

HAMPSHIRE COUNTY COUNCIL

Report

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1. Purpose of Report

1.1 The purpose of this report is to provide an update to the Children and Young People's Select Committee on safeguarding children activity within the council. Members will recall that in late 2014, Ofsted carried out an inspection of Hampshire Children's Services' safeguarding practice and associated arrangements for children in care and adoption services under their new, explicitly tougher, Single Inspection Framework. The outcome of that inspection was that the local authority's performance was assessed as being 'good' with 'outstanding' leadership and management and adoption services. This report provides members with an update on national developments, local performance and activity data and ongoing challenges.

2. National Developments

2.1 Child sexual exploitation: Probably the main focus of national safeguarding activity in the last year has continued to be in relation to child sexual exploitation (CSE). There has been on-going comment about CSE in national and local media. It is important to highlight the definition of child sexual exploitation as set out in statutory guidance:

2.2 "Sexual exploitation of children and young people under 18 involves exploitative situations, contexts and relationships where young people (or a third person or persons) receive 'something' (e.g. food, accommodation, drugs, alcohol, cigarettes, affection, gifts, money) as a result of them performing, and/or another or others performing on them, sexual activities. Child sexual exploitation can occur through the use of technology without the child's immediate recognition; for example being persuaded to post sexual images on the Internet/mobile phones without immediate

payment or gain. In all cases, those exploiting the child/young person have power over them by virtue of their age, gender, intellect, physical strength and/or economic or other resources. Violence, coercion and intimidation are common, involvement in exploitative relationships being characterised in the main by the child or young person's limited availability of choice resulting from their social/economic and/or emotional vulnerability.”

2.3 Even this definition is relatively broad and it is important to remember that child sexual abuse has been a known form of abuse for many years. Equally, up until as recently as 2009 Home Office reports routinely referred to ‘child prostitution’. The term ‘child sexual exploitation’ is an attempt to define a set of abuse behaviours that are in some ways new, drawing on new technologies, gang cultures, and elements of organised abuse but which also have similarities to behaviours which have been sadly common features of abusive behaviour in the past. Therefore, care needs to be taken in drawing distinctions between sexual exploitation and other forms of child abuse. Equally it would be wrong to seek to establish some form of hierarchy of abuse – all abuse of children is abhorrent.

2.4 The media focus on CSE was primarily initiated by the Jay and Casey reports on Rotherham and the Serious Case Review in Oxfordshire which led, in turn, to a government response ‘Tackling Child Sexual Exploitation’
<https://www.gov.uk/government/publications/tackling-child-sexualexploitation-->

2.5 Local priorities in response to the risks that children across Hampshire face in relation to child sexual exploitation are captured in the local safeguarding children board's child sexual exploitation strategy and action plan, in summary these are:

- a) **Understand and identify** - strengthen the identification and assessment of children at risk
- b) **Prevention** - raise awareness of missing, exploited and trafficked issues across agencies, children and their families and the wider Hampshire community.
- c) **Intervene and support** - improve safeguarding of vulnerable children deemed to be at risk of exploitation and trafficking. Provide direct therapeutic support and access to specialist services.
- d) **Disrupt and bring to justice** - lead in disrupting perpetrator behaviour and bringing those offenders to justice by building an accurate and clear picture of local trends and networks.

2.6 Progress in implementing the child sexual exploitation strategy and action plan is overseen by Hampshire Safeguarding Children Board's missing exploited and trafficked subgroup chaired by Children's Services. A number of key developments have been completed over the last year which are summarised below.

2.7 A group was set up to respond to recommendations arising from a health review of Child Sexual Exploitation conducted in 2015. The group co-ordinated the work and contribution of the various health agencies in Hampshire in support of the broader programmes of work to tackle children at risk of going missing, being exploited and/or trafficked. This group has overseen the implementation of a consistent tool

across health for identifying children at risk of sexual exploitation. This is particularly aimed at GPs, Accident & Emergency departments, pharmacists and ambulance staff.

2.8 During 2015/16 the operational 'missing exploited and trafficked' group was established by Hampshire Safeguarding Children Board. The group reviewed all of the current sexual exploitation risk assessment frameworks (SERAFs). The SERAF is a tool used to assess the risk of sexual exploitation based on a child's individual vulnerabilities and circumstances. The number of SERAFs completed has increased over the last 12 months due to the continued awareness raising by managers in Children's Social Care and through the newly formed Willow Team.

2.9 The Willow Team is a multi-agency specialist team launched in October 2015 by Children's Services. The team comprises social workers, nurses, police officers/investigators and Barnardo's workers. The team operate across Hampshire and receive referrals from Hampshire's Multi Agency Safeguarding Hub (MASH) relating to children who are not currently open to Children's Social Care and where concerns are raised that they are at high risk of child sexual exploitation, missing or being trafficked. They also work with children who are in contact with known perpetrators of child sexual exploitation or trafficking. The team can support unaccompanied asylum seeking children (UASCs) and undertake trafficking risk assessments.

2.10 The review undertaken by Hampshire Constabulary described in the June 2015 safeguarding update to this Committee, into the historic response by all agencies to CSE, is ongoing and is now business as usual for the Police, children's social care and other partners. The Goldstone CSE Team in Hampshire Constabulary was launched in May 2015. Its objectives are to manage those identified as being at high risk of CSE by Police and partner agencies, to work with the Willow Team to reduce risk and work with victims on long term engagement plans to encourage disclosure for the purpose of prosecution and ongoing risk management.

2.11 Child sexual exploitation remains a priority for the new Police and Crime Commissioner, who took up office in May 2016. This is evidenced through the Constabulary's ongoing commitment to multi agency working to raise awareness of the risks associated with CSE through high profile communication campaigns such as Operation Makesafe targeted at hotels, B&Bs and taxi drivers.

2.12 Working Together 2015 (Department for Education statutory guidance) includes the need for local safeguarding children boards to undertake an assessment of partners' responses to child sexual exploitation. The annual Hampshire Safeguarding Children Board report was published in October 2016 and gives an overview of the current picture across Hampshire following this self assessment. This presents a good position with many strengths and positive actions taken in individual agencies ranging from improved awareness and understanding through to reviewing commissioning arrangements to improve outcomes for children.

2.13 The Social Work Innovation Fund programme, funded by the Department for Education, encompasses seven individual projects which were commenced in

September 2015. All projects have been pilots to test out new and innovative ways of delivering services. The programme has been externally independently evaluated by Oxford – Brookes University and their formal evaluation report will be available later this year. The individual projects and the impact achieved are described below.

2.14 Developing a cohort of volunteers: The target was to recruit 200 volunteers in Hampshire which has been exceeded. There have been 1155 initial enquires to date leading to 226 volunteers completing induction training. The volunteers have completed 466 pieces of work between January and September 2016. This has been a hugely successful pilot with really positive feedback from both the volunteers and those they have been supporting. A DVD is being produced to support the ongoing recruitment of volunteers.

2.15 Social Worker Personal Assistants: 32 posts were recruited for the pilot period. Feedback from evaluator is that there is evidence of:

- Social Workers reporting up to 20% reduction in the time they spend on admin tasks
- An increase in visiting frequency to families
- Improved timeliness of reports
- Improved staff morale
- Improved communication with both families and external professionals

2.16 Family Intervention Teams: Throughout the pilot period 537 families received services from one of three specialist posts (domestic abuse, substance misuse and adult mental health). Outcomes achieved are:

- Improved information sharing between agencies which in turn has impacted on the quality of assessments and plans
- In some cases a de-escalation of the level of risk and need for Children's Social Care intervention given the success of a focused intervention being delivered to support change within a family
- Shared learning between staff across agencies due to co-location of staff
- Closer partnership working

2.17 The Edge: A well received service by both families and young people with positive change seen by schools and social care staff. The service is primarily aimed at stopping children coming into care. 62 young people aged between 14 and 17 years old attended celebration events after attending an activity programme which supported them to grow their self esteem, confidence and resilience. For those young people who were further supported by a volunteer mentor the outcomes have been significant. For 61 young people their involvement with this project has lead to them either improving their attendance at school or in some cases re-engaging with education after a complete break down. Feedback received from a school was *'Our pupil attended The Edge Project this year as he was being tutored at home as an alternative to exclusion. His family circumstances meant that he was living with Mum in an isolated rural area. The Edge Project provided at a critical time in the run up to his GCSE's, two days of structured activities each week learning new practical and social skills plus the opportunity to develop a relationship with the Edge Worker. Although he did not initially see the value of these activities he became more aware of the transferrable nature of the skills he was learning as the course progressed as he hopes to join the services. He also developed a*

good relationship with his mentor and although it is difficult to attribute positive changes in our pupil specifically to the work that he did on The Edge Project it was certainly a very valuable part of the range of interventions that were put in place to support this young person. Many thanks for working with our pupil and ourselves to try and help him develop positive lifestyle choices'.

2.18 Willow team: The success of this project has been in bringing together a number of agencies and organisations to work together as a multi-agency team with a shared goal with regards to child sexual exploitation. This has led to new services and resources being in place to actively support some of Hampshire's most vulnerable children. This innovation has been the platform from which other external funding has been secured to provide more specialist therapeutic support for those who need it.

2.19 Children's Services Surgeries: Outcomes from working with two schools initially in the Havant area has been:

- Improved knowledge of staff in these education settings in understanding Children's Social Care thresholds and processes – this has led to a reduction in the number of inappropriate contacts to the Children's Reception Team (CRT) and has improved the quality of referrals
- Increased school staff awareness of other resources available, particularly in relation to early intervention

2.20 Partnerships for Excellence: Two staff in Children's Social Care have been financially supported to progress through a fast track social work qualification route at the University of Winchester. Partnerships and working relationships have been widened to other higher education institutions neighbouring Hampshire.

3. Performance and activity levels

3.1 Workloads, as evidenced in contacts, referrals and caseloads, continue to rise with 10,600 cases open to Children's Social Care at the time of writing this report. The table below sets out the trends over the last four years including the source of referrals received via Hantsdirect.

3.2 Contacts and Referrals

Contact and Referrals	2012-13		2013-14		2014-15		2015-16	
	Denom	Value	Denom	Value	Denom	Value	Denom	Value
Number of initial contacts	N/A	61174	N/A	68789		71591		77934
Number of CIN referrals	N/A	10297	N/A	16217		16749		16666
Referral source: Individual	N/A	N/A	1809	11.2%	1834	10.9%	1835	11.0%
Education	N/A	N/A	3038	18.7%	3633	21.7%	4149	24.9%
Health Services	N/A	N/A	2225	13.7%	2312	13.8%	2148	12.9%
Housing	N/A	N/A	0	0.0%	277	1.7%	277	1.7%
Local Authority Services	N/A	N/A	1816	11.2%	1447	8.6%	1596	9.6%
Police	N/A	N/A	4719	29.1%	4745	28.3%	4346	26.1%
Other legal agency	N/A	N/A	527	3.3%	496	3.0%	370	2.2%

Other	N/A	N/A	1194	7.4%	1364	8.1%	1255	7.5%
Anonymous	N/A	N/A	364	2.2%	419	2.5%	400	2.4%
Unknown	N/A	N/A	290	1.8%	222	1.3%	290	1.7%
Not recorded	N/A	N/A	230	1.4%	0	0.0%	0	0.0%

3.3 The Police continue to be the highest referrer (26.1%) followed by education (24.9%) and then health services (12.9%). This trend has remained consistent over the last three years.

3.4 Section 47 and Assessments

Section 47 and Assessments	2012-13		2013-14		2014-15		2015-16	
	Denom	Value	Denom	Value	Denom	Value	Denom	Value
% of S47 going to ICPC - Jan to Dec 2014 latest figures	2315	53.3%	2755	53.5%	4623	45.7%	4182	44.9%
Initial Assessments Timeliness	9119	64.9%	8689	68.1%	N/A	N/A	N/A	N/A
Core Assessments Timeliness	6044	66.8%	4714	66.6%	N/A	N/A	N/A	N/A
CFA Timeliness	N/A	N/A	5849	91.4%	17096	79.4%	16931	88.3%
Assessments Total	15163	65.7%	19252	74.8%	17096	79.4%	16931	88.3%

3.5 With regards to assessments, as can be seen in the table above, the percentage of child abuse investigations (section 47 investigations) which progress to an initial child protection conference has seen a minor decrease in September 2016 to 43.9%, compared to 44.9% in 2014/15. This reinforces the fact that thresholds are being consistently applied.

3.6 The timeliness of completing a Child and Family Assessment (C&FA) since their introduction in 2014-15, is a positive picture given the large number of assessments undertaken over the last year.

3.7 Child Protection Plans (CPP)

Child Protection Plans (CPP) and visits	2012-13		2013-14		2014-15		2015-16	
	Denom	Value	Denom	Value	Denom	Value	Denom	Value
No of children on CPP	N/A	909	N/A	1111		1354		1441
New CPP in the Year %: Neglect	1145	46.6%	1340	49.0%	1838	56.7%	1672	60.1%
Physical	1145	26.9%	1340	21.6%	1838	15.2%	1672	13.1%
Sexual	1145	7.6%	1340	4.9%	1838	5.5%	1672	7.3%
Emotions	1145	18.9%	1340	24.6%	1838	22.5%	1672	19.5%
New CPP in Year Rate Per 10,000 : Neglect		19		20.7	281537	37.0	281537	35.7
Physical		10.9		8.2	281537	9.9	281537	7.8
Sexual		3.1		1.9	281537	3.6	281537	4.3
Emotions		7.7		8.7	281537	14.7	281537	11.6
CPP's ending after 2 or more years	1031	5.2%	1137	3.2%	1586	2.7%	1585	4.1%
Current CPPs lasting 2 or more years	909	2.1%	1111	1.8%	1354	1.9%	1435	1.4%
Children requiring a repeat CPP	1145	14.1%	1340	17.4%	1838	16.3%	1672	20.1%
Children requiring a repeat CPP within 2 yrs		N/A	1336	10.0%	1838	7.8%	1666	9.9%
Child seen in accordance with CPP		N/A		25.0%	2940	23.5%	3015	25.4%
Visits made in accordance with CPP - 14 day		N/A	2479	84.4%	3098	81.2%	3606	86.8%

3.8 As detailed above, work within the child protection planning process remains robust although the numbers have again risen and as of March 2016 stood at 1441. There has been a further rise in the number of children subject to a plan for neglect (although a word of caution in that categorisation between neglect and emotional abuse can be variable). Hampshire officers have been deeply involved in the development of a multi-agency neglect strategy which has been launched by the Hampshire Safeguarding Children Board in the last two weeks. A lower percentage of plans are lasting beyond two years (which is good as it indicates proactive work) and relatively few require a repeat plan within two years. The number of timely visits made within the required dates has improved in relation to children being seen in accordance with the child protection plan requirements.

3.9 Full Time Children Looked After (CLA)

Full Time Children Looked After (CLA)	2012-13		2013-14		2014-15		2015-16	
No of full time CLA		1131		1267		1339		1305
% of CLA with 3+ moves during the year	1131	16.2%	1267	13.7%	1339	14.0%	1305	17.9%

Case Closure following CPP / CLA	2012-13		2013-14		2014-15		2015-16	
% of CiN Cases closed within 6 months of CLA Ending		18.6%		24.5%		23.0%		19.3%
% of CiN Cases closed within 6 months of CPP Ending		45.5%		54.4%		58.1%		56.0%

3.10 With regards to children in care, the number appears to have stabilised and then reduced slightly, although remain significant including all the associated financial difficulties that this brings. It is considered that during 2015 and early 2016 the impact of our social work innovations projects (see below) are starting to positively impact on the numbers. However, given the national picture of demand outstripping supply of places, the costs of placements are continuing to rise significantly. The data also shows that the stability of placements has decreased

slightly, which may be due in part to the increase in the number of older children coming in to care who are harder to place than younger children.

3.11 Managers in Children's Services also use a range of qualitative data to ensure that services continue to deliver good outcomes for children. In particular there is a regular programme of case audits. The outcomes from these are used to highlight and share good practice as well as taking action to maintain the standards expected in Hampshire.

3.12 During the reporting period, 96% (compared with 97% in 2014/15 and 99% in 2013/14) of 165 statutory stage one complaints were responded to within the statutory timescales (10 working days with a possible extension to 20 working days). The number of case concerns has remained stable (increase of one) from the previous reporting period (following the 96.7% increase in 2013/14 reporting period).

3.13. Children's Social Care continues to register quite low numbers of direct customer compliments. As in previous years one of the reasons for this could be the large number of interventions which are unsought and often unwelcome by families. In addition, many compliments are delivered verbally and often not captured.

3.14 The proportion of complaints received directly from children and young people remains low and has decreased significantly since 2014/15. Work continues with local teams to try and establish the reasons for this alongside potential solutions. Seven complaints were received from children and young people in 2015/16 compared to 19 received in 2014/15. Young people complained about the quality of service and poor communication. In the main young people were seeking an explanation as a result of their complaint.

3.15 Advocacy is used where a child or young person requests an independent advocate to represent them over a particular issue. Children and young people can be referred by their social workers or other key workers or can self refer.

3.16 As well as the Ofsted inspection referred to above, Hampshire's children's homes are routinely subject to inspection twice per year by Ofsted. The latest outcomes for these are as follows:

- a) Swanwick Lodge secure unit: Good (May 2016)
- b) The Mead: Good (November 2015)
- c) Cypress Lodge: Good (September 2015)
- d) Milesdown: Outstanding (December 2015)
- e) The Green House: Good (April 2016)
- f) Godbey House: Requires improvement (October 2015). The Ofsted judgement stated that Godbey is not yet delivering good help and care for children and young people but that there were no serious or widespread failures. Since coming into post the new manager has achieved significant change in practice.
- g) Glendalyn has been closed as part of the residential strategy to build new modern, family sized children's homes.

3.17 Respite care units for disabled children were also inspected:

- a) Firvale: Outstanding (May 2016)
- b) Merrydale: Good (April 2016)
- c) Sunbeams: Good (October 2016)

3.18 The residential strategy is progressing but not as quickly as anticipated. This is mainly due to delays with the building works. The current plan is that four new homes will open in the Spring of 2017. Managers have been recruited for all the homes and staff recruitment is well underway. Alongside this, work has commenced on the process of registering the homes with Ofsted. Progress with individual sites is given below:

- a) New build on the Green House site anticipated to be available for occupation in February/March 2017. The site will be renamed Candle Lodge.
- b) New build in Havant to replace Godbey House anticipated to be available for occupation in February/March 2017. This will be named Crofton House.
- c) New build in Fareham anticipated will be available for occupation in March 2017. To be called Ferne Lodge.
- d) New build Dibden Purlieu anticipated to be available for occupation February/March 2017.
- e) New build in Andover anticipated to be available for occupation May 2017.
- f) Milesdown – consultation for the local community is planned
- g) Cypress Lodge – no change

4 Local Developments

4.1 MASH: The Multi Agency Safeguarding Hub (MASH) is now embedded since it became operational in 2014. It operates alongside existing services provided by Hantsdirect and the Children's Reception Team (CRT). MASH provides multi-agency assessment and triaging of all children's safeguarding concerns at the point of referral, protecting vulnerable children from harm, neglect and abuse. In 2015/16, CRT was managing in excess of 5,300 contacts per month and in total received 77,934 over the year.

4.2 Referrals meeting the threshold for statutory intervention from Children's Social Care are transferred into the MASH for a multi agency decisions regarding the level of intervention. MASH includes Children's Services, Hampshire Constabulary and Southern Health with virtual partners including Hampshire Probation, Hampshire Fire and Rescue Service, Southern Central Ambulance Service and district councils.

4.3 Referrals that do not meet the thresholds for a statutory service are transferred into the Early Help Hubs. Increases in referrals progressing to assessment are attributable to the good information sharing within MASH.

4.4 Family Support Service (FSS): This new integrated service will bring together the work of children's centres and the Early Help Hubs, including youth support services, into a single service. The service will commence in December 2016 and will support vulnerable families with children aged 0-19 years (or up to age 25 for

young adults with learning difficulties and/or disabilities). It will also better align with the Supporting Troubled Families Programme. Help and support will be targeted specifically to vulnerable families with children who have multiple needs, often requiring the involvement of more than one agency, but who do not meet the criteria for statutory, level 4 intervention. Tailor-made support will be provided at a local level, in order to respond to the needs of local families. With one point of contact, families will no longer need to go to different early help services, as is currently the case.

4.5 Recruitment and Retention: A key issue continues to be the recruitment and retention of social workers. Nationally vacancy rates are now at around 20% of all posts and, at times, there have been similar rates in Hampshire.

4.6 In part this has been due to aggressive recruitment tactics by agencies which have played on the insecurity in social work posts brought about by critical Ofsted judgements (sometimes in neighbouring authorities) or national reports. Social workers report being offered very high hourly rates to switch to an agency and to then work in a neighbouring authority. A recruitment and retention strategy has been designed to enable the department to address these issues performance in Hampshire with regards to safeguarding.

A Memorandum of Co-operation (MoC) has been developed and agreed at the South East Regional Assistant Directors meeting. Hampshire Children's Services chair the governance group overseeing the implementation of the MoC. It intends to shift the price and command of the agency market away from private agencies towards local authorities. Pay rates for agency social workers are agreed, based on London rates. 18 South East Local Authorities have now signed up to the MoC and this needs time to embed. Evidence from the East region, who are a year ahead, suggests agency usage is falling and workforce churn is reducing as a result. Local Authorities are spending less as a result of this. Early results for Hampshire are that the number of agency workers is now stabilised but this needs to be embedded and further tested.

4.7 Strengthening Troubled Families Programme (STFP): Phase 2 exceeded the target number of families by 200 and engaged 1446 families. This resulted in an additional £200,000 income for 2015/16. An independent evaluation of Phase 1 by the University of Portsmouth completed in October 2015 detailed £2.4m of 'costs avoided' to the public purse (<http://documents.hants.gov.uk/childrens-services/universityofportsmouth-evaluationreport-july2015.pdf>).

4.8 The programme engaged additional key partners (for example the Community Rehabilitation Company, domestic abuse and Housing agencies) with the extended Phase 2 programme. Commitment has been secured from the lead Clinical Commissioning Group for Families to strengthen health links by providing a lead within the STFP central team. In recognition of the local success the STFP strategic lead was appointed as one of three Local Authority representatives on the National Troubled Families Programme Board.

4.9 Partners in Practice: Hampshire is one of only eight good /outstanding authorities chosen by the Department for Education to innovate and test new ways of delivering social work to vulnerable children and families. This is radical whole system change to create:

- A social work led, integrated, multi-disciplinary service, from the front door to specialist services
- Social workers supported to deliver meaningful interventions, that create lasting change
- A service where good practice is free to flourish from bureaucracy and unnecessary regulatory demands
- Children supported by and within their own family/community wherever possible. Where children do come into care longer term, the experience to be life changing for the better

4.10 Subject to the legislation currently passing through Parliament, Hampshire will be identifying areas for deregulation and removing bureaucracy to improve the efficient delivery of high quality children's social care service. Specialist family interventions will support families through the delivery of evidence based, multi-disciplinary focussed interventions with longer term family support. Alongside this a model of ongoing community support will be developed through the use of non-social work qualified professionals and volunteers in local communities where families live.

4.11 Seven interconnecting components introduce new systems of delivering social care and trialling new ways of working with families. These are:

1. Protection, assessment and support service offering an enhanced 24/7 co-located multi-agency initial response and intervention
2. Multi-disciplinary specialist family intervention service and a multi-disciplinary permanence service
3. Integrated multi-disciplinary disabled children's services
4. Contribute to a national Partners in Practice support service
5. De-regulating to create capacity, reduce bureaucracy and improve outcomes
6. Teaching partnership and graduate entry and training scheme
7. Social care education professional to improve the educational achievement of children in need, children in care and care leavers.

4.12 Youth Offending Service: In April 2016 HMI Probation undertook a short quality screening inspection of the Hampshire YOT service. YOT scored highly across all the categories, and obtained the top scoring category for three out of the four domains. The scores are shown below. 'Good' is the highest rating that can be achieved (over 80%) with satisfactory achieved with a score of between 65% and 79%.

Reducing reoffending	72% (Satisfactory)	(Full Joint Inspection star score equivalent for info) 
Protecting the public	90% (Good)	

Protecting the child or young person	90% (Good)	☆☆☆☆
Ensuring the sentence is served	83% (Good)	☆☆☆☆

4.13 Key strengths identified included committed and creative staff; engagement of children and young people and their parents/carers; assessment, planning and management of the risk of harm posed to others; and information sharing and joint working with other agencies. This is a strong set of results for Hampshire YOT, who continue to build upon and improve outcomes for youth justice with partners across Hampshire. The full report can be found here:

<https://www.justiceinspectorates.gov.uk/hmiprobation/wp-content/uploads/sites/5/2016/05/Hampshire-YOT-SQS.pdf>

4.14 Torbay: Hampshire County Council (HCC) was approached by the Department for Education (DfE) to support the improvement of Torbay Children's Services, following Torbay being judged inadequate by Ofsted in November 2015. The Council has not taken full responsibility for Torbay Children's Services. Hampshire's Chief Executive, has taken on the formal role of 'Commissioner' with Hampshire Children's Services senior managers acting as 'expert advisers'. This means HCC has a responsibility for supporting and directing Torbay's improvement journey.

4.15 This is not the same role as HCC have with the Isle of Wight Children's Services, where HCC have established a partnership whereby HCC lead and manage those services. In the case of Torbay HCC will not be so intensively involved with staff and management time but will provide support, challenge and direction. The arrangement is subject to a 'Government Direction' which requires Torbay to cooperate with HCC.

4.16 The day to day improvement work will be undertaken by the Director of Children's Services and a small team of managers who will ensure there is no detrimental impact on Hampshire Children's Services work. As ever, there is the potential for valuable learning for our own staff. It is anticipated the improvement work with Torbay work will last for a period of some 12 months.

5. Future Challenges and Operational Priorities

5.1 The future challenges and priorities can be summarised as follows (this is not an exhaustive list and the history of this type of work is that new priorities will emerge such as CSE and domestic abuse).

5.2 There continues to be a significant upturn in the numbers of children on a child protection plan and associated children looked after activity since 2011 which creates a considerable financial risk.

5.3 The recruitment and retention of social workers will continue to need to be addressed. Nationally vacancy rates are now at around 20% of all posts and, at times, there have been similar rates in Hampshire, although in the main we have

less churn than other authorities in the region. Whilst the South East Memorandum of Cooperation to level agency social worker pay rates is only newly introduced, it is anticipated this will have a positive impact. Further work on promoting resilience within our workforce is also underway, given the recognition of the nature of the role of a children's social worker.

5.4 Transforming children's social care under the Partners in Practice banner will be a significant challenge but will deliver a modern social work service fit for the future challenges over the next decade. 'Putting Children First' is the government's strategy to transform children's social care. The ambition is that by 2020 all vulnerable children, no matter where they live, receive the same high quality of care and support, and the best outcome for every child is at the heart of every decision made. Government have put forward a Children and Social Work Bill as part of this strategy which will introduce a number of changes ranging from a new assessment and accreditation system for the social work profession, changes to local safeguarding children boards and a new power to innovate to test where legislation, regulations and guidance might be getting in the way of excellent practice.

5.5 In February 2016 Ofsted announced a new inspection framework known as Joint Targeted Area Inspections (JTAI) which would focus on the multi agency arrangements for children in need of help and protection. Alongside this there will be a 'deep dive' theme changed every six months, with a plan to inspect six local authorities within each theme. Each of these inspections which take place over three weeks, including one week on site, include Ofsted, Her Majesty's Inspectorate of Constabulary (HMIC), Care Quality Commission (CQC) and her Majesty's Inspectorate of Probation, and are led by an Ofsted HMI. There are no gradings or judgements, but a letter outlining areas of improvement is published.

5.6 JTAI examines multi-agency arrangements for;

- The response to all forms of child abuse, neglect and exploitation at the point of identifications (front door services)
- The quality and impact of assessment, planning and decision making in response to notifications and referrals
- The leadership and management of this work
- The effectiveness of the LSCB in relation to this work
- Protecting children at risk of a specific type of harm through a deep dive theme

5.7 From February to August 2016 the deep dive theme was 'children at risk of CSE and going missing'. Six local authorities were inspected, with a letter detailing areas of improvement published for five of these authorities. The current deep dive theme is 'children living with domestic abuse' which will remain the scope of JTAI until February 2017. Future themes announced via Ofsted are 'children subject to neglect' and 'children at risk of, and subject to, sexual abuse in the family'.

5.8 Hampshire currently has a JTAI preparation group which includes children's services, HSCB, Hampshire Constabulary, various health professionals and Probation. This is working to plan and prepare for JTAI. Activities to date have

included developing a multi-agency file audit template and process, and a dry run case audit, as well as information sharing and position statements in regard to current readiness.

5.9 A new social care IT system will be created and implemented via a development partnership rather than an 'off the shelf' solution. This continues to develop and roll out is expected in 2017. There is a significant staff input required in the design and testing phases of the project. The benefits are a modern, fit for purpose system, reducing administration time required by social workers.

5.7 Continuing to develop capacity and sustain improvement in the Isle of Wight.

5.8 Continuing the DfE appointment as improvement advisers for Torbay Children's Services.

6. Recommendations

6.1 Children and Young People's Select Committee to note the update on children's Safeguarding.

CORPORATE OR LEGAL INFORMATION:**Links to the Corporate Strategy**

Hampshire safer and more secure for all:	yes
Corporate Improvement plan link number (if appropriate):	
Maximising well-being:	yes
Corporate Improvement plan link number (if appropriate):	
Enhancing our quality of place:	yes
Corporate Improvement plan link number (if appropriate):	
OR	

Section 100 D - Local Government Act 1972 - background documents

The following documents discuss facts or matters on which this report, or an important part of it, is based and have been relied upon to a material extent in the preparation of this report. (NB: the list excludes published works and any documents which disclose exempt or confidential information as defined in the Act.)

DocumentLocation

None

IMPACT ASSESSMENTS:

1. Equality Duty

1.1. The County Council has a duty under Section 149 of the Equality Act 2010 ('the Act') to have due regard in the exercise of its functions to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act;
- Advance equality of opportunity between persons who share a relevant protected characteristic (age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, gender and sexual orientation) and those who do not share it;
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Due regard in this context involves having due regard in particular to:

- a) The need to remove or minimise disadvantages suffered by persons sharing a relevant characteristic connected to that characteristic;
- b) Take steps to meet the needs of persons sharing a relevant protected characteristic different from the needs of persons who do not share it;
- c) Encourage persons sharing a relevant protected characteristic to participate in public life or in any other activity which participation by such persons is disproportionately low.

1.2. Equalities Impact Assessment:

See guidance at <http://intranet.hants.gov.uk/equality/equality-assessments.htm>

*Inset in full your **Equality Statement** which will either state*

- (a) why you consider that the project/proposal will have a low or no impact on groups with protected characteristics or*
- (b) will give details of the identified impacts and potential mitigating actions*

The details contained within this report will have no impact on equalities, because the report is for information rather than decision.

2. Impact on Crime and Disorder:

2.1 The details contained within this report are for information, rather than decision, and will not therefore impact on crime and disorder.

3. Climate Change:

- a) How does what is being proposed impact on our carbon footprint/energy consumption?
- b) How does what is being proposed consider the need to adapt to climate change, and be resilient to its longer term impacts.

The details contained within this report are for information, rather than decision, and will not therefore impact on crime and disorder.