

<b>Item No.</b>	<b>Classification:</b> Open	<b>Date:</b> 9 July 2013	<b>Meeting Name:</b> Education, Children's Services and Leisure Scrutiny Sub-committee
<b>Report title:</b>		Annual Safeguarding Children Board Overview Report	
<b>From:</b>		Director Children's Social Care	

## 1. RECOMMENDATIONS

The Committee is asked to

1. Note the activity of the Southwark Safeguarding Children Board (SSCB) during 2012/2013
2. Be advised of national policy changes and the implications for the development of the next Annual Safeguarding Board Report (ASBR)
3. A request that future reporting of the ASBR to Scrutiny Sub-Committee is scheduled to occur between September and December in line with the revised reporting cycles (see para 2.3)

## 2. BACKGROUND INFORMATION

- 2.1. Safeguarding and promoting the welfare of children requires effective co-ordination in every local area. The Children Act 2004 required each local authority to establish a Local Safeguarding Children Board (LSCB) by 1 April 2006.
- 2.2. Although now updated, the key functions and role of the LSCB during 2012/2013 were set out in *Working Together To Safeguard Children 2010*. The guidance required the board to be the key statutory mechanism for agreeing how the relevant organisations in each local area will co-operate to safeguard and promote the welfare of children in that locality, and for ensuring the effectiveness of what they do.
- 2.3. Significant national policy and performance changes have taken place in recent months. These changes have been reflected in our approach to the Annual Safeguarding Board Report which can be locally determined in terms of its content. Changes affecting this include overhauling of the Working Together Guidance launched in April 2013 and forms the key governance document of the board's work, withdrawal and significant revisions of the Ofsted Framework for Safeguarding and Looked After Children's Services published in June which significantly raises the bar for board's and includes an inspection judgement on its effectiveness, and changes to national data collection timetables with final figures available in end of July rather than the previous spring timeframe. A recent board discussion concluded that the most effective use of the ASBR would be to undertake a self assessment using the board's work over the past year against the revised governance frameworks. This would then be used to set priorities in terms of work programme and development areas for the board.
- 2.4. The work on the ASBR will be taken forward over the summer, with first draft going to the November Executive Safeguarding Board. Therefore it is proposed that future reporting to the Scrutiny Committee takes place in accordance with the revised consultation phase.

- 2.5. Appendix A sets out the 2012/2013 priorities, as provided in last years Annual Safeguarding Board report. Appendix B provides the action plan to achieve the priorities and progress made to fulfil the actions throughout the year. This aims to provide the committee with an overview of work and progress to date.

### **3. HIGHLIGHTS 2012/13 OF BOARD'S WORK**

#### Effective Child Protection System

- The multiagency safeguarding system was graded "Good" with outstanding features in the May 2012 Ofsted and Care Quality Commission unannounced inspection of Safeguarding and Looked After Children Services (SLAC).
- The SLAC inspection recognised 'Southwark Safeguarding Children Board (SSCB) has been effective in presenting well articulated ambitions for vulnerable children. The outcome has been a strong foundation upon which further improvements can be pursued.'
- In response to a question raised by Scrutiny and work with lay members to improve faith representation work is planned for summer "commission" using the successful teenage pregnancy and obesity model to formally engage with faith and community groups about their safeguarding concerns, leading to ongoing dialogue and representation on the board. A community Consultation Model has been developed to progress this work and support developments around a Community-led Advisory Group for the board. It is anticipated that this partnership will enable the Board to also prioritise the community based concerns which may include witch craft and spirit possession, female genital mutilation, culturally sensitive ways to discipline children and forced marriage.

#### Performance

- Overall performance has remained good across all areas, with improvements in timeliness of assessment and appropriateness of referrals
- Percentage of children on child protection plans for two years or more at the point the plan ceases is 16.3% - this is a fall in performance this year and above comparators, although forecasts show improvements in timeliness and effectiveness of practice in this area
- The provisional outturn figure of children in the same placement for 2.5 years or more is 60.5%, with indication that it may improve and be in line with last year.
- There has been a 9.3% improvement in the number of first time entrants to the youth justice system. To improve performance around reoffending local interventions continue to target resources at those more likely to reoffend
- The number of children adopted this year is 20, with improvements forecast for next year to 28 children

#### Professional development

- A diverse multiagency training programme continued to be commissioned throughout the year supporting practice improvement around key areas. Measurements of performance on SSCB courses indicates 100% increase in the training workshops delivered in the first six months of the year compared to previous year; 25% increase in training workshops delivered; 21% increase in number of peoples trained; 32% increase in partner organisations signing up to mylearningsource; 42% increase in the number of people completing e-safeguarding; 4 new courses commissioned to meet emerging legislative requirements; 80% positive impact evaluation from participants.
- An effective awareness raising campaign of the role and function of the Local Authority Designated Officer (LADO) resulted in an increase in referrals from across

agencies.

- The successful annual conference 'its not hidden you just aren't looking: child sexual exploitation and lessons learned to change practice in Southwark' attracted over 170 professionals. A further conference entitled: 'thinking the unthinkable: safeguarding looked after children in foster care' shared learning from the LADO.
- The audit and learning sub-group has completed three multi agency audits in the year: young women at risk of sexual exploitation; children subject to a child protection plan with a history of neglectful care and children known to children's social care who have experienced domestic abuse and where the parents are subject to multi agency risk assessment conference (MARAC)

#### Accountability

- There was 100% compliance with section 11 reporting across the multiagency providing evidence of strong leadership, improved focus on commissioning and clear arrangements within all organisations in respect of governance, accountability and safer recruitment.
- The Social Care Institute of Excellence Learning Together methodology was adopted to gain learning from the front line.
- The role of user voice in the work of the board improved through a more practical working relationship with the Youth Council and engagement in the 1,000 Journeys consultation exercise to identify key safeguarding themes and concerns within the local community. In addition the successful appointment of 2 lay members to the board and engagement of Community Action Southwark (CAS) provide representation of the community and voluntary sector.

#### Social Work Practice

- The local transformation programme "Social Worker Matters" is well underway. There has been positive engagement with frontline staff and stakeholders working together to improve the journey, experiences and outcomes of children and families
- The strong network of designated safeguarding lead persons was further developed and embedded across the multiagency providing practical and accessible advice to practitioners and embedding learning and key messages from the board across the system.
- At an operational level there is much sound, active and timely engagement between agencies, particularly evident for those children most in need of protection.
- Following the launch at the SSCB conference of the *step-by step guide for frontline practitioners: what to do if you suspect a child is being sexually abused*, a sub group was set up to progress the advice from government into child sexual exploitation
- Good joint work with the local Troubled Families Agenda on safeguarding and improving outcomes for families through establishment family focus team, good payment by result outcomes for first quarter and new commissioned partners in voluntary sector to provide outreach work with families

#### Development of early help

- Continual improvement in the use of Common Assessment Framework (CAF) across the multiagency is recognised in the SLAC inspection, in addition to the well established and improving commissioning culture with ambitious, realistic and clear approaches to, for example, a revised framework for, and improved multi-disciplinary approach to, early intervention services.
- The Southwark Mental Health Family Strategy was launched by the board and adopted by the multiagency

#### 4. LOOKING FORWARD

- 4.1. Throughout 2012/2013 there continued to be significant national change in policy and legislative changes affecting the work of the SSCB. A multi agency task and finish group undertook a strategic review of the board's governance and compliance against emerging statutory responsibilities. As a result a revised way of working for the board was established. This included reviewing governance of the Executive and Main Boards and undertaking in depth looks at key areas such as Neglect. Full implementation of the new framework will be taken forward during 2013/2014.
- 4.2. To identify key performance issues and priorities to be addressed by the SSCB during 2012/2013 within the context of new Working Together Guidance 2013, the Children's Centre and new multiagency inspection framework, and an pan London SSCB effectiveness framework. The board will undertake multi agency self assessment to form the basis of its ASBR. This will inform priorities both in terms of governance and compliance such as arrangements between SSCB, Clinical Commissioning Group (CCG), Health and Wellbeing Board (HWBB), Children and Families Trust (CFT, and practice themes, such as neglect and child sexual exploitation.
- 4.3. The appointment and arrival of a new chair will significantly influence this process providing a fresh, independent look at the board and its functions. The chair will use the development of the Annual Safeguarding Board Report to support this work, over the summer period.

Background Papers	Held At	Contact
2011/2012 Annual Safeguarding Board Report	160 Tooley Street	Ann Flynn, Safeguarding Children Board Development Manager

#### APPENDICES

No.	Title
Appendix 1	2011/2012 SSCB Board Priorities (caption from ASBR)
Appendix 2	2011-2012 SSCB Action Plan and Progress Update

## AUDIT TRAIL

<b>Lead Officer</b>	Rory Patterson, Director of Children's Social Care	
<b>Report Authors</b>	Ann Flynn, SSCB Development Manager and Jodie Harris, Principal Strategy Officer	
<b>Version</b>	Final	
<b>Dated</b>	1 July 2013	
<b>Key Decision?</b>	No	
<b>CONSULTATION WITH OTHER OFFICERS / DIRECTORATES / CABINET MEMBER</b>		
<b>Officer Title</b>	<b>Comments Sought</b>	<b>Comments Included</b>
Director of Legal Services	No	No
Strategic Director of Finance and Corporate Services	No	No
<b>Cabinet Member</b>	Yes	No
<b>Date final report sent to Scrutiny Team</b>	1 July 2013	

## **Appendix 1 – SSCB Priorities**

### **Southwark Safeguarding Children's Board Priorities 2012/2013**

Continue to address the priorities for safeguarding as set out in the Children and Young Peoples Plan and support the development of the new plan

- To consider the ways in which the SSCB can systematically hear the voice of children and young people in order to inform its work and meetings.
- To conduct a larger themed multi-agency audit on Domestic Abuse - this is a recommendation of a Serious Case review.
- Continue to respond to the guidance emerging in respect of the Munro Review of child protection e.g. embedding the new Working Together document and how to effectively use the Munro data set currently under consultation.
- Embed the s11 audit into the reporting structure in order to ensure it is an effective accountability framework for the SSCB to account for effectiveness of the work.
- Develop a strategic partnership with the adult safeguarding board through targeted activity for example: commission an audit with the Adult Board to sponsor jointly a programme of audits of Multi Agency Risk Assessment Conference (MARAC) from a children's' safeguarding perspective; give focus to the transition to adulthood for children with disability and to ensure effective safeguarding as they develop from age 14. To continue to support the strategic partnership around the Family Mental Health Strategy.
- Develop responses and support within the emerging troubled family agenda and to support this area of work
- Areas of practice prioritised to be informed by local and national lessons learned in respect of private fostering, child trafficking, domestic abuse, child neglect and child sexual exploitation.
- To monitor the impact of the new structures and child protection accountability frameworks emerging from the NHS and Community Care legislation recently agreed by Parliament.
- Work with the newly appointed lay members to induct and develop their role within the multi agency. The lessons arising from this to be used to support future new members in inducting them into the board process
- To update safer recruitment process following government guidance. The impact to be understood for all stakeholders
- Develop a stakeholder communication strategy in order to develop consultation on key areas eg annual report, policies, progress newsletter and webpage

# Southwark Safeguarding Children Board



## Summary Work Plan

2012/13

### Progress Report

The work plan has been updated as new tasks and risks have been identified at subsequent meetings. This is a summary of the key tasks and progress against them. The fuller report sets out the structure and terms of reference of the Board, the Executive and the Sub-Groups – a copy can be obtained from the Board development Manager or Administrators. [sscb@southwark.gov.uk](mailto:sscb@southwark.gov.uk) 0207 525 3306

This summary work plan is set out using a framework taken from the Munro review of child protection<sup>1</sup>. This plan notes the triennial Safeguarding and Children Looked after inspection<sup>2</sup> however a more detailed response will be incorporated as the action plans are progressed.

No	Action/Outcome	By Whom	Sub Group	Timescale	Progress
<b>Effective Child Protection system</b>					
1	Maintain a review of the Boards capacity & ensure that it is sufficient to fulfil its key responsibilities.	Executive Board		Ongoing	Overview of s11 reports and options paper to 09/2012 board meeting Link to PMF and T&F sub group and proposal for

<sup>1</sup> [http://www.education.gov.uk/munroreview/downloads/8875\\_DfE\\_Munro\\_Report\\_TAGGED.pdf](http://www.education.gov.uk/munroreview/downloads/8875_DfE_Munro_Report_TAGGED.pdf)

<sup>2</sup> <http://www.ofsted.gov.uk/local-authorities/southwark>

					new way of managing s11 report. Performance Management Framework to progress method of measuring effectiveness of multi agency services
2	To develop and progress a Performance Management and Quality Assurance Framework that reflects both government guidance and collects and uses locally held information	EA/AF	Audit and Learning	Complete	Task and Finish sub group completed this Framework.  Proposal agreed Board meeting 29/01/2013
3	Annual Audit programme to consider: <ul style="list-style-type: none"> <li>• Child Protection system</li> <li>• Follow up larger themed multi agency audit on domestic abuse (Children B&amp;C)</li> <li>• Private Fostering audit of 2 schools to ascertain any unmet identification of need</li> <li>• Adult/children Safeguarding Board collaboration on MARAC multi agency audit</li> <li>• Audit of action points arising in previous SCR (Jack, Child I and child G) to ensure these lessons are embedded in agency practice</li> </ul> Annual overview report of audit activity as progressed by Audit and Learning group	JC/AF	Audit and Learning Private Fostering steering group	Complete	-Performance Management and Quality Assurance Framework has progressed this agenda. -Themes set as long term neglect 12/2013 & CSE & LAC 29/01/2013 & Domestic abuse 03/2013; -Private fostering steering group completed audit December 2012 -Audit and Learning sub group completed this multi agency audit 03/2013  -Audit of action points arising from Jack, child I and child G discussed in SCR sub group and proposal made to have this item included in s11 report in order that each agency assures the board in this way.
<b>System that values professional expertise</b>					
4	Progress work with commissioning Organisational Development team ensuring good quality of learning and training. This to be achieved through: <ul style="list-style-type: none"> <li>• Annual quality assurance exercise of SSCB training courses</li> <li>• Regular meetings to consider professional</li> </ul>	AF	Practice Development and Training	Complete	Quality assurance exercise completed and outcomes to November 2012 Board.  Practice Development and Training sub group has restructured meetings to give focus on practice. Group has been enhanced to reflect practice and strategic focus



	development and practice based issues. These issues to include lessons arising from Serious Case Review, Child Death Overview Panel, service user complaints and government guidance e.g. child trafficking; child sexual exploitation; neglect and private fostering				Learning events planned to share learning from Management Overview reports (report to Main board 11/2012)  Child B&C: at CP updates Child K: at CP updates; 06/08 with YOS/ <i>'Thinking the unthinkable:'</i> multi agency event 05/12/2012 Designated and lead professional training events dated May and November 2012 SSCB conference: Theme CSE dated 06/11/2012 10/10 Lessons learned re domestic abuse- cancelled however presentation subsequently to designated leads and at CP update work shops
9	Develop LADO reporting and Audit to progress the lessons learned into safe practice	LADO	HR Subgroup	Complete	-LADO reports now to HR sub group and to board and is part of performance management framework - <i>'Thinking the unthinkable:'</i> multi agency event 05/12/2012
<b>Clarifying accountabilities and improving learning</b>					
10	Quality Assurance of safeguarding in service delivery and commissioned/contracted work ensure agencies meet the required section 11 standards. Agencies to report annually in pre arranged clusters	Executive Board	Audit and Learning	Compliant	-S11 Reports from agencies clustered in agency themes throughout year to Executive meetings. - -S11 reporting framework refreshed and process set out in performance management framework agreed at Board meeting dated 29/01/ 2013.
11	To work with partner agencies to seek to ensure that, where functions move as a result of re-organisation or commissioning decisions, S.11 responsibilities are clearly	Executive Board/ Main Board	SSCB/ Children's Trust/ Health	Complete	-Key areas of change and impact of this to be recorded in s11 audit. Significant change taking place within GP consortia and this to be updated to board in lead up to final changes in April 2013.

	<p>defined and assured; to emphasise the need for a sharp focus on safeguarding through the potential disruptions of organisational changes and spending cut-backs</p> <ul style="list-style-type: none"> <li>Ongoing assessment by the board of potential impact on inter-agency services, protocols, procedures, relationships and agency service delivery</li> </ul>		and Wellbeing Board		<p>Joint publications to be maintained with CaFT/HWBB eg revisions to Southwark Threshold policy; revised Information Sharing Policy; revised protocol of working with parents with mental ill health and substance misuse</p>
12	<p>To use an effective methodology to review those "near miss" cases which do not reach the SCR threshold</p> <ul style="list-style-type: none"> <li>Systematic approach developed</li> <li>To progress the practice of SCIE methodology to learn lessons from critical incidents either meeting /or not meeting the SCR standards</li> <li>To progress the Learning and Improvement Guidance 2012 consultation</li> <li>To develop methodologies for case review short of the SCR threshold in the light of evaluation of the SCIE approach and new government guidance of SCRs</li> </ul>	RP/JC/AF	SCR sub group/Audit and Learning sub group/PL&T sub group	Complete	<p>SCIE methodology considered as to use in future SCR and possibly as positive learning in other types of management review of cases.</p> <p>-Report on Management Reviews: update on progress and emerging themes to Executive board 29/01/2013</p> <p>-SCR sub group have considered use of SCIE methodology and await the forthcoming 'Working Together Framework' from DfE</p> <p>-Learning and improvement guidance awaited</p> <p>-SCR sub group have discussed and agreed to develop set of 'principles' for those cases that fall short of the SCR threshold: Also awaiting the new 'Working Together Framework' from DfE</p>
13	<p>To build effective relationships with the new leadership structures emerging from the NHS changes, especially with GP commissioning Groups</p> <ul style="list-style-type: none"> <li>Chair to have ongoing dialogue with GP consortia in Southwark to explore the relationship and representation on the</li> </ul>	Chair/RB/EA/AF	All Sub groups	Ongoing	<p>Chair to meet with the newly appointed GP Lead professional. This date was cancelled and new date set 09/07/2013</p>

	Executive and Main Board As Health and Social Care Act embeds to the safeguarding framework the reassessment of proportionate and effective NHS representation to board to be refreshed				
14	To find ways of listening better to the voices and views of children and young people about safeguarding in Southwark <ul style="list-style-type: none"> <li>To progress the relationship between SSCB and Youth Council</li> <li>Agencies to report outcome of seeking the views of children and young people in the S11 report</li> <li>Develop a communication strategy in effectively gaining children and young peoples comments on the service</li> </ul>	Chair/ Executive and Main Board  All agencies  AF/	All sub groups/ partners	Ongoing	-Journey mapping of children through services -Link to Children & young people plan development in the 1000 journeys consultation  Chair has met Youth Council (May 2012) and plan to meet termly. Note of May meeting agreed by Youth Council and agreed at Executive meeting 25/09/2012 Performance Management Framework addresses the need for a more systematic approach to listening better to the voices and views of children and young people about safeguarding.
15	To implement revised Working Together Guidance in respect of SCR and keep under review how to optimise learning from those cases that do not meet the criteria for SCR but where there are single agency or interagency lessons to be learned	Executive/ Main Board/D esignate d and lead profession als	Practice Developm ent & Training/S CR/ Audit and Learning	March 2013	Consultation on the Working Together guidance 21/08/2012. Awaiting publication of new guidance in Spring. This is was delayed from DfE and published 15 March 2013  Management review updating on progress and emerging themes presented to Board meeting 29/01/2013

16	Work in collaboration with the Children's Trust in order to support the new Health and Well Being Board	Chair/ RB/	All	Complete	Chair is a member of the Children's Trust.
17	Develop a mechanism for ongoing stakeholder engagement including front line staff in work of board eg focus groups, annual report, policies, progress newsletter, webpage maintained	Chair/ EA/AF	Practice Development & Training	ongoing	-Stakeholder consultation to be ascertained through presentation events of 1000 journeys in 2013. -Newsletter planned through Practice Development and training sub group
<b>Sharing responsibility for the provision of early help</b>					
18	<p>Safeguarding Priorities identified in the "staying safe" part of the C&amp;YP Plan are carried forward.</p> <ul style="list-style-type: none"> <li>• To work with the Children's Trust on the delivery of the outcomes for safeguarding through a strong family based approach to child protection; community involvement in safeguarding; and reduction in repeat domestic abuse.</li> </ul> <ul style="list-style-type: none"> <li>▪ Participate in the development of the new C&amp;YP plan 2013-16</li> </ul> <ul style="list-style-type: none"> <li>• Consider impact of outcome of triennial inspection</li> </ul>	Each statutory agency	Each sub group	Complete	<ul style="list-style-type: none"> <li>▪ Sub group programme progress to be reported to each Executive Board</li> <li>▪ Key safeguarding issues arising from the inspection will be addressed by the board and agencies in year.</li> <li>▪ The SSCB Chair has been assured by the Director of Children's Services that action has been taken on each of the inspection recommendations deemed urgent.</li> <li>▪ C&amp;YP plan being developed all partner engagement in the 1000 journeys consultation</li> <li>▪ Triennial inspection update to Executive board dated 25/09; 29/01</li> <li>▪ S11 audit review report to be presented in clusters to Executive board as rolling programme indicates/Options paper and</li> </ul>

	<ul style="list-style-type: none"> <li>Reporting by all agencies through s11 standards</li> <li>Commissioning standards to be kept under review by board</li> <li>Auditing and Learning lessons from practice to be regularly presented to board</li> <li>Maintain updated Child Protection Procedures and Protocols (link to London SCB; Triex and SSCB web page)</li> <li>Ensure lessons from case reviews &amp; CDOP are disseminated; integrated into training and translated into practice. This to be reported on in s11 audits and audited as to compliance within the annual audit programme</li> </ul>	<p>Each statutory agency/ Commissioning manager SSCB/ HoS QA</p> <p>S11 reporting</p>			<p>review of s11 process 25/09 &amp; 29/01</p> <ul style="list-style-type: none"> <li>Performance Management Framework proposal to Board 29/01/2013 incorporates many of these items eg changed agenda setting to ensure improved data to Executive board and process of 'deep dives' to interrogate information in Main board</li> <li>Commissioning standards raised by each agency in s11 reporting</li> <li>Regular CP updates through SSCB training programme to ensure lessons from case reviews are disseminated. Further events took place: <i>'Thinking the unthinkable: Supporting and working with young people in foster care'</i> (December 2012); <i>Joseph &amp; Child KL</i> (06/08/2012 and tba); 10/10 Domestic abuse: Local lessons learned-cancelled however lessons shared in CP update and designated day in autumn</li> </ul>
19	<p>Work to reduce the over-use of inappropriate referrals to social care and driving forward practices that share responsibility for 'early help' &amp; how all agencies will work together to support families and protect children, improving all elements of the child's journey.</p> <ul style="list-style-type: none"> <li>Incorporate outcomes of Munro reviews</li> </ul> <p>Consider learning from triennial inspection regarding use of thresholds</p>	All agencies / JC/PA/EA/AF	Practice Development and Training/Audit and Learning/SCR	Ongoing	<p>-Threshold document reviewed in June 2012 and available on SSCB website. Planned to be reviewed following Working Together 2013 launch</p> <p>-Performance management Framework will inform board of referral activity and incorporates Munro questions</p>

	<ul style="list-style-type: none"> <li>Continue to work with Children's Trust on shared priorities including troubled families, early and new CYPP priorities</li> <li>Complete refresh of SSCB protocols in mental health; drug misusing parents; working with parents with learning disability</li> </ul>				<p>-Triennial inspection action points to be considered and tracked through business plan and review response</p> <p>-Multi agency involvement with the 1000 journeys to inform CYPP. The board will scrutinise emerging plans for early interventions and the troubled families agenda, advise the Children and Young Peoples Plan and satisfy itself on effectiveness and adequacy</p> <p>Mental Health protocol completed. Remaining protocols due to be relaunched by November 2012. Further protocol being refreshed following refocus on neglect</p>
<b>Developing social work and multi agency expertise</b>					
20	To lead consideration of what follows from the Munro review of child protection in England, and Working Together Guidance review; Performance Management & Quality Assurance Framework; Children' Commissioner performance information and Building a safe and confident future;	SSCB	All sub groups	Complete	Working Together consultation completed for 04/09/2012 Performance Management & Quality Assurance Framework proposal to 29/01/13 board Training proposed following safer recruitment changes-TBA by HR sub group
21	To build a network of designated safeguarding lead persons within Agencies, encouraging their effective use by practitioners, contributing to their professional development, and encouraging planning for their succession <ul style="list-style-type: none"> <li>Develop opportunities to engage the designated and lead persons within the</li> </ul>	Dev't manager AF	Practice and Development sub group/ AF/ Audit and Learning	Complete	Twice yearly study days for designated and lead professionals. This process to be reviewed by a small working party in order to ensure the SMART 'est support available for this group. (April 2013)

	<p>Board work programme</p> <ul style="list-style-type: none"> <li>• Offer a minimum of two study days in order to support the development of this group ( May and November)</li> <li>• Designated and lead persons to participate &amp; engage in the CP update workshops</li> </ul>		Group		<p>Study days as May and 14 November 2012 completed further on planned for 26<sup>th</sup> April</p> <p>Designated and lead professionals are engaged in current programme of CP update workshops</p>
<b>Organisational context: Supporting effective practice</b>					
22	To progress the commissioning role in training, based on sound needs analysis, and including quality assurance of delivery Agencies to demonstrate 100% compliance with use of My Learning Source in accessing SSCB training programme	Practice and Development sub group chairs/ AF	Practice and Development sub group /		Reporting through s11 report
23	<p>To ensure that the revised sub-groups are working responsively and effectively to address particular local concerns identified through the Boards activities and SCRs</p> <ul style="list-style-type: none"> <li>• Chairs of sub groups to meet as part of developing Performance Management and Quality Assurance Framework</li> </ul> <p>Sub groups to report to Executive Board</p>	All sub groups/ Executive and Main Board	All sub groups	Discussion paper to Board 09/2012 and then 11/2012	<p>Regular reporting to Executive boards</p> <p>PMF proposal to Executive Board dated 29/01/2013 endorsed</p>
24	To reflect on and progress the lessons arising from the triennial inspection by Ofsted and CQC dated May 2012.	All sub groups/ Executive and Main Board	CD/RP/EA /AF	Completed	Update to Executive board 25/09 and 29/01/2013

25	To update safer recruitment process following government guidance (Protection of Freedom Act 2012 & changes to CWDC). The impact to be understood for all stakeholders	HR sub group/ All agencies	HR sub group	Completed	Report through s11 audit  Training to be planned
26	To complete the joint review with Lambeth SCB of the organisation and administration of the child death review process.	SSCB/ LSCB/ Director of Public Health	CDOP	March 2013	This is being completed (August 2012) The backlog of cases will be addressed by October 2012- <b>This date put back to March 2013</b>
27	Work with the newly appointed Lay members to induct and develop their role within the multi agency. Lessons arising from this to be used to support future new members in inducting them in to the board process <ul style="list-style-type: none"> <li>• Induction booklet to be created</li> <li>• Mentoring partnerships to be arranged</li> </ul> Lessons learned from these mentoring partnerships/lay member induction to inform future induction of new SSCB board members	Chair/ AF	Practice and Development sub group	Completed	Induction 19 September 2012 and annually forthwith for all new board members. Lay members and Mentors in place now in place  Review induction process following end of initial pilot on mentoring partnership for lay members. Induction booklet to be part of this process  Review lay members in August 2013 to prepare for re-advertising for new appointment in 2014 or be advised by Working Together
28	Ensure themes identified within case audits are collated leading to clear action plans and consequent outcomes are systematically and consistently evaluated to achieve a full understanding of their service impact	Boards	Audit and learning	Completed	The SSCB Audit and learning sub group is developing a thematic overview of case audits completed with a clear plan as to how to progress. Audit plan to be presented to Main meeting dated 20/11 and informed by the Performance Framework.



