

Tower Hamlets Local Safeguarding Children Board

Annual Report 2008-09



▪ **EDUCATION** ▪ **SCHOOLS** ▪ **CHILDREN SOCIAL CARE** ▪ **HEALTH** ▪ **POLICE** ▪
COMMUNITY SAFETY ▪ **PROBATION** ▪ **YOUTH JUSTICE** ▪ **DRUG & ALCOHOL**
SERVICES ▪ **NSPCC** ▪ **ADULT SERVICES** ▪ **DISABILITY SERVICES** ▪ **HOUSING** ▪
VOLUNTARY SECTOR ▪ **YOUTH & COMMUNITY** ▪

Introduction

The information contained in this report has been written for both professionals and members of the public, including parents, carers and the children & young people of Tower Hamlets. Care has been taken to ensure the information is presented clearly and comprehensively, with professional 'language' avoided wherever possible.

The report sets out the work Tower Hamlets Local Safeguarding Children Board [LSCB] has undertaken in the previous year (2008-09). It also highlights key developments in Safeguarding that will inform the additional areas of work the Board will need to address.

The LSCB devised a 3 year Business Plan which has been developed to fit alongside the Local Authority's Children and Young Persons Plan. The Annual Report acts as a review of the overarching plans and gives an update of the priorities for the coming year.

Tower Hamlets Safeguarding Children Board

The Safeguarding Children Board in Tower Hamlets has been in place for almost 3 years (April 2006) and has been strengthening what it aspires to achieve by working together with key agencies that have a legal responsibility for keeping children safe from harm and help them and their families to **stay safe** whether at home or in the community they live in.

The LSCB consists of representatives from a range of agencies, both voluntary and statutory, who are working with children and young people or their families in the borough of Tower Hamlets. A list of the agencies can be found on the title page.

The main duty of the LSCB is to ensure that there are adequate or proper arrangements across all agencies to protect children from harm but the LSCB is also tasked with making sure the welfare of the child is promoted.

Key Developments & Achievements in 2008-09

This section lists some of the main achievements but information detailing a review of progress can be found in the 3 year Business Plan at the end of this document.

Child Death Overview Panel

All LSCB's were required to have systems in place to review child deaths in their area of responsibility by April 2008. The purpose of this was mainly to learn lessons from these deaths especially when a child dies unexpectedly. The knowledge gained could then inform the response needed from public service or in policy development. Tower Hamlets formed a Child Death Overview Panel [CDOP] which meets every 3 months to review the reasons why children have died. Guidance on how panels need to gather and report their findings has been issued by the London Safeguarding Children Board. A 6-month update report has been presented to the main Board, with early indications that a smaller number of children have died in Tower Hamlets

in comparison to other areas, majority have been related to natural causes or accidental death. Those that did not meet either of the two reasons are fully investigated. The CDOP is still developing and the LSCB has identified an Administrator to support the work. It will remain a priority of the LSCB to ensure that findings are responded to in an effective manner.

Child Protection Register / Children Subject to Child Protection Plans

The Child Protection Register was phased out in April 2008 as it was considered unnecessary by the Government as individual electronic case files were available on each child. Children are now referred to as being 'subject to a child protection plan'. The thinking behind this was that it would help agencies and professionals working together to focus on the plan to protect the child and whether it meets their specific needs. No other changes were made to the child protection process. A leaflet was produced for professionals to communicate the impending change and placed on the LSCB website. Tower Hamlets also wrote to all children and their parents who were affected by this to explain the changes. The LSCB has undertaken an audit of all children who have remained subject to a plan for more than 15 months and also reason for some children being 're-registered' under the categories of abuse.

Safer Workforce

New Government Guidance was introduced regarding safer recruitment practices and dealing with allegations against professionals working with children. Tower Hamlets has for sometime now had in place a Local Authority Designated Officer who specifically deals with such allegations and collates data to monitor patterns developing in the Borough. An audit of safe workforce practices was carried out by each LSCB member, this highlighted a need to standardise practice across the agencies so Tower Hamlets children can expect and benefit from the same high safeguarding standard from whichever agency they come in to contact with. Training on safer recruitment practice has been delivered on a rolling basis. Immediate priority was to ensure all relevant school staff were trained by September 2008. Since then, the training has been opened up to other Local Authority staff and LSCB agencies, including the voluntary sector. Further Guidance has been recently issued on Vetting and Barring staff (Jan 09) and this will be incorporated in to the ongoing developments of a safe children's workforce in Tower Hamlets and will remain a priority in the coming months. The LSCB has funded CRB checks for 100 Imams and religious educators as part of its campaign to improve safeguarding standards within faith and supplementary education settings.

London Child Protection Procedures

The 3rd Edition of the London Child Protection Procedures was launched in 2007 following an extensive consultation period, which Tower Hamlets contributed to. The LSCB ensured hard copies of the guidance was purchased and made available to all agencies, including the voluntary sector. A number of additional procedures have been developed since then, following another period of consultation. Tower Hamlets LSCB has taken part in reviewing the Domestic Violence, Young People affected through Gang Activity and Child Death Review Panel Procedures. The Safeguarding Children abused through Domestic Violence Procedure was officially launched in June 2008. Plans are in place to ensure the LSCB offer training support as and when further guidance are published.

Evaluation of Serious Case Reviews

The Working Together to Safeguard Children Guidance issued in 2006 clearly defined when and who should conduct a serious case review [SCR], in summary this is usually when a child dies as a result of abuse or sustains serious injury and where lessons for inter-agency working can be made. The decision is made by the LSCB area the child lives in. In the past year Tower Hamlets LSCB has concluded one serious case review and contributed to another lead by a different LSCB. A further 5 other cases were considered but did not meet the threshold for a full review. The inspecting body, OfSTED announced they would evaluate all serious case review for process and quality of reports; unfortunately they were unable to issue guidance prior to many LSCB's commencing their SCR's, including Tower Hamlets. Despite this, the judgement OfSTED reached on the 3 SCR's from the previous year concluded we had attained 'good' ratings for 2 SCR's and 'adequate' for another. In context of national trends, this is above average especially as fewer 'good' judgements are being reached and none have been judged to be 'outstanding'.

Improving Referrals to Children's Social Care

The LSCB identified the need to clearly communicate to all how, when and what levels of concerns regarding children and young people should be referred to Children's Social Care. The LSCB commissioned the 'Guidance on Threshold for Referrals to CSC' and this was disseminated to all agencies and placed on the LSCB website. The impact of this is monitored by CSC and reported to the main Board

Inspection & Scrutiny of Safeguarding Work

In April 2008, Tower Hamlets Local Authority was subject to a Joint Area Review, which sought to understand through inspection the quality of services for children and young people in the Borough. Children Services were scrutinised as part of this process, in particular its safeguarding arrangements. The work of the LSCB was considered as part of this review and inspectors judged that Tower Hamlets safeguarding arrangements were considered to be 'good'. It highlighted a number of strengths but noted that links with the Multi-Agency Public Protection Arrangements [MAPPA], the body that monitors and manages sexual offenders, needed improving. It also stated that the LSCB needed to strengthen its monitoring role of partner agency wider actions and its accountabilities.

LSCB has since invited MAPPA to discuss the recommendation and agreed MAPPA would convene a designated event to explore the safeguarding implications and how they may be held to account for this. In relation to the need to strengthen partner agency responsibilities, the LSCB held a development day to explore this further and come up with some solutions.

A Member's Pack has also been produced which explains the role and function of the Board but a 'job description' explicitly states what is expected from each member representative and this has now been signed up to. The LSCB Forward Plan has been created to assist in the monitoring of agreed actions and subsequent reporting by all agencies. The LSCB has further increased its scope for scrutiny. The Board continues to receive Children's Social Care Management Information Data which it rigorously interrogates resulting in the instigation of a number audits which have include one to ensure that child protection plans are robust and appropriate.

In the past year, the LSCB has been involved in the London Dataset Pilot (phase 1 & 2) which will mean it can compare itself against other London Boroughs. The management information report will be revised to include the ability to incorporate data from external partner agencies, a suggestion which emerged from the LSCB development day.

Improving knowledge, standards and working together

The LSCB has responsibility for ensuring their representative agencies workforces are equipped in safeguarding knowledge, specifically child protection; that its standards of working together measures up to a quality group of child protective service. Over the past year, the LSCB has conducted its first annual safeguarding conference on Safeguarding Children abused through Domestic Violence. The result has led to the agreement to train a number of key staff members across each agency in the use of the Domestic Violence Risk Matrix to be used as a tool to evidence concerns. These champions will be required to cascade the training within their own agency to ensure we attain a collective practice standard for assessing levels and identifying escalation of risk when working with families living with domestic violence. The LSCB has also continued to roll out its annual inter-agency training programme and will continue to build on this in the coming year to include newly identified safeguarding issues e.g. safeguarding children online and in the digital world. A new model to training delivery was adopted and will be implemented next year utilising a pool of experienced practitioners and managers from across the LSCB to deliver the training programme.

Working with faith and community groups

This area of work has been particularly successful in increasing the safeguarding knowledge of faith and community groups through a structure engagement process. There has been a real shift in the partnership moving away from awareness raising towards empowering religious leaders to take on board responsibility as primary influencers. Engaging the community has been achieved through a number of methods. For example, the LSCB has held 4 seminars with the Muslim community entitled 'Continuing the Dialogue' this is a progression from the 'Beginning the Dialogue' programme of events held in the preceding years. Such topics as parental mental ill health, domestic violence and young women at risk of sexual exploitation were covered this year. An interesting development has been the first women's only seminar targeting Muslim women parenting 2nd/ 3rd generation children. Each seminar elicits the opinions and priorities from the community's viewpoint and informs future work area and direction. Listening and following through with tangible actions and results has ensured the LSCB has an effective relationship with our minority communities who significantly feature in our Child Protection, Children Looked After and Children in Need Statistics. Consequently, the LSCB has commissioned Coram Families to undertake a research of safeguarding issues for Black, Minority, Ethnic Communities in response to emerging patterns suggesting 'under' and 'over' representation within CSC data. It hopes to learn why this might be the case and so take remedial action to balance any practice, referral or service response implications. Other achievements have been the publication of the Mosque and Madrassah Safeguarding Handbook in Bengali and Somali, followed by a similar bespoke document for the African Churches.

Priorities for Next Year: 2009-10

Strengthen LSCB monitoring and accountability arrangements:

The LSCB will need to continue to implement the suggestions from the Development Day to improve the accountability of partner agencies, including links with MAPPA and monitor its effectiveness.

Review of LSCB work streams:

The work remit of the LSCB has grown considerably due to national developments but also as a result of its own local successes. It will be necessary to review the way in which it can perform at its optimum to deliver a comprehensive and achievable safeguarding agenda.

Child Death Reviewing Processes:

The Child Death Overview Panel will need to continue to embed itself in practice through guidance and learning. A review and analysis of the first 18 months data will need to take place. The related Serious Case Review Process will be reviewed to incorporate learning from previous experience to enhance the current system and develop a local inter-agency protocol.

Multi- Agency Training Coordination:

The multi-agency model for training delivery will require dedicated coordination to ensure it is successful in its primary objective to have a well informed workforce in place. A training coordinator post will be recruited to join the LSCB team.

E-Safety:

An LSCB E-Safety Strategy is to be mandated by the Board in order to implement wide-ranging activities including awareness raising and training amongst children & young people, parents, carers and professionals to ensure children remain safe from the dangers posed by the virtual world.

Enhance Safeguarding arrangement with the Voluntary Sector

LSCB relationship with Voluntary Sector suffered as a result of the Community Organisation Forum ceasing to exist. This body acted as the access point to reach the many voluntary organisations working with children & young people. Collaborating with the new DCSF commissioned Safeguarding Unit for the Voluntary Sector will assist the LSCB to re-establish its relationship and devise a programme of activities, including safer recruitment practice/training.

Safer Workforce:

There is a need to continue the Safer Workforce agenda in light of the recent Vetting & Barring guidance.

Services to faith & community groups:

Findings from the BME research will need to be analysed and considered, especially where safeguarding can be extended to include children from the newer or 'hidden' communities.

Implications from Laming Report:

Finally, the recent publication of Lord Lamings 2nd Report titled: **Protection of Children in England: A Progress Report** will need to be carefully considered and recommendations factored in to the 2009-10 priorities, this will include the need for independent oversight and chairing of Serious Case Reviews and possibly of the main Board as well.

How is the work of the LSCB Achieved?

To ensure that the LSCB is able to meet the legal duties placed on them; it decided it would have 3 layers within its structure to undertake the work it needs to do. Firstly, there are 8 sub groups which do the detailed work and leads on specific areas.

These are:

- Children & Domestic Violence Subgroup
- Child Death Overview Panel
- Case Review Subgroup
- Training Subgroup
- Prevention, Protection & Practice Subgroup
- Performance & Quality Subgroup
- Policy & Practice Subgroup
- Engaging with our Communities Subgroup

Secondly, the Executive Board manages the day to day responsibilities to ensure a well facilitated forum is maintained. Finally, there is the main Board which is made up of senior managers who can make decisions on behalf of the agencies they represent and able to influence and contribute to the safeguarding agenda.

The LSCB is currently supported by a Coordinator who manages the work plan, priorities and facilitates a smooth running Board, supported by dedicated administrator. A second administrator supports the work of the Child Death Overview Panel and Serious Case Reviews.

Funding of the LSCB

The LSCB is jointly funded from financial contributions made by a number of agencies namely Health, Police and Children's Services. The budget covers the cost of the LSCB staff team, funds independent authors of serious case reviews, research, audit, the training programme and specific activities from each of the subgroups e.g. publication of information material, upkeep of website, seminars etc.

Financial Reports are provided quarterly to the Executive Board for monitoring and twice a year to the main Board in tandem with budget planning cycles. Financial contributions are agreed by November of each year in order to make arrangements to meet LSCB targets.

LSCB 3 Year Overarching Business Plan 2007-2010

Objective:	Outcomes:	Timescale:	Progress Update:
<p>1. <i>Tower Hamlets LSCB will continue to consolidate its core function through effective business management and support.</i></p>	<p>1.1 A 3-year strategic forward plan (2008-11) will be developed.</p> <p>1.2 Annual LSCB sub-group work plans detailing key activities and outputs will be reviewed and put in place to implement the strategic business plan.</p> <p>1.3 An LSCB Annual Report will be produced and disseminated to reach main stakeholders including communicating local need, response and progress to the public domain.</p> <p>1.4 The LSCB Budget will be regularly monitored and reviewed, including agency contributions. Financial reports will be presented to the Executive Board.</p> <p>1.5 The Main Board will meet at least 6 times per year.</p> <p>1.6 The Executive Board will meet at least 6 times per year. It will oversee the day to day business of the Board, including a decision making schedule.</p> <p>1.7 An independent organisation will be commissioned to evaluate the LSCB.</p> <p>1.8 Membership and attendance across the 3-tiers of the LSCB organisational structure will be regularly</p>	<p>April 2008</p> <p>Annual (April)</p> <p>Annual (June)</p> <p>6 monthly</p> <p>Bi-monthly</p> <p>Bi-monthly</p> <p>June 2009</p> <p>On-going</p>	<p>Achieved</p> <p>Review undertaken to incorporate overarching objectives in to subgroup work plans</p> <p>2nd LSCB Annual produced</p> <p>Quarterly budget reported to Executive Board and twice a year to main Board</p> <p>Achieved</p> <p>Achieved</p> <p>Completed Action. Timescale brought forward.</p> <p>Membership attendance recorded and monitored at Executive Board.</p>

LSCB 3 Year Overarching Business Plan 2007-2010

Objective:	Outcomes:	Timescale:	Progress Update:
	<p>reviewed to strengthen and extend representation of the professional safeguarding community.</p> <p>1.9 An LSCB Induction Pack will be developed to support new members in understanding their role and responsibility.</p> <p>1.10 LSCB will be fully prepared for Joint Area Review and implement subsequent recommendations.</p>	<p>May 2008</p> <p>2008 & 2011</p>	<p>Information provided to agencies undertaking own cross-monitoring exercise.</p> <p>Achieved but further developed in to Members Pack containing signed agreement & job description.</p> <p>LSCB subject to 2008 Joint Area Review and recommendations implemented with 6 month timescale</p>
<p>2. <i>Tower Hamlets LSCB will communicate effectively with its key stakeholders through a range of mediums and considered formats.</i></p>	<p>2.1 A 3-pronged Communication and Information Strategy will be developed to promote the work and key messages of the LSCB across statutory, 3rd Sector and the public.</p> <p>2.2 The LSCB Website will be re-developed to become a meaningful information platform to reach both professionals and public.</p> <p>2.3 A decision will be made each year as to whether publicity and events will be held during National Child Safety Week (held in June).</p> <p>2.4 An LSCB Newsletter about the LSCB will be produced for staff across partner agencies.</p>	<p>May 2008</p> <p>July 2008</p> <p>Annual (January)</p> <p>6 monthly</p>	<p>Outstanding Task</p> <p>LSCB Website information updated regularly. Website redesign delayed but underway.</p> <p>Exploration of proposal for E-Safety to feature during Child Safety Week underway.</p> <p>Outstanding. Activity linked to communication strategy</p>

LSCB 3 Year Overarching Business Plan 2007-2010

Objective:	Outcomes:	Timescale:	Progress Update:
<p>3. <i>Tower Hamlets LSCB will uphold its accountability through transparent systems and integration through local; regional and national bodies.</i></p>	<p>3.1 All sub-groups will report and raise issues for consideration with the Executive Board.</p> <p>3.2 All Sub-groups will regularly submit reports to the Board to update on its progress and identify key issues as agreed with the Executive Board.</p> <p>3.3 Reporting systems will be in place to ensure the LSCB is regularly updated on Management & Performance Information to assist planning and to prioritise strategic responses.</p> <p>3.2 Tower Hamlets LSCB will contribute to the development of a Pan-London Dataset. Comparative performance information will be presented to the Board.</p> <p>3.3 The LSCB will establish formal links with the Domestic Violence Forum & Violent Crime Action Group (VCAG) Strategic Body.</p> <p>3.4 Written submissions will be made by the LSCB to respond to Government Consultation and Guidance Documents and will consider local implementation.</p>	<p>As identified</p> <p>As Identified</p> <p>On-going</p> <p>2008</p> <p>Dec 07</p> <p>On-going</p>	<p>Achieved. Standing Agenda item at every Executive Board</p> <p>Combination of verbal and written reports provided to main Board</p> <p>Children Social Care Management Information Report tabled for discussion at every main Board</p> <p>Contribution to Phase 1 of pilot Achieved. Decision to continue involvement to Phase 2 and findings to be shared with Board</p> <p>Achieved. Children & Domestic Violence subgroup created reporting to both LSCB, DV Forum and VCAG</p> <p>Contribution to Consultation undertaken via relevant subgroup e.g. Additional Safeguarding Procedures on Domestic Violence, Young People affected by Gang Violence including Govt Forced Marriage/3rd Party Reporting consultation</p>

LSCB 3 Year Overarching Business Plan 2007-2010

Objective:	Outcomes:	Timescale:	Progress Update:
	<p>3.5 The LSCB will work closely with 'Stay Safe' (CYPSPG) to identify, monitor and evaluate key local safeguarding priorities.</p> <p>3.6 The LSCB Business Planning Process will establish links with other key planning processes to ensure Safeguarding and Promoting Welfare of Children remains a centrally integrated component.</p> <p>3.7 Representation will be maintained at the London Safeguarding Children Board Forums.</p> <p>3.8 Consideration will be given to how best to proceed with the LSCB being subject to a formal scrutiny process.</p>	<p>On-going</p> <p>As identified</p> <p>On-going</p> <p>April 2009</p>	<p>Priorities to safeguard young people at risk of sexual exploitation and from dangers in the digital world adopted in Stay Safe priorities for 2009-10.</p> <p>Ongoing process of involvement & inclusion.</p> <p>Representation from Tower Hamlets at LSCB Chairs, Development Officers, Child Protection and Child Death Overview Panel Chairs meetings where opportunity to influence London agenda and share/promote local practice achieved.</p> <p>LSCB Report tabled for April 09 Council Cabinet meeting, Inspection by Joint Area Review in April 08 and quality of Serious Case Review Process evaluated by OfSTED (4 completed and 2 expected in 2009-10)</p>
<p>4. <i>Tower Hamlets LSCB will build and support effective partnerships to raise awareness through research and prevention initiatives.</i></p>	<p>4.1 Local Communities and the Voluntary Sector will be made aware of the need for safeguarding children together.</p>	<p>On-going</p>	<p>Substantial partnership and support offered to faith leaders (Muslim / African Churches) to bridge safeguarding collaboration with these communities.</p>

LSCB 3 Year Overarching Business Plan 2007-2010

Objective:	Outcomes:	Timescale:	Progress Update:
	<p>4.2 A Generic local publicity strategy will be in place to ensure safeguarding services and resources are signposted through range of effective mediums.</p> <p>4.3 Safe recruitment practice, process and publicity will be in place to assist parents to select community educators within the home.</p> <p>4.4 Bangladeshi Child Protection Video will be updated and reproduced to support safeguarding activities.</p> <p>4.5 Pertinent local issues and prevalence of safeguarding children and young people will be identified and given strategic response/resources.</p>	<p>September 2008</p> <p>March 2008</p> <p>June 2008</p> <p>On-going</p>	<p>Outstanding as linked to Communication Strategy. However, key information accessible on LSCB website and distributed via intermittent electronic mail shots</p> <p>Decision made to not take activity forward. However, information imparted through Safeguarding Training with Mosques and Muslim Parents Groups</p> <p>Original CP video transferred to DVD format and used at Safeguarding Training with Mosques and Muslim Parents Groups</p> <p>Prevention subgroup identifies issues and signposts to relevant subgroup to take forward e.g. young girls at risk of sexual exploitation lead to a seminar on the subject which identified a number of tasks including need to raise awareness amongst Bangladeshi parents. A Children Social Care (CSC) lead working</p>

LSCB 3 Year Overarching Business Plan 2007-2010

	Objective:	Outcomes:	Timescale:	Progress Update:
		<p>4.6 Strategies and initiatives aimed at minimising risk or preventing abuse will be identified and supported.</p>	<p>On-going</p>	<p>group explores the issues further and acts as an intelligence sharing forum to instigate planned response</p> <p>Prevention subgroup identified concern in the practice of male circumcision by non-medically trained practitioners and anecdotal link with impact on health services when procedures go wrong. A study of this is currently being undertaken by CSC and the Primary Health Trust. Findings and recommendations will be presented to main Board</p>
<p>5.</p>	<p><i>Tower Hamlets LSCB will promote Early Intervention and Effective cross-agency Protection Strategies.</i></p>	<p>5.1 The LSCB will respond to the Draft All London Domestic Procedures and implement plans when final version available.</p> <p>5.2 Domestic Violence and Safeguarding of Children will be robustly integrated in to the LSCB work plans to raise knowledge and standards.</p>	<p>December 2007</p> <p>As identified.</p>	<p>Achieved. LSC contributed to consultation of the procedures and adopted them locally. Hard copies of the 3rd Edition made available to LSCB partner agencies, including Voluntary Sector organisations</p> <p>Achieved. Children and Domestic Violence subgroup established and has developed a comprehensive work plan to raised knowledge and practice standards through training, policy and procedure</p>

LSCB 3 Year Overarching Business Plan 2007-2010

Objective:	Outcomes:	Timescale:	Progress Update:
	<p>5.3 Practice and Policy implications relating to the Care Matters White Paper will be identified, including contributions from partner agencies to facilitate implementation plans.</p> <p>5.4 The LSCB will identify key safeguarding implications for Tower Hamlets Children & Young People in the lead up to the 2012 Olympics through research and analysis.</p> <p>5.5 The LSCB will work with neighbouring Boroughs to ensure a safeguarding agenda is incorporated in to the Olympics Strategy.</p> <p>5.6 The LSCB will work with Partner Agencies to develop a local E-Safety Strategy that sets safeguarding standards and incorporates an awareness raising campaign to educate children and their parents.</p>	<p>September 2008</p> <p>September 2008</p> <p>March 2009</p> <p>December 2008</p>	<p>Achieved.</p> <p>Range of safeguarding issues and implications for services identified at consultation day hosted by London Safeguarding Children Board</p> <p>London Safeguarding Children Board leading on this work and Tower Hamlets LSCB contributing to influencing agenda</p> <p>Outstanding Task. Strategy now developed and tabled for LSCB main Board sign off in May 09</p>
<p>6. <i>Tower Hamlets LSCB will ensure all children & young people in the locality are Safeguarded through Diversity Practices.</i></p>	<p>6.1 An Annual Equality Impact Assessment will be undertaken and shortfalls will be addressed and met through reviewed sub-group work plans.</p> <p>6.2 The LSCB will identify 'hidden' or emerging diverse minority groups in Tower Hamlets and will provide evidence of inclusion in its strategic Safeguarding plans.</p>	<p>Annual (March)</p> <p>January 2009</p>	<p>2007-08 Equality Impact Assessment completed</p> <p>Research of safeguarding needs of BME communities commissioned. Scope includes identifying emerging or new communities. Report on findings & recommendation tabled for May 09 Board meeting.</p>

LSCB 3 Year Overarching Business Plan 2007-2010

Objective:	Outcomes:	Timescale:	Progress Update:
<p>7. <i>Tower Hamlets LSCB will raise the Standard and effectiveness of its Workforce.</i></p>	<p>7.1 LSCB will ensure it has appropriately trained staff across a multi-disciplinary workforce.</p> <p>7.2 An inter-agency safeguarding conference will be held each year; themes will be linked to current developments.</p> <p>7.3 All London Child Protection Procedures will be implemented.</p> <p>7.4 Staff will be made aware of the Procedures and Protocols through a communication & training strategy.</p> <p>7.5 All local Protocols will be reviewed to ensure congruence with the London Child Protection Procedures e.g. Forced Marriage, Sexual Exploitation and Information Sharing Protocols.</p> <p>7.6 Organisations, including voluntary Sector will be made aware of the concept of Common Core Assessment.</p> <p>7.7 The local 'Professional Differences' arrangements will be reviewed to take in to account of the London CP Procedures & Working Together 2006.</p>	<p>On-going</p> <p>Annual</p> <p>December 2007</p> <p>March 2008</p> <p>September 2008</p> <p>March 2009</p> <p>June 2008</p>	<p>LSCB inter-agency training programme offered annually</p> <p>Achieved. First Annual Conference took place in June 2008 on Domestic Violence & Safeguarding Children, timed to launch and adopt the London Child Protection Procedures' new Domestic Violence Guidance</p> <p>Achieved. Series of Workshops arranged within individual agencies & incorporated in LSCB Safeguarding Training</p> <p>On going task. Awareness raising arranged by training subgroup to ensure multi agency learning and dialogue takes place</p> <p>On going review.</p> <p>On going strategic approach employed to achieve this objective</p> <p>Presented to Board. Further review of arrangements to be undertaken in light of new developments.</p>

LSCB 3 Year Overarching Business Plan 2007-2010

	Objective:	Outcomes:	Timescale:	Progress Update:
		<p>7.8 All cross-agency Protocols will be reviewed to ensure children's needs are appropriately highlighted and met.</p>	<p>June 2008</p>	<p>On going task undertaken by policy & procedure subgroup</p>
<p>8. <i>LSCB will undertake Serious Case Reviews in a considered and timely manner and ensure learning is shared with relevant partner agencies.</i></p>		<p>8.1 Serious Case Reviews will be undertaken in accordance to Government Guidance (Working Together '06)</p> <p>8.2 Recommendations from single agency and LSCB reports will be implemented and monitored through the case review sub-group.</p> <p>8.3 Lessons from serious case reviews will be disseminated to improve practice.</p> <p>8.4 Cases where there have been inter-agency difficulties will be identified for review.</p> <p>8.5 Child Death Overview Panel will be set up and systems and resources will be identified to support its work remit.</p>	<p>On-going</p> <p>On-going</p> <p>On-going</p> <p>On-going</p> <p>April 2009</p>	<p>Achieved but ongoing task. One serious case review completed this year and significantly contributed to SCR lead by another LSCB.</p> <p>On going task. Action Plans from previous years SCRs monitored until completion. New Action Plans incorporated in to monitoring process</p> <p>'Lessons Learnt' Workshops for 2 separate SCRs delivered to multi agency audience of practitioners and managers. Well received and evaluation indicated this model is useful and should continue</p> <p>Ongoing Task and responsibility of Case Review Group.</p> <p>CDOP established officially in April 08 and implemented. Guidance on how CDOP gather and report data implemented locally. Jointly funded CDOP Administrator post recruited to in March 09 and mid-point report on CDOP initial findings presented to main Board in Nov 08</p>