with reports shared

with CFE senior staff for performance management purposes. It is also a requirement that reports are forwarded to Ofsted and positive feedback has been received from the regulatory body on the new format and detail of reports. During the period from April to September 2009 (half-year) 20 such visits have been undertaken and reported on by the Children's Officer (Care Standards).

Responsibility for monitoring all CSS residential provision, including that for unaccompanied asylum seeking children is due to commence in April 2010 but this will be dependent on the final approval of a further Care Standards post to cover this area of work.

Children's Cross Regional Arrangements Group

The Children's Officer (Care Standards) continues to support the regional programme of monitoring visits to independent sector special schools. Five inspections were carried out during the last academic year (many involving lengthy travel and overnight stays) in line with link authority arrangements and reports were cascaded across the region. An increase in commitments to this process is expected in the coming year with up to 16 residential settings being allocated to Kent as the link authority.

6. Other Activity

- The protocol agreed with Kent Police for the release of evidence to inform disciplinary investigations following the conclusion of police involvement in a case is now well established. This has been used successfully on a number of occasions during the academic year which has led to reductions in time-scales for investigations. However issues of consent have led to major delay in some cases and this is being addressed on a multi-agency basis with the Force Solicitor and KCC legal advice. CSU input to Kent Police Training event is also planned for the coming year to address this issue.
- The CSU continues to be commissioned by schools and services within the Directorate to investigate complaints or act as investigating officer in internal disciplinary procedures. During the last academic year we have been involved in investigating allegations against staff which varied in terms of complexity once the statutory agencies have concluded their involvement. This has included an increasing number of Risk by Association cases as highlighted under section 3 (Allegations). The Unit has also been involved in safeguarding reviews of Child Protection practice in a number of school and settings whilst supporting managers to access evidence from the Police to help inform disciplinary investigations.
- Another demand on CSU has been to conduct investigations on behalf of the education service as part of the Serious Case Review process as defined by Part 8 of Working Together to Safeguard Children 1999. The Head of Service sits on the KSCB multi agency review panel and during the last academic year CSU personnel undertook IMR for three serious case reviews in Kent and one for a neighbouring LSCB. Recommendations from the subsequent reports are shared with the LA's Child Protection Steering Group and a flow chart has been produced to ensure that information is cascaded down to schools via the CP Newsletter where appropriate.

As a consequence of lessons learned from SCRs training materials have been updated and new guidance has been distributed to schools on recording, reporting, storage and transfer of child protection records which can be accessed on www.kenttrustweb.org.uk

- Work is on-going in raising awareness of the impact that domestic abuse can have on the emotional development of children. The Unit is represented on the Kent Domestic Violence Inter Agency Strategy Group and we were also involved in the Maidstone MARAC pilot which has now been rolled out across the county. A protocol has also been produced and cascaded about the role of schools in contributing to the risk assessment process. We are also taking forward work on domestic abuse as a workplace issue when the perpetrator is employed to work with children and an assessment of risk needs to be considered when allegations against staff of this nature have become evident.
- Area Children's Officers continue to contribute to the work of the 3 LCPCs and related sub groups. The West Kent Quality Review Group is chaired by the ACO and contributions are made to a number of Safeguarding Liaison Groups set up by the LCPCs. We are increasingly looking to engage school and cluster based colleagues in this process as we move towards greater multi disciplinary working within the Children's Trust Partnership arrangements
- Education input to the work of KSCB continues to develop. The Safeguarding Policy and Standards Manager is an associate member of the Board and chairs the Safe Recruitment and Employment sub-group which also oversees the Local Authority Designated Officer function (LADO) relating to allegations management. The Manager of the CSU is also represented on the Policy & Performance sub group, SCR Core Group, and Child Death Overview Panel. An Area Children's Officer sits on the Expert Advisory Group, the KSCB Training and Development sub group and the newly developed E-Safety group.
- The CSU continues to provide the policy lead on residential provision for children and research has been undertaken and data collected on care staffing levels within education and social services provision to contribute to the review of care staffing resources in Kent's residential special schools. This year has also presented many challenges in this area of work, particularly in relation to supporting CSS Asylum Service Managers in addressing regulatory criteria issues with Ofsted on Reception and Assessment facility for unaccompanied asylum seeking children.
- The Children's Safeguards Unit has continued to develop its Child Protection page on Kenttrustweb. Copies of all policy and procedures, training details and CP Newsletter can be accessed on www.kenttrustweb.org.uk
- The LADO role involving oversight of allegations against professionals in social care and other organisations is not detailed in this report. Consultation and data collection on this area of practice will be collated separately but a combined report will be submitted to KSCB in April 2010.

7. Development Activity

The coming year will present many challenges due to the pending re-structure within CFE so development activity will be considered as part of the wider Business Planning process of the Commissioning and Partnerships Division. Key areas of work that will contribute to safeguarding action include

- Income generation and the complexity of the relationship between schools and the local authority around funding arrangements with a charging structure for child protection training being considered by SMT
- Core business priorities for safeguarding within the Education and Early Years arena will need to be considered due to potential loss of Safeguarding posts and critical support functions in the reorganisation. Impact and risk will need to be scrutinised in terms of what can be delivered in the future to meet statutory requirements.
- Further support to schools and local authority Advisors on the new section 5 safeguarding inspection framework that applies a limiting judgement to schools. This will also need to be considered within the resource issue as demand for additional training and support in the coming year will be huge.

8. Appendices

8.1 Contact details

8.2 CSU Structure Chart

8.1 Appendix Contact Addresses Children's Safeguards Unit

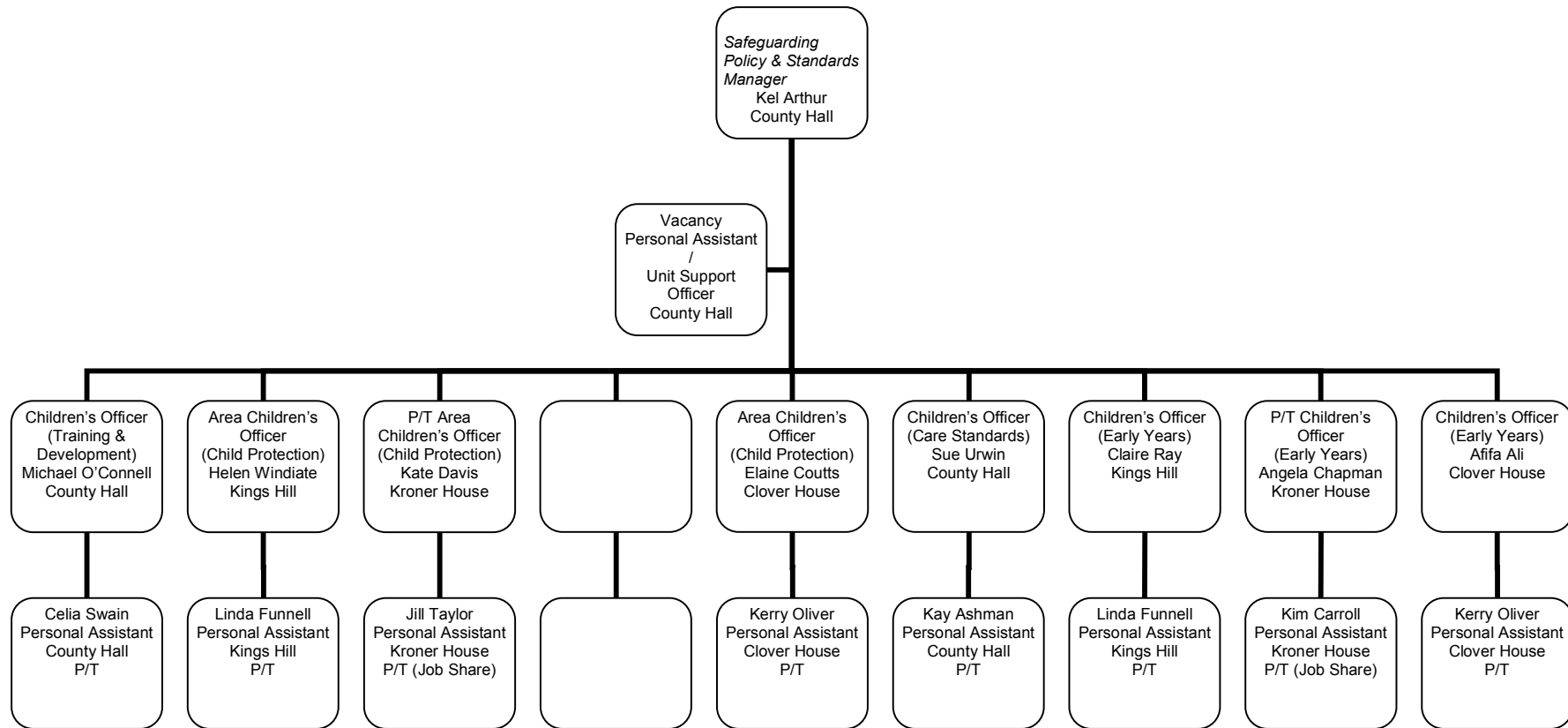
Head Office – Sessions House		
Kel Arthur Head of	Office No: Mobile No:	01622 696366 07786 191359
Sue Urwin Children's Officer (Care Standards)	Office No: Mobile No:	01622 696366 07717 716861
Mike O'Connell Children's Officer (Training and Development)	Office No: Mobile No:	01622 696366 07740 183807
Celia Swain PA to Mike O'Connell	Office No:	01622 696677 7000 6677
(Vacancy) PA to Kel Arthur	Office No:	01622 696366 7000 6366
Kay Ashman PA to Sue Urwin	Office No:	01622 696677 7000 6677

West Kent – Kings Hill		
Helen Windiate Area Children's Officer (Child Protection)	Office No: Mobile No:	01732 525035 07740 183798
Claire Ray Area Children's Officer (Early Years)	Office No:	01732 525381 07920 108828
Linda Funnell PA to Helen Windiate and Claire Ray	Office No:	01732 525097 7003 5097

East Kent – Clover House		
Elaine Coutts Area Children's Officer (Child Protection)	Office No: Mobile No:	01227 284682 07786 191601
Afifa Ali Area Children's Officer (Early Years)	Office No: Mobile No	01227 284566 07717 895731
Kerry Oliver PA to Elaine Coutts and Angela Chapman	Office No:	01227 284566 7679 4556

Mid Kent – Kroner House		
Kate Davis P/T Area Children's Officer (Child Protection)	Office No: Mobile No:	01233 898644 07740 183797
Angela Chapman P/T (TS on secondment) Area Children's Officer (Early Years)	Office No: Mobile No	01233 898696 07825 633811
Jill Taylor (2 Day job share) PA to ACOs	Office No:	01233 898696 7001 8696
Kim Carroll (Temp 3 day job share) PA to ACOs	Office No	01233 898696 7001 8696

Appendix 8.2 - Children's Safeguards Unit (Education Services) Structure Chart March 2010



This page is intentionally left blank