

**Children, Families &  
Education Directorate**

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

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



. Information DRAFT February 2010

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# 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](http://www.kenttrustweb.org.uk) and the schools e-bulletin.

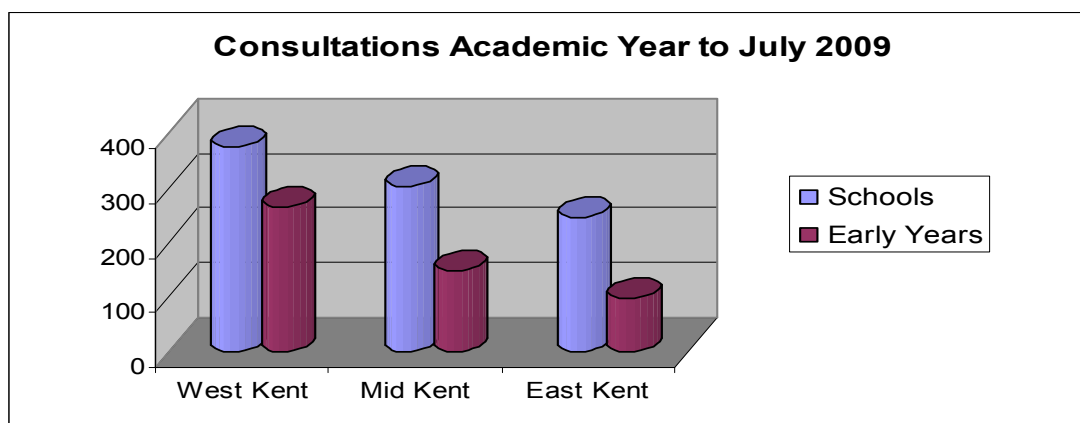
It is worth noting that 100% of Kent schools were judged to be satisfactory or better in safeguarding children by Ofsted during the last academic year. (Only 95% of early years settings achieved such an outcome during the same period and this has been a focus of attention for Early Years Officers). Work 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
<b>Totals</b>	<b>762</b>	<b>560</b>	<b>420</b>	<b>1745</b>



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
	<b>1745</b>

### 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

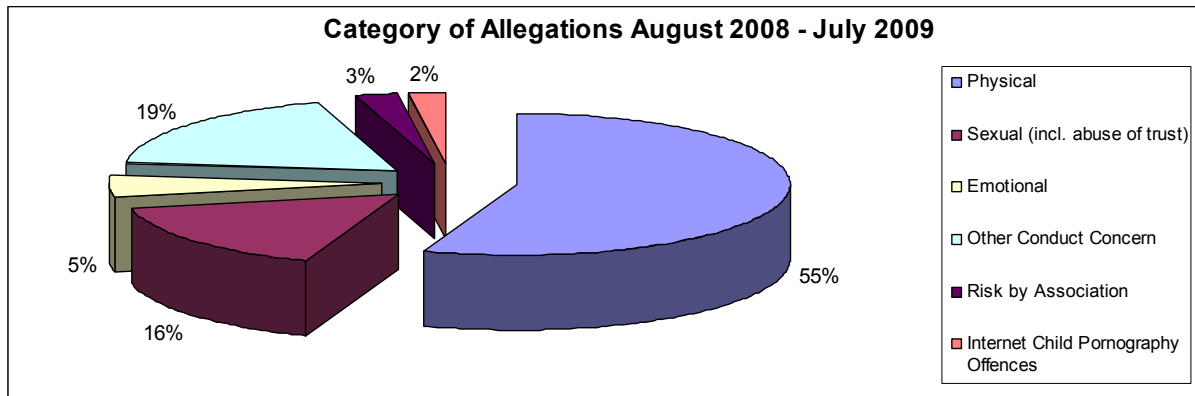
Services, it is feasible for internal management investigations to be concluded within indicative time-scales. Schools are supported by the Schools Personnel Service in most cases in resolving matters as quickly as possible and the CSU have been commissioned as Investigating Officers on a number of occasions 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.

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

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.

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



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**

<b>Position</b>	<b>Total</b>
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
<b>Total</b>	<b>359</b>

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

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

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.

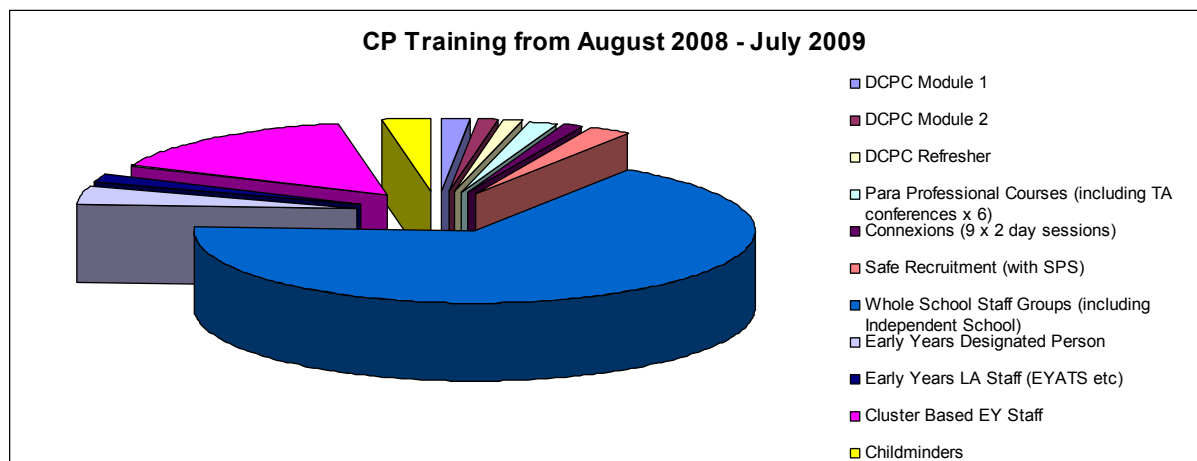
### **Other Training**

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.

<b>Courses Held</b>	<b>Sessions</b>	<b>Attendees</b>
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
<b>Total</b>	<b>402</b>	<b>11,621</b>

\*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](http://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](http://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

<b>Head Office – Sessions House</b>		
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

<b>West Kent – Kings Hill</b>		
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

<b>East Kent – Clover House</b>		
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

<b>Mid Kent – Kroner House</b>		
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

