Buckinghamshire
Safeguarding Children Partnership

Buckinghamshire Safeguarding Children Partnership
Annual Report 2022/23

Foreword from the Independent Chair

I am delighted to have the opportunity to write the foreword for the 2022/23 annual report. My tenure as Independent Chair began part way through this period and so this has been a time of consolidation and continuity.

One of the major themes that I inherited as I came into this role was about ensuring there was more evidence of impact of the working of the Buckinghamshire Safeguarding Children Partnership and the Safeguarding Adult Board. This reflected the need to stretch the energy that goes into the work of the partnership from the three statutory partners and the broader partnership into discernible difference for vulnerable children and adults. In support of this, I have introduced the need for the outputs from the partnership work to be considered at least across the following domains:

- **Data** – is there evidence from the analysis of data that there is changed or improved practice?
- **Qualitative assessment** – has audit activity or similar collaborative learning led to improved outcomes for vulnerable children and adults?
- **Voice of staff** – is there evidence that those practitioners, whatever their role, influence how practice is developing and strengthens outcomes for vulnerable people?
- **Voice of lived experience** – how are the experiences of those individuals across the community systematically taken into account, and does this influence practice?

We are at an early stage of using these domains across the partnership, but I can report on some good early progress.

Data, as you would expect, has been an invaluable resource for the partnership for many years. Therefore, this year we have taken the analysis of data further to focus attention on areas for improvement. In the Safeguarding Children Partnership this has led to an increasing look at the Multi-Agency Safeguarding Hub and the application of threshold criteria. This is work in progress and is likely to become one of the key priorities for this year's revision of the Business Plan. Meanwhile in the Safeguarding Adult Board, an analysis of the pattern of in-bound safeguarding referrals has led to important partnership-wide work to improve the accuracy of this area.

Qualitative assessment, which has audit activity and case review processes at its heart, is a little more prosaic from my point of view. Whilst I can see that individual safeguarding organisations use audit activity, the systematic completion of the continuous improvement cycle is not always visible. Similarly, although the timely and robust completion of case reviews is strong, the follow through to put in place agreed actions to improve safeguarding outcomes is not always evident. Further work to consolidate these important areas across the partnership is underway and I am encouraged by the engagement across the statutory partners and beyond to strengthening this area.

The voice of staff is well embedded in some aspects of both the Safeguarding Children Partnership and Safeguarding Adult Board. This is most obviously illustrated through the completion of case reviews where staff views can clearly be seen and are influential about outcomes.

Finally, the voice of those with lived experience is an area where we have agreed we want to see brought to the forefront of our work. I'm able to report that there have some excellent examples on which to build. The most striking of these has been the personal testimonies individuals with lived experience have made at staff training events hosted by the board. I was struck not only of the bravery and trust shown by these individuals but also by the unanimous way that staff attending engaged with this.

In the report you will read of the hard work undertaken by colleagues in subgroups and progressing our common commitment to safeguarding vulnerable people. I can report this hard work is thoughtful, professional and represents the expertise and commitment of all concerned. The next stage of development of the work will be to achieve the goal of being able to clearly demonstrate what difference all of this work has made and to see the partnership become more systematic in its approach. We are enthusiastically engaged with that development now.

I therefore offer my thanks and recognition to staff from across the partnership involved in this critical work, and for the work of the Safeguarding Business Office especially for their organisational skills and great tenacity. I look forward now to a year of further progress.

Walter McCulloch

Independent Chair for Buckinghamshire Safeguarding Children Partnership

buckssafeguarding.org.uk

About Buckinghamshire Safeguarding Children Partnership

The BSCP is a statutory, multi-organisation partnership coordinated by a business unit, which oversees and leads children's safeguarding across the Buckinghamshire Council area. The main objective of the BSCP is to gain assurance that local safeguarding arrangements, comprised of partner organisations, are working effectively, individually and together, to support and safeguard children in its area who are at risk of abuse and neglect. The BSCP acts as a critical friend and a champion for best practice.

Over the last year the work of the partnership along with that of its partner agencies has been significantly affected by the Covid pandemic. We have continued to work towards all our key priorities whilst being flexible to the changing landscape in relation to demand for services, impact on children and availability and resilience of the workforce. Along with our partners we are grateful for all the efforts to across the multi-agency arena to continue to drive activity to ensure that we have met or worked towards the key priorities.

Whilst the single business unit, comprising business functions of the Safeguarding Children Partnership and Safeguarding Adults Board, became embedded, we were also adapting to a largely online 'world'. The business unit continues to plan and move forward with joint strategic work, making best use of some of the working practices which have now become business as usual. The former three year business plans for both the partnership and board, which were designed to bring together the two structures and support a move towards contextual safeguarding, will continue. To this end the Executive agreed in April to a revision of the business plan to ensure that we are responsive to the change in needs and demand. In addition, the Executive agreed the joint training, learning and development approach, which we look forward to implementing in 2022.

Quality assurance remains our key driver across all the subgroups, using frameworks that will measure the impact of subgroup activities and challenge those working in the safeguarding arena. We also continued to ensure that our policies and procedures are embedded in the work we carry out, that toolkits, guidance and procedures draw on the knowledge of subject experts locally and nationally to inform them, and that we can demonstrate the impact of learning that has taken place.

The partnership has an Independent Chair who provides leadership, vision and support and who is responsible for ensuring that all organisations contribute effectively to the work of the BSCP. The Chair provides accountability for the work undertaken by the BSCP by way of reports to relevant strategic committees and boards. Effective communication between the Business Manager and Chair ensures that there is a clear link between the subgroups and executive group, enabling risks, themes and opportunities to be highlighted at an executive level, and challenge, direction and opportunities to be shared into subgroups. This is supported by meetings for subgroup Chairs to provide clarity about the role of each subgroup in the priority areas and to raise any process or participation issues with the Independent Chair.
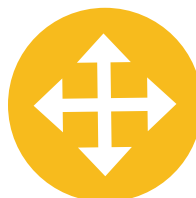
Our Vision

To work together to enable children and young people in Buckinghamshire to live a life free from fear, harm and abuse.

To ensure our approach is focused around 'talk to me, hear my voice' and it is central to everything we do.

SAFEGUARDING
Making safeguarding personal and the responsibility of everyone.

ENABLING
Enable children and young people to have choices and control over how they want to live.

COMMUNICATING
Ensure there is effective communication with youth communities in Buckinghamshire.

LEARNING
Learning from our experiences and improving how we work.

Our Partners

Working Together 2018 is statutory guidance that provides children's safeguarding with a legal framework, setting out the responsibilities of local authorities and their partners.

From a statutory perspective the three legally required bodies are:

• Buckinghamshire Council
• NHS Buckinghamshire, Oxfordshire and Berkshire West Integrated Care Board
• Thames Valley Police

However, we work closely with a range of other partners:

• National Probation Service
• Thames Valley Community Rehabilitation Company

Children and Young People in Buckinghamshire

123,593

children and young people under 18 living in Buckinghamshire (2021):
- Age 0-4 - 30,893
- Age 5-9 - 35,010
- Age 10-14 - 36,972
- Age 15 - 6,900
- Age 16 - 6,981
- Age 17 - 6,837

1,676

pupils attend special schools in Buckinghamshire. This is 1.9% of the Buckinghamshire school population, compared to 1.6% for England (Jan 2023).

41.4%

of pupils in the Buckinghamshire January 2023 school census are from Minority Ethnic Backgrounds. Nationally this is 35.7%.

19.2%

of pupils in the January 2023 school census have a first language other than English, compared to 20.2% for Engand.

10,967

with Special Educational Needs (SEN) support in Buckinghamshire schools, accounting for 11.1% of the school population. For England the percentage is 13 and for the South East it is 13.1 (Jan 2023).

32

independent schools in Buckinghamshire - 7 schools up to 11 years only, 16 covering 3-18 years and 9 schools for 11yrs +.

22%

of the total population are children and young people.

89,594

pupils attend state-funded schools (Jan 2023).

12,229

pupils are eligible for free school meals. This is 13.7% of Buckinghamshire pupils, compared to 23.8% for England (Jan 23).

5,890

children and young people have Education, Health and Care Plan (EHCP) maintained by Buckinghamshire (Jan 2023).

1,091

children and young people are electively home educated (May 2023).

170

children are missing from education (May 23).

The ONS 2022 population estimates are due to be published later this month so the 2021 figures are the latest available. Pupils from Ethnic Minority Backgrounds includes all pupils where the school has recorded an ethnicity that is not White British, Refused or Not Obtained.

Schools in Buckinghamshire

184

primary schools (including 51 academies/free schools).
36 infant schools
23 junior schools (inc. five academies)
125 combined schools (inc. 40 academies/free schools)

35

secondary schools (including 31 academies/free schools).
13 selective (all academies)
21 non-selective (inc. 17 academies/free schools)
1 University Technology College (UTC)

20

Additionally Resourced Provisions and SEN Units
- Hearing Support (2 Primary, 1 Secondary)
- Physical Disabilities (1 Primary, 2 Secondary)
- Social Communication (ASD), (6 Primary and 3 Secondary)
- Social, Emotional and Mental Health (1 Secondary Unit)
- Speech, Language and Communication (5 Primary and 1 Secondary)

2

nursery schools.

3

Pupil Referral Units
(inc. one academy).

10

Special schools
(inc. two academies).

2

All Through mainstream schools
(both academies).

Activity/Subgroups

The BSCP continues to arrange itself via a number of multi-agency subgroups . Each one is chaired by a key partner agency and has a specific focus. The structure is comprised of:

- Child Death Overview Panel (CDOP).
- Local Child Safeguarding Practice Review Subgroup (LCSPR).
- Policy and Performance Subgroup (P&P).
- Quality Assurance, Performance and Improvement Subgroup (QPI).
- Modern Slavery and Exploitation Subgroup (MS&E).
- Education and Learning Subgroup (Ed&L).
- Learning and Development Subgroup, which covers both children and adults remits (L&D).

The groups have understandably been affected by the same issues the partnership members have faced, including changes to staffing and structures, capacity and resilience post-pandemic. However, partners have continued to offer a great deal of their time and expertise to ensure that we meet both the statutory requirements and those we see as best practice. These include:

- Having a comprehensive and useful manual of policies and toolkits/resources which any person supporting children and their families can access (P&P).
- Sharing both data and the story behind it to ensure that we know that we are asking the right questions and proactively identifying risks and strengths that have an impact on children (QPI).
- Share a multi-agency understanding of the reasons for the deaths of children in our county and work together to address any modifiable factors (CDOP).
- Identify any learning from the experiences of children who have been harmed or killed and ensure that we share this so that the system can work together to prevent it happening again (LCSPR).
- Understand the current landscape in relation to exploitation for children and adults, including sexual, criminal, contextual harms and the effects of serious violence. Take a multi-agency response to identifying and acting on solutions (MS&E).
- Provide a dedicated space for colleagues from a wide range of education settings to focus on the challenges and opportunities facing children and the system (ED&L).
- Produce a training needs analysis and make recommendations to the board and partnership to ensure that the messages from all the above work strands are shared and developed (L&D).

There has been a huge amount of collaboration, reflection and cross-sharing of skills and analysis. Moving forward, we are committed to ensuring that there is a tangible product so that this can be more widely shared. In addition, as is evident in the reports from subgroup chairs, we started to ask that all subgroups consider the views of staff and service users as a way of being clear about the impact of our activity. During this period the partnership continued to work to the business plan as per appendix A, but at the time of writing this was being revised and updated with the input from partners and front line staff.

Please see the following pages for some impact statements from the Chairs of our subgroups.

Child Death Overview Panel

In the year 2022-2023 the panel reviewed 61 deaths. There were 37 deaths in this period, and 18 cases are on going with statutory processes underway.

The panel is well attended by all partners, with valuable contributions from all parties.

Data

- The largest cohort of deaths was in the 0 and 27 days of age range. The total was 27.
- Two cases were aged between 28 days and 364 days.
- Seven were aged between 1 and 4 years.
- Eight were aged between 5 and 9 years.
- Four were aged between 10 and 14 years.
- Two were aged between 15 and 17 years.

Gender

- 30 female.
- 31 male.

The top three categories of death

- 20 died as a result of a chromosomal disorder.
- 20 were in the perinatal/neonatal period.
- Nine were due to malignancy.

In the cases where modifiable factors were identified, actions have been completed to address these findings with agencies providing evidence that actions have been completed.
The panel met in October 2022 for a themed meeting focusing on bereavement. This was a well attended event supported by input and contribution form the Lullaby Trust. A further themed meeting is scheduled for next year, which will include counterparts from Berkshire.

Impact

During the meetings panel members have held in-depth discussions about cases that allows for broad consideration of the factors involved in each case. This has supported professional development, reflection and learning for all.

Where modifiable factors have been identified there has been service improvement.

The collaborative approach facilitates the system to consider how future improvements may be implemented.

Local Child Safeguarding Practice Review (LCSPR)

In the reporting period we published one review(AA) which had been delayed due to parallel processes. The summary can be found on the Buckinghamshire Safeguarding Children website.

Use of data

Data is obtained from all partners involved in a case where a child has been the subject of serious injury or death. This data is used to inform the Rapid Review process as to whether a CSPR is appropriate. This data will then inform the priorities and objectives set for a reviewer to ensure appropriate learning and recommendations are set. Data is reviewed by the subgroup to ensure that appropriate referrals are being made for the purpose of Rapid review and CSPR.

Qualitative Assessment and Evidence of Improvement

Priorities set in the 20/23 business plan are set as early intervention and prevention, people who use our services, and contextual safeguarding.

- The review of AA, which has been published – the review highlighted issues around lack of cross agency liaison which would have identified potential concerns around mothers mental health. This has resulted in an proposed recommendations relating to a while family approach and timely information sharing which would impact the early intervention priority on the business plan.
- The review of MM, which is currently underway, has identified issues around cross-border intelligence sharing, early intervention and current processes around exploitation, and the impact of lived experiences of the child and her experiences of professionals. Recommendations currently being agreed

During 2022/23 there have been a further five referrals for case reviews which have met the threshold and were in progress at the time of writing. The group maintains an action tracker which enables the partnership to see progress against and completion of actions from reviews. This will also include a planned update to the initial ten year review of themes and recurring issues. Emerging issues include the increase in prevalence and complexity of mental health presentations across services, national issues, such as placement sufficiency and mental health resource, system responses to neurodiversity and an increase in completed suicides.

All reviews will ensure the voice of staff is captured and during the process panels and workshops will seek to identify those who are most appropriate to inform on the case.

The subgroup changed Chair during the reporting period, although it remains with the same agencies (Thames Valley Police). As part of the work to improve the overall progress of the subgroup and future LCSPRs, the group is undergoing a review. This review will seek to achieve the following:

1. Review of all recommendations on action tracker – where the recommendations have not been achieved for a lengthy amount of time these will be given consideration and identify whether they are achievable. If not achievable then these will be closed with a rationale as to why. Those that are achievable will be expedited to ensure no further delay. We will also identify those that are duplicated in other reviews.

2. Review of process for identifying a reviewer and the parameters set for the review. These reviews are to identify learning but any learning and recommendations should be achievable and appropriate for each agency. Recommendations should not be administrative or human action recommendations, as this results in low level of reliability and are unlikely to achieve sustainable improvement. Therefore a model will be agreed where recommendations will adopt the following format:

- What is required?
- To achieve what?
- To address the risk of?
- Addressed to whom?

While there has been an increase in demand for LCSPR's these have been appropriate and we are therefore adopting the measures above to ensure that they are timely and have impact.

Policy and Performance Subgroup (P&P)

The policy, practice and procedure sub group meets quarterly. The group has maintained its quoracy with contributions and attendance from those identified within the Terms of Reference. There is a schedule of polices that are timetabled for review and that process commences in advance of the expiry date. Subject matter experts are engaged where needed and external support from Phew supports the national updates in the multi agency policies.

Policies reviewed in this year include:

- Children living away from home.
- Children living in a household where there is substance misuse guidance.
- Sexually active children and young people.
- Parenting capacity and mental illness policy.
- MASH MA information sharing agreement.
- Forced marriage guidance and honour based abuse.
- Male circumcision guidance.
- Exploitation protocol, including victim blaming language document.

The subgroup have also created two task and finish groups. One is tasked with continuing the work to improve the approach to issues of neglect, across the children's workforce, and the other one is considering the revised fabricated and induced illness multi-agency approach to ensure improved outcomes for children and young people. Both are making good progress. We have engaged with subject matter experts beyond the group membership where needed, and work closely with other strategic boards, for example, the Domestic Abuse Board and the Prevent Board, to ensure consistency across the local system and understand the respective interdependencies and intersectionality.

We look forward to welcoming new subgroup members next year as staff change roles. We continue to work closely with the Performance, Quality and Improvement Subgroup, whose audit work supports the evidencing of the effectiveness of multi agency working supported by multi-agency processes and policies.Our priorities next year will reflect the agreed partnership priorities as a whole and we will strive to continue to make a demonstrable to children, young people and their families in Buckinghamshire.

Quality Assurance, Performance and Improvement Subgroup (QPI)

Use of Data

The PQI Subgroup has a standing agenda item which reviews data provided by agencies. The data is provided on a template and partners are requested to complete sections which ask:

- What does it tell us about how safe our children are?
- What is working well?
- Risks – known or emerging.

The above three points are the areas which are focused on as discussion points within the meeting. The data provided has been detailed enough for members to focus their attention on triangulating 'collective' risks across the system, including impact of increased demand with high volumes of vacancies/recruitment challenges.

Challenge provided has been useful in that agencies have been able to complete further work in specific areas or assurances have been provided back to the subgroup on issues such as waiting times for mental health services.

The dialogue around data is helpful in understanding the challenges as well as gaining understanding of what is working well and identifying where any good practice can be shared.

Gaining consistency in data reporting has been difficult and although the discussion points above have assisted in shaping the conversation to be more analytical the volume of data provided by all agencies can vary. Work will continue to ensure we have an agreed approach to this aspect.

Qualitative Assessment and Evidence of Improvement

More recently multi-agency audits have been set up with MASH colleagues where members of the subgroup will attend as part of a scrutiny function. Findings will be reported back into the subgroup. The group supported in developing a bespoke audit tool and have agreed to join quarterly meetings with MASH to specifically audit casework alongside operational staff. This is a positive step and is hoped to be replicated across other areas, where subgroup members join existing audits taking place within partner agencies. It was considered that MASH was a good place to start to consider effectiveness of partnership working at the earliest possible stage.

There has also been the sharing of bespoke audit work carried out within agencies, such as a report compiled on BHT referrals into the MASH. This was borne out of an increased number of referrals into the MASH for self harm in children. This work and findings have supported partners to consider what learning needs to be taken back into their respective agencies. The joining of subgroup members onto audit activity is relatively new and the impact of this is yet to be tested.

Through the identification of learning from LCSPR's activity has been undertaken to gain assurance that progress is being made and has been 'tested'. An example of this is the use of the pre-birth protocol, where sessions were delivered by the Principal Social Worker, and audit activity was undertaken by Buckinghamshire Healthcare Trust and Children's Social Care to test if there had been use of the protocol leading to improved practice.

Voice of staff

Voice of the staff has contributed to data collation, however, this has been reflected in the analysis of data shared by the agency through 'softer intel'. This includes feedback that there are high numbers of vacancies and staff resilience is reported as being 'low' due to increased demand and complexity across all areas, including health, CSC and Education.

It is evident that agencies are making every effort to continue to sustain excellence in service delivery but staff recruitment and retention is proving to be a significant challenge to this.

The group has been able to recognise this, but has retained its scrutiny function by requesting further information where, for example, there are 'waiting lists' to access services. The group has requested assurance around how risks such as the aforementioned are being mitigated against and will monitor this as part of it's work.

Voice of lived experience

The subgroup recently has requested agencies to share information/activity carried out where voice of the child has been gained to support improvements in practice. This is an area that has not developed at pace, but agencies have committed to ensuring this is a high priority moving forward.

It is agreed that through initial feedback the subgroup will agree what steps they wish to take next to engage with those with lived experience. This may be their experience of a revision to practice or their experiences of changes in workers. This is an area that needs to be managed well, as engagement with those with lived experience needs to include feedback on what the services will do differently to improve where any areas of need are highlighted. For this reason we continue to refine and develop this area of quality assurance.

Modern Slavery and Exploitation Subgroup (MS&E)

This reporting period saw the merging of children , adult and community safety focused work to create an all-age subgroup. The modern slavery and exploitation agenda covers a wide area of work and is also interconnected to the work to reduce serious violence across the county. As with all safeguarding work it is critical that there is strong partnership work at both an operational and strategic level to achieve good outcomes. This is an area for development, although there are signs and indicators of positive momentum.

The subgroup is well attended and benefits from participation across the partnership. It is almost inevitable that council departments feature heavily in respect of actions and activity, although this maybe worthy of future analysis to ensure that the balance is correct.

In addition to completing actions from the pre-existing work plan, the subgroup has sought to develop work around the two key priorities of transition to adulthood and working with children, young people and adults who have an Autistic Spectrum Disorder (ASD) diagnosis. The evidence of actions and outcomes against both the plan and the above priorities are captured across this report. Modern Slavery and Exploitation requires both a preventative as well as operational response, and the work of this subgroup is now focused on reporting on both. There is a clear benefit in being able to inform our community of the nature of this sort of contextual safeguarding

so that individuals can avoid becoming a victim in the first place and to also enable the community to identify indicators of this sort of very damaging abuse.

The types of scenario whereby modern slavery and exploitation is perpetrated are widespread. They also cross over into the risk of and presentation of serious violence. Each type of harm in this context requires variations in operational responses and prevention. There is currently active consideration of having a workstreams that have separate and dedicated time to look at the prevention and operational response of:

- Modern slavery.
- Sexual exploitation.
- Criminal exploitation.

The rationale for this separation is directly linked to the different responses each require.

Use of data

There is an increasing use of data to inform practice and strategic direction. Examples of this include using activity data to highlight geographic hotspots and then target these communities with preventative information and interventions. This has included sharing information directly with children and young people, providing information, advice and support to parents and providing a visible presence in the community. In addition, data is actively used to identify vulnerable groups and then provide preventative information and input. This has been delivered to care leavers and young people known to the Youth Offending Service.

The Thames Valley Together project will hopefully be fully operational during the nest few months. This project will give a comprehensive opportunity to provide interventions to vulnerable sections of the community using predictive data.

There is more to do for individual agencies to have an understanding of their own activity levels in relation to referrals made and staff contributions to prevention of modern slavery and exploitation.

Qualitative assessment and evidence of improvement

The subgroup has worked hard to implement the agreed multi-agency action plan. This plan had five main objectives: early intervention and prevention, awareness raising, identifying and safeguarding victims of modern slavery, identifying 'hotspot' locations and empowering those affected by exploitation.

The action plan has been implemented and there is evidence of impact, although this is hard to explicitly evidence and confidently link to activity of the subgroup. This is because of the subject matter and difficulties linked to measuring the impact of activity, such as 'awareness raising' and 'prevention'. However, there are some demonstrable wins and there is also more to do to evidence impact on outcomes for children, young people and vulnerable adults.

Modern slavery

- Awareness raising has taken place with both professionals who work in our communities and communities themselves. This activity will continue in the future and is best described as a continual activity.
- There have been criminal justice interventions in respect of modern day slavery and this includes the use of this legislation in pursuing those who exploit young people to distribute street drugs.

Criminal exploitation

- There is regular and continual operational activity in relation to this form of exploitation. This is usually but not exclusively activity managed via the MASE panel.
- There is evidence of preventative interventions and the use of 'intelligence' in it's widest form to predict and inform which individuals may be involved in this activity.
- The partnership works well in this area and there are strong examples of awareness raising, targeted interventions and decisive action to prevent harm and safeguard.
- The local authority exploitation hub works with young people up to the age of 25 years of age and there is growing knowledge and awareness of safeguarding adults in this context.

Sexual exploitation

- There is more to do in relation to the identification of possible and probable sexual exploitation of children, young people and adults. This type of exploitation remains hidden in a different way to for example, criminal exploitation.
- Current practice does demonstrate some areas of strength and effective work.
- The use of 'lived experience' in relation to training for staff and providing support to parents of victims are strengths.
- There is a need for more dedicated strategic planning in this area of work and better use of data and mapping.

Serious violence

- This area of work is connected to criminal exploitation and there is a crossover between the two areas of work.
- There is evidence of work from a preventative perspective that is important and has been effective.
- There remains a pull factor for young people in the context of the distribution of street drugs and the use of weapons (knives) into incidents of serious violence.
- The partnership is starting to work together more effectively in this area but there is more to do.

Voice of staff

- The exploitation tools and protocol, which is available to staff across the partnership, is valued by staff.
- The feedback from staff in relation to the exploitation hub demonstrates that the availability of expertise is seen as a positive.
- However, the voice of staff is currently predominantly captured through the local authority teams and personnel. Work will continue to ensure that the voices of staff in key partners is also heard.

Voice of lived experience

- Social workers are benefitting from training and mentoring provided by a an adult survivor of sexual exploitation.
- Young people are supported, where appropriate, by lived experience mentors. This is usually delivered from the perspective of criminal exploitation.
- The exploitation hub has recently utilised lived experience support for parents of victims of sexual exploitation.

Education and Learning Subgroup (Ed&L)

The Education and Learning Subgroup meet quarterly, chaired by Simon James, Director of Education. Throughout the reporting period the subgroup has maintained its' quoracy as agreed within the Terms of Reference. The subgroup is very well attended by representatives from across the Safeguarding Partnership.

The main aim of the Education and Learning Subgroup is to keep children and young people safe in Buckinghamshire pre-schools, schools, colleges and other education settings, and to raise standards by achieving excellence in line with the Buckinghamshire Safeguarding Children Partnership's and Buckinghamshire Council's Children's Services' goals.

The subgroup agreed the multi-agency action plan for 2022 – 2023, with five priorities:

• Everyone's invited.
• Keeping children safe in education.
• Unaccompanied asylum-seeking children.
• Emotional health and wellbeing support in schools.
• Children missing out on education.
• Nonregulated and nonregistered alternative provision.

Additional work completed by the subgroup outside of the action plan:

• Early help systems and resources available to schools.
• DSL training is now being delivered in house by the ESAS team.
• Compiled a risk register for schools where safeguarding is not good enough.
• Dip sample of three sexual abuse cases referred by schools.
• EHM piloted across six schools.
• Increase in coverage of mental health practitioners in schools.
• Increased funding for unaccompanied asylum-seeking children.
• Draft strategy for keeping children safe in alternative providers.

Learning and Development Subgroup (L&D)
(Covers both children's and adults' remit)

As the Chair of the Learning and Development subgroup of the Buckinghamshire Safeguarding Adults Board (BSAB) and Buckinghamshire Safeguarding Children's Partnership (BSCP), I am pleased to present the annual report for the past year. This report aims to assess our group's activities and outcomes across four domains as requested: use of data, qualitative assessment and evidence of improvement, voice of staff, and voice of lived experience. We will reflect on the activities and outcomes achieved by the subgroup within these domains, with a focus on the priorities set for this year, ending with matters for strategic consideration.

The primary function of the Learning and Development Subgroup is to facilitate a more integrated approach to safeguarding learning and development to ensure all roles in partner workforces have the appropriate knowledge, skills and behaviours to keep the people of Buckinghamshire safe. The Learning and Development Subgroup is still at the beginning of development. This is due to two key reasons:

• Multiple changes of Chair.
• Lack of commitment/consistent engagement from partners and agencies.

The priority over 2022/23 has been to actively seek quantitative and qualitative data through the undertaking a training needs analysis (TNAs) across partners to define goals, structure and content to plan the priority and ongoing areas for delivery. A year on from when I took over as Chair and we still do not have all TNA documents returned. Members were asked to complete and submit no later than 18 August 2022. Reminders have been sent out regularly and the issue raised at board and executive meetings.

Use of data

In the interim, the quantitative data so far received has helped the subgroup to engage in discussions to start to target our attention and efforts effectively. It has provided valuable insights into specific areas, such as:

• What single agency safeguarding training is planned.
• 100% stated Induction/General/level 1, 2, and 3 Safeguarding – Adult and Chil-dren, MCA and DoLs/LPS, self-neglect and domestic abuse.
• 16.6% stated personal self-care and empowerment, suicide prevention, sexual harassment.
• 16.6% stated SEND, neurodiversity, parenting, parental conflict.
• Whether members organisations are able to be part of the Safeguarding Partnership training offer.
• 50% stated no.
• 33.3% stated yes following further consultation.
• 16.6% stated it would have to be a corporate decision.
• And other figures such as numbers/types of staff and volunteers that need safeguarding training.

To enhance our work further, we recognise the need for new or additional data sources. Exploring external data, such as national or regional benchmarks, may provide us with comparative insights and help us identify best practices that can be adopted locally. We will actively seek opportunities to gather such data and integrate it into our decision-making processes appropriately as we progress through this work.

Qualitative assessment and evidence of improvement

The work of the subgroup has encompassed qualitative assessments through the use of the TNA tool. These have also provided valuable insights, such as:

- What safeguarding training new staff and volunteers need, but also to meet knowledge and skills gaps for existing individuals and groups. The most common provision identified across agencies were topics covering to MCA/DoLS/LPS, including self-neglect and domestic abuse.
- What multi-agency and/or external training has been identified to be facilitated to meet the need of the workforce which is not accessible via internal or other shared agency training provision. The key external agencies have been Reducing the Risk, Safe Lives, NSPCC and Lime Culture. The training has been primarily focused on domestic abuse, contextual safeguarding, sexual harassment, violence and misconduct. Also, specific training for named roles in health including Level 4 and supervisor training.
- Examination of current/proposed workplace learning for safeguarding leading to the identification of tangible enhancement in work practices, such as services offering workspaces where services could co-locate and work together, which would support interprofessional learning and development.

This has also recognised areas where content and/or focus of learning and development requires updating to reflect emerging safeguarding challenges. Consequently, this will ensure an enhanced integrated approach, and alignment with current best practices, learning from Safeguarding Adult Reviews (SARs), Child Safeguarding Practice Reviews (CSPRs), Domestic Homicide Reviews (DHRs), fatal fires, learning from lives and deaths – people with a learning disability and autistic people (Learning Disabilities Mortality Reviews) (LeDeR) and legislative/policy/guidance changes.

The subgroup has identified that an increased understanding of monitoring and evaluation processes amongst partners is needed to establish effective quality assurance principles. This will ensure that safeguarding training provided by all agencies meets agreed standards and positively impacts front-line practice to improve outcomes.

Voice of staff

The voice of staff has played a crucial role in informing the work of the subgroup through the submission of the TNA and discussions with members sharing their and their colleagues' experiences, challenges and suggestions for improvement, allowing us to gain a comprehensive understanding of their learning and development needs and concerns. The following barriers and mitigations have been identified:

- Staffing and work demand - manager support, approval and compliance monitoring, several dates offered.
- Travel and time constraints - shorter courses, virtual training, integrated with other meetings.
- Access/ability to use virtual platforms - staff supported to access, provision of hardware.

Furthermore, discussion in relation to staff work, including incident reports, case studies and feedback, SARs, CSPRs, etc. have provided valuable insights into ongoing safeguarding scenarios and complexities. These inputs will guide the development of targeted training programmes and the identification of areas requiring further support and development. This collaborative approach has started to foster a culture of continuous improvement, that we hope will empower staff to actively participate in and contribute to positive change.

Voice of lived experience

The subgroup recognises the invaluable contributions of individuals with lived experience to our work. Through the direct engagement with service users and their advocates, we hope to gain valuable insights into the challenges they face and their perspectives on safeguarding processes.

The subgroup aspires to have service user and carer representatives as part of the core membership. We understand this is a key objective across all subgroups and the BSAB/BSCP is developing its arrangements with the involvement of service users. The Terms of Reference for this subgroup will be amended once a mechanism is in place to involve service users and carers more effectively.

The involvement of those with lived experience will make a significant difference in our work. Their insights and perspectives will challenge existing practices, lead to the development of more person-centred approaches, and result in the identification of new areas for improvement. By integrating their voices into our work, we will be able to take important steps toward ensuring the safeguarding processes align with the needs and experiences of those we serve.

Matters for strategic consideration

All agencies understand that partnership and collaborative working is the cornerstone of effective safeguarding practice and there is a duty on the three partners to make arrangements to work together, and with any relevant agencies, for the purpose of safeguarding and promoting the welfare of people. Yet, with some organisations there remains difficulty with prioritising attendance and engagement with our subgroup work. I don't believe this subgroup is alone in experiencing this - we understand current workforce complexities and issues around workforce resilience. I would advocate for some strategic oversight in how we can tackle this through a combined partnership approach for the benefit of staff morale and agency efficacy for improved service user experience and outcomes.

In conclusion, the Learning and Development Subgroup has made some progress in the year 2022/23, aligning our efforts with the priorities set by the Buckinghamshire Safeguarding Adults Board and Buckinghamshire Safeguarding Children's Partnership. Through the effective use of the data and qualitative assessments that we have received and engaged in so far, seeking and attending to the voice of staff, and recognising the importance of the voice of lived experience, we have identified areas where improvements in safeguarding learning and development across partner workforces can be made.

Our commitment to making safeguarding personal, effective communication, empowering choices, and continuous improvement has guided our actions throughout the year. Our aim remains, to enhance the effectiveness of safeguarding practice through education and training of practitioners, and contributing to the safety and wellbeing of vulnerable and at-risk adults and children in Buckinghamshire.

We look forward to enhanced collaboration with our partners and stakeholders in the upcoming year, striving to add value and better evidence of the impact of our work on operational staff and the individuals who use our services.

Training / events / conferences

During the reporting period, the Safeguarding Partnership training team offered specialist courses/ events/conferences, these are in addition to Working Together to Safeguard Children & Everyone's Responsibly, these included:

- *Coercive Control Workshop* – Guest speaker: Rachel Williams (SUTDA)
- *Choice and Control in Hoarding Behaviour* – Guest speaker: Megan Karnes (Hoarding UK)
- *Hidden Men* - Guest speaker: Ruth Pearson
- City & Guilds assured *Young People Gambling Awareness and Harm Prevention*
- *Meet the LADO*
- *Pre-Birth Procedures* workshops
- Professional guidance event – summary in appendix
- *Safeguarding Children and Neglect: Recognition and Response*
- *Safeguarding Making Enquiries (S42) Level 3*
- Bespoke 'Everyone's Responsibility' for GP practice
- *Safeguarding Now!* Summer conference – attached in appendix
- BSAB/BSCP Winter conference – DoLs and MCA - attached in appendix

Over 900 multi-agency staff booked on to our training and events, with approximately 800 attending. A full breakdown of figures included in the appendix.

Training 2022-23 takeup

Bookings ■ Places offered ■

BSAB/BSCP Safeguarding Now! Conference

On the 27th of June the Buckinghamshire Safeguarding Partnership held their annual summer conference, the first face to face conference since the Covid-19 pandemic. This was a joint conference between the Children Partnership and the Adults Board, the speakers and activities reflected this and where relevant to both service areas.

The conference was well attended by approximately 95 multi-agency staff from across the partnership, including colleagues from education, health, police and children's and adults' social care. The day consisted of guest speakers, networking opportunities, as well as wellbeing and holistic activities.

The focus of the day was to encourage staff to listen, to take the time to review their cases, listen to other agencies, listen to vulnerable people, and listen to their own responses.

Sir Francis Hapgood, Independent Chair for the Safeguarding Partnership, opened the conference welcoming the delegates and giving an overview of the roles and responsibilities of the business unit and the work we do.

Sir Francis was followed by Rebecca Rees, our first guest speaker of the day. Rebecca relayed a very emotional account of her continued lived experience of social care, the coercive control experienced by her mother and the staff manipulated by her mother's husband. Rebecca encouraged staff to listen to service users and to listen to their own responses. Following her talk, Rebecca opened the floor for a question and answer session, supported by Sir Francis. Delegates asked many valid questions that showed Rebecca's experienced had provoked thought and reflection about individuals' own practice.

In preparation for the afternoon speaker, Dez Holmes, delegates were asked to complete a table top exercise consisting of question taken from the six transitional safeguarding principles.

Throughout the day local organisations and charities had stalls lining the main floor of the Gateway, including Woman's Aid, Cranstoun Young Person's Service, and the Family Support Service. This was greatly received and was an opportunity for delegates to build connections and a portfolio of relevant resources.

The afternoon featured guest speaker Dez Holmes from Research In Practice (researchinpractice.org.uk), appearing via video link. Dez gave a very engaging talk focusing on what the research says around listening to children and adults, what reflective practice and supervision looks like and the benefits of this. Following her presentation, Dez took questions from the delegates and shared resources with the audience.

Feedback received from delegates has been highly positive, some examples:

- *Very interesting and useful day. Rebecca Rees speech was very emotive and thought provoking.*
- *Time to self-care, thank you.*
- *Informative and though provoking; lots to reflect on.*
- *Guest speakers were very inspiring.*
- *Wellbeing time sensational.*
- *Thought provoking. Lots to talk about back at work.*
- *Impactful speakers, very informative, great networking opportunity.*
- *Great to have wellbeing session. Lots of thoughts about supervision.*
- *An excellent day, enjoyed listening to Dez and have taken new ideas for practice.*
- *Excellent speakers, face to face meetings; more moving forwards please!*
- *Excellent day! Inspiring and thought provoking. Loved the workshops, thank you.*
- *Thank you, the afternoon presentation and wellbeing options were my highlight.*
- *Excellent day/presentations and time to reflect.*
- *Thank you for organising this, very informative and food for thought.*
- *Really powerful and useful, thank you.*
- *Really informative, guest speakers were fantastic.*

BSAB/BSCP Safeguarding Conference
Mental Capacity Act and Deprivation of Liberty Safeguards

On the 9th of December the Buckinghamshire Safeguarding Partnership hosted their annual winter conference. The theme of this conference was the Mental Capacity Act and the Deprivation of Liberty Safeguards. This was a joint conference between the Children Partnership and the Adults Board. The speakers and activities reflected this and were relevant to both service areas.

The conference was well attended by approx. 80 multi-agency staff from across the partnership, including colleagues from:

- Cranstoun (drug services)
- Oxford Health
- BHT
- Victims First Specialist Service
- Virtual School
- Schools
- Adult Social Care

- Childrens Social Care/CWD
- Commissioning (Adults Health)
- Housing – Buckinghamshire Council
- Housing – Independent
- Localities – Street Wardens
- Youth Concern
- Environmental Health

The day consisted of guest speakers, networking opportunities and team building activities.

Walter McCulloch, Independent Chair for the Safeguarding Partnership, opened the conference welcoming the delegates and guest speakers, he gave an overview of the Safeguarding Partnership.

The first guest speaker was Claire Webster, Practice Development Consultant, Social Care Institute for Excellence. Claire gave a very in-depth and informative presentation into the Mental Capacity Act, what it is, when and how to use it, best interest and advocacy. Claire then covered the Deprivation of Liberty Safeguards, what it means, the process in care homes and hospitals, liberty protection safeguards and the changes that are coming.

Before lunch delegates took part in a quiz, pitting each table of ten against each other. This resulted in a healthy amount of rivalry, competition and multi-agency working. Encouraging delegates to talk to each other and work together. The winning table were happy with their chocolate prizes and bragging rights!

The afternoon session started with a pre-recorded video from Jenab Yousef, Adult Social Care, explaining the Mental Capacity Act from a local perspective.

The final speaker of the day was Juliet Casbolt, an expert from experience. Juliet gave a powerful presentation on her life and experiences of being sectioned under the Mental health Act. Feedback showed that delegates found Juliet's speech most impactful, with many reflecting on their own attitudes and actions.

Example of delegates feedback included:

- *Very informative and educational.*
- *It is outside my expertise so good intro.*
- *Very knowledgeable speakers.*
- *Really interesting talk from SCIE and great networking.*
- *Very beneficial to my role.*
- *The first speaker and the last speaker were both excellent.*
- *Always well run, friendly and supportive.*
- *Loved the presentation on the mental capacity act and learning about deprivation of liberty.*

Delegates listed the following learning from the day (taken from feedback)

- MCA and DOLs best practise.
- Greater confidence in the MCA process.
- Principles of Mental Capacity Act.
- Rights-based practice and showing compassion/understanding to families facing these issues.
- I was really informed by the expert by experience, our attitudes impact others and more about the care act.
- Knowledge on DOLs/MCA. Lived experience session was excellent.
- Quite a lot of knowledge gained on how to apply MCADOLs/LPS in my role.
- Greater awareness of liberty protection safeguards.
- The law is there to protect peoples' liberty not to deprive peoples' liberty.

BSAB Professional Guidance Event

On the 17th of November the Buckinghamshire Safeguarding Partnership hosted a Professional Guidance event alongside representatives from Adult Social Care.

The event at Weston Turville Golf Club, was well attended by approximately 73 multi-agency staff from across the partnership, including colleagues from housing, health, adult social care.

The purpose of the event was to reinforce the process for making a safeguarding referral and for staff to be able to recognise the difference between a welfare concern and a safeguarding referral.

Walter McCulloch, Independent Chair for the Safeguarding Partnership, welcomed delegates to the event and outlined the purpose of the day. He then handed over to Principal Social worker and Quality, Performance and Standards Director, Jennifer McAteer, who alongside Early Resolution team managers, Ricarda Aguinha and Colin Griffith, delivered a very informative session and supporting activities.

During the afternoon delegates engaged in table top activities lead by colleagues from housing, health, and adult social care. Lots of healthy discussion took place around the case studies that were shared.

For the remainder of the afternoon, Joanne Stephenson and Jennifer McAteer led an interactive discussion with the delegates focusing on complex cases, autism, and referral pathways and mental health needs.

The Year Ahead

The Partnership has worked hard to maintain it's focus on seeking assurance that the system is working as it should to reduce harm and better the life chances for vulnerable young people. It has also continued to seek out research, tools and ideas to share with colleagues in Buckinghamshire. We continue to provide two conferences a year on cross-cutting themes, bringing together people from a wide range of agencies and external speakers. A summary of these events can be found in appendix B and a link to future events can be found on the Buckinghamshire Safeguarding website.

We continue to provide training focused on improving the confidence and skills of the workforce, giving staff a place to reflect and explore current context.

In the year ahead we will:

- Reshape the current structure to ensure that we have the right people in the right places.
- Ensure that the impact of activity can be clearly evidenced.
- Make best use of partners' time by decreasing the amount of meetings and increasing opportunities to move forward together, such as challenge workshops.
- Implement the shared partnership development work so that we can create a team 'over and above' the day job.
- Continue to drive up the voice of frontline staff and people who use our services to ensure any impact is reaching them and making a difference.
- Refine and improve our training offer in line with the findings of the training needs analysis. This will include a further two conferences a year.

The BSCP would like to thank all its participants and are looking forward to continuously improving with them.

APPENDIX

- BSCP Business Plan 2020 - 23
- Training Needs Analysis 2022

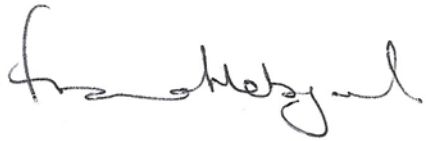# Business Plan April 2020 – March 2023

Foreword

The Buckinghamshire Safeguarding Children's Partnership (BSCP) replaced the Local Safeguarding Children's Board in 2019. The new arrangements place the joint responsibility for safeguarding children and young people on the Council, the police and the Clinical Commissioning Group. The changes must be more than just a change of name as we seek to strengthen our local delivery and build on the improvements that have been made in recent years.

The change to the Partnership and a review of the Buckinghamshire Safeguarding Adults' Board (BSAB) provided an opportunity to review the chairmanship of the two boards and their respective business units. As a result, a decision was made to appoint a single Independent Chair for BSAB and BSCP and to merge the business units together. I was delighted to be appointed as the Chair in August 2019 and I am pleased to say that the new business unit is in place at the start of April 2020.

This Plan and achieving its effective implementation is probably the most important thing done by the BSCP. The Plan draws from national statutory requirements, more local policy needs and lived experiences in order to protect children and young people. Throughout the plan there is a strong and consistent focus on listening to the voices of children and young people and taking a family-centred approach. I hope that future plans actively embrace what children and young people who have experiences of using the multi-agency safeguarding services say to us, and that the plan is more co-produced in future years.

In this document, BSCP sets out the strategic objectives and priorities it wishes to adopt from April 2020 right through until March 2023. Each year the Partnership will produce an annual report which sets out what has been achieved against its plan and what we need to refocus on in future years. As has been demonstrated by the Covid-19 crisis, we have to be flexible to respond to new challenges. However, the priorities of multi-agency working, listening to and working with our communities and safeguarding children and young people have never been more important. It is good to see existing relationships working well and new networks being formed which will be beneficial beyond this crisis.

This plan is not just for the Partnership and the business team who support it, but for all leaders, managers and practitioners in any of our partner organisations. Our purpose is simple – to be effective as a partnership of statutory organisations tasked with protecting children and young people. Please assist in actively promoting this Strategic Plan.

Sir Francis J S Habgood, QPM
Independent Chair for Buckinghamshire Safeguarding Adults' Board

OUR VISION

To work together to enable children and young people in Buckinghamshire to live a life free from fear, harm and abuse. To ensure our approach is focussed around "talk to me, hear my voice" and it is central to everything we do.

OUR AIMS

Making safeguarding personal and the responsibility of everyone

Enable children and young people to have choices and control over how they want to live

Ensure there is effective communication with youth communities in Buckinghamshire

To learn from our experiences and improve how we work

Working Together 2018 is statutory guidance that provides children's safeguarding with a legal framework, setting out the responsibilities of local authorities and their partners.

From a statutory perspective the three legally required bodies are:-

- Buckinghamshire Council
- Clinical Commissioning Group
- Thames Valley Police

A range of other partners will also support the Vision and Aims of the Business Plan.

This Business Plan describes the activities the Buckinghamshire Safeguarding Children's Board (BSCB) will be undertaking from 1st April 2020 to 31st March 2023. The Business Plan will be implemented through the work of the BSCB sub groups which will focus on specific objectives. These activities will be monitored throughout the year and progress will be reported on annually in the BSCB Annual Report.

The Business Plan contains four priorities that will support the work of the BSCB, Sub Groups and Multi Agency working. The "outcomes" listed within each priority will ensure that we achieve our Aims and thereby our Vision, to provide a voice to those individuals in need of support and demonstrate the difference we will make to our local communities.

"Talk to me, Hear my voice" Ensure the child or young person is at the centre of the approach adopted across Children's Services				
1	Action Required	Lead	How	Outcomes (what we will achieve)
1.1	Adopt a think family approach to the safety, well-being and development of children and young people as the overriding priority	• BSCP • BSCP sub groups	• That agencies consider how to work with and support the whole family and the benefits of sharing information between adults and children's services to have better informed view of the needs, risks and circumstances • Bi Annual conferences centred around subjects that identify specific learning and development needs	• To enable vulnerable children and young people to achieve the best possible outcomes
1.2	Carry out Safeguarding Children's Reviews in line with Care Act requirements, taking into account specific actions developed from those at the centre of the review	• SCR sub group • BSCP	• Robustly ensure SCR's completed and action plans are embedded and changes practiced • Implement changes around the rapid review process, commissioning of authors and capturing	• Reduce number of SCR's by learning and changing the way we do things to ensure children and young people are safe and supported • Provide a focused approach to

			intended outcomes from recommendations and actions	recommendations that demonstrate real change to processes and learning that is seen to be impacting on the life's lived by children and young people
1.3	Undertake activity supported through the Children's Partnership Arrangements 2019 and Thematic SCR written with regards to serious youth violence. Establish links with multi faith groups and hard to reach communities to ensure full engagement across all children and young people in Buckinghamshire.	• BSCP • Multi faith and hard to reach groups • Education and Learning sub group • CSP	• Engagement with black and minority ethnic communities to prevent and reduce violent crime (recommendation for SCR on serious youth violence) • Connecting with hard to reach communities by ensuring that "front door" services such as the MASH are easily accessible	• Building trusting relationships with children and young people to ensure they have the appropriate safeguarding support

Neglect, Exploitation & Abuse

2	Action Required	Lead	How	Outcomes (what we will achieve)
2.1	Working within a multi-agency setting to combat serious youth violence, promoting alternatives to young people at risk of being drawn into serious crime that may include violence, exploitation and abuse	• BSCP • CSP	• Ensure working with partners to provide a joint approach around violence for example TVP violence reduction unit's pilot • Seek engagement with young people to hear their voice through forums such as Youth Voice	• Understanding and reducing the risks that children and young people are living with • Children and young people influencing decision making in the community and feeling empowered to speak out and improve safeguarding outcomes
2.2	Establish the Education and Learning sub group as per Children's Partnership Arrangements 2019	• BSCP • Education	• Engage with Education and Learning sub group to define a work plan whereby neglect, exploitation and abuse are leading aspects of improving services to children and young people	• Developing processes for learning from early years to adolescent, to ensure better lived experiences

2.3	Embed Multi-Agency Child Exploitation Protocol 2020	• MASH Exploitation Hub • BSCP	• Adopt the Protocol's Principles to support multi agency working, to combat and disrupt sexual and criminal exploitation	• Children and young people in Buckinghamshire to be able to live without fear of exploitation, criminal or otherwise
2.4	Review of Threshold document	• BSCP	• Undertake a review of the current document in line with feedback from partners. Once agreed publish new document	• Provide clear signposting for agencies into services for children and young people and a process of escalation in risk/service

Ensure smooth transitions within Children's and Adult Services

3	Action Required	Lead	How	Outcomes (what we will achieve)
3.1	Joint working between Services to ensure a smooth transition from children to adult services.	• PQ&I sub group	• Introduce regular case discussions, seeking to ensure smoother transitions, including clearer communication around referrals and assessments • Develop a process of greater integration between children, adult and transitions teams in the management and handover of young people	• Increased levels of communications between teams, understanding of work being/needing to be undertaken • Care Leavers feeling involved in their life decisions, leading to a reduction in anxiety and young people feeling supported and empowered
3.2	Support the introduction of the Thames Valley Alliance regarding the regulation of accommodation provided to young people aged 16+ in Buckinghamshire	• Operations Manager Children's Service Commissioning jointly with TVP • BSCP	• Introduce an alliance that will commission, inspect and monitor 16+ provisions within the Thames Valley Region. This partnership would be known as the Thames Valley Alliance (TVA) • Ensure all accredited providers are vetted to a high standard and engaged with the review of provisions	• To assist in the reduction and the risk associated with the commissioning of inappropriate companies. This can be achieved through the correct research and vetting of provisions. • To sponsor, promote and collaborate to produce an agreed accreditation scheme for unregulated

			accommodation in Buckinghamshire to support young people in transition
3.3	Schools in Buckinghamshire to provide clear transfer arrangements within Buckinghamshire and other Local Authorities. Identifying any child who has demonstrated behavioural problems, thus ensuring a successful integration into secondary school.	• Education • Children's Services	• Adopt recommendation 4 made in the Thematic SCR on serious youth violence • Manage any safeguarding issues and providing the support mechanism needed to make this a success for the child or young person	• Ensure a successful integration into secondary school

Training and Development

4	Action Required	Lead	How	Outcomes (what we will achieve)
4.1	Publish the Learning and Development Business Plan 2020/2022	• BSCP	• Develop robust learning and development plan meeting statutory requirements and local needs • Develop multi agency training to support networking opportunities across partners	• To create training opportunities and training pathways to support and guide multi agency partners and the third sector • Achieve greater learning and shared knowledge across multi agencies
4.2	Explore and develop a range of approaches to achieve meaningful involvement and feedback from children and young people within our communities	• Statutory Partners • Education and Learning sub group	• Engage with children and young people in forums such as Youth Voice • Activity to be led by the Education and Learning sub group	• Local children and young people are fully engaged to ensure their voice is central to everything that we do
4.3	To raise awareness with education and child care providers to improve early identification of vulnerable children and young people	• Statutory partners in Education/ Social Care/ YOS • BSCP	• Review and implement recommendations from SYV Case Review (Ibbetson) • Revision of training practices and delivery within Education to support understanding of wider safeguarding	• Encourage children to achieve their best in education, are ready for work and have essential skills for life • Early identification and support is

			issues	achieved through multi-agency collaboration
4.4	Learning is taken from working in unforeseen circumstances such as Covid 19, to enable and embed working practices for the future	• All partner agencies with a lead being in the Education and Learning sub group and CSC	• Develop processes to remain in contact, thereby supporting and working with children and young people. For example the use of technology to conduct front line activities	• Ensuring that engagement still takes place and that children and young people are not left exposed without support mechanisms

Business Plan Author :- Vince Grey

                Safeguarding Partnership Manager

                Safeguarding Adults Board and Safeguarding Children's Partnership

Business Plan V 1.0 Commencement Date 1st April 2020

Business Plan Review Date 1st February 2021 for updates leading into April 2021. The Business Plan to be then reviewed in February 2022/23

Business Plan to be Reviewed and updated by the Safeguarding Partnership Manager

<u>Glossary</u>

BSCB   Buckinghamshire Safeguarding Children's Board

SCR   Serious Case Review

PPP   Policy Procedure & Practice

QPI   Quality Performance & Improvement

YOS   Youth Offending Service

CSC   Children's Social Care

MASH   Multi Agency Safeguarding Hub

CSP   Community Safety Partnership

TVP   Thames Valley Police

Why? To find out:

- Numbers / types of staff and volunteers that need safeguarding training
- What single agency safeguarding training is planned
- What multi-agency and/or external training has been identified to be facilitated
- What safeguarding training your staff and volunteers will need
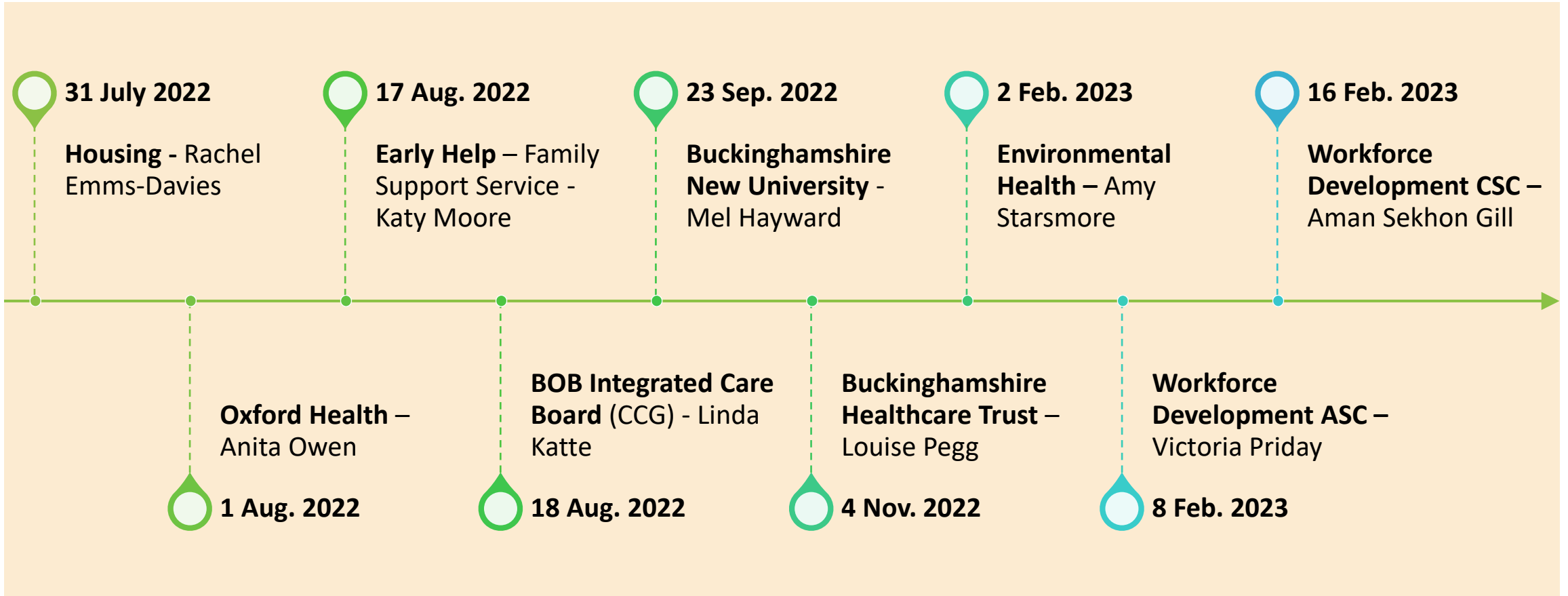- Whether you are able to part of the training offer
- Any challenges

For the partnership / board to identify and meet multi-agency training needs for 2022/2023 and inform the Learning and Development Plan

When?

- At the Sub Group on the 23rd of June 2022 the Training Needs Analysis (TNA) was introduced as a priority.

- Group members where asked to complete the TNA and submit no later than the 18th of August 2022.

- A reminder to complete the TNA was sent out on the 11th of August.

- The TNA request has been raised at the Board and Exec meetings.

- A further reminder was sent out on the 19th of January 2023.

Who has submitted?

31 July 2022

Housing - Rachel Emms-Davies

17 Aug. 2022

Early Help – Family Support Service - Katy Moore

23 Sep. 2022

Buckinghamshire New University - Mel Hayward

2 Feb. 2023

Environmental Health – Amy Starsmore

16 Feb. 2023

Workforce Development CSC – Aman Sekhon Gill

Oxford Health – Anita Owen

1 Aug. 2022

BOB Integrated Care Board (CCG) - Linda Katte

18 Aug. 2022

Buckinghamshire Healthcare Trust – Louise Pegg

4 Nov. 2022

Workforce Development ASC – Victoria Priday

8 Feb. 2023

What? Safeguarding training has/will be provided

Common themes across **all**

- Induction / General / level 1, 2, & 3 Safeguarding – Adult and Children
- MCA & LPS
- Self Neglect
- Domestic Abuse

Specific

- **Early Help - Family support service** – SEND; Neurodiversity; Parenting; Parental conflict
- **BNU** –personal self care and empowerment; suicide prevention; sexual harassment
- **CSC** – PAMS/Parents assist, following the Breadcrumbs, Great Behaviour Training, TVP Visually Recorded Interview training
- **ASC** – Section 42. Making Every Contact Count

What? Current / proposed workplace learning for safeguarding

Countywide meetings quarterly

Presentation to Governing Body

Bi-monthly safeguarding team meetings

Weekly / monthly case meetings

Escalation /case transfer meetings

Supervision

Supervisor training

Honest Conversations

Champions

Mentoring

What? External training (not board/partnership)

- Reducing the Risk - DA champion
- Safe Lives – MARAC
- Contextual safeguarding
- Supervisor
- Level 4 – Named health
- Sexual Harassment & Violence in HE
- Lime Culture – Sexual Misconduct

What? Provide to others

Current

Yes – Early Help - Family Support Service

- Youth work training – youth workers and volunteers

- Setting up early years groups – volunteer early years workers

- No – all others

Open internal courses to others

- 3 stated Yes –
  - following further consultation
  - virtual level 3 safeguarding adults / children - health
  - Commercial offer to private and voluntary care providers

- 4 stated No / unlikely

- 1 stated it would have to be a corporate decision

What? Is needed

|						
BOB Integrated Care Board	**Liberty Protection Safeguards**	**Transitional safeguarding**	**Contextual safeguarding**	**Trauma Informed**	**S42 enquiry**	**Family Approach**
Buckinghamshire Council - Housing	**Domestic abuse**	**Professional Curiosity**	**Serious cases / practice reviews**	**Home visits**	**Lived Experience**	
Buckinghamshire New University	**Suicide Prevention**	**Eating Disorders**	**Drug Awareness**	**Sexual Harassment**		
Buckinghamshire Healthcare NHS Trust	**Mental Capacity Act - CYP**	**Mental Capacity Act - Self Neglect**	**Mental Capacity Act - Self neglect and Legal levers**			
Oxford Health NHS Foundation Trust	**Domestic abuse**					
Early Help - Family Support Service						
Environmental Health	**Lawful Data Sharing Practices**	**Understanding the roles of professionals in the process**				
Childrens Social Care						

How?

Experiences

- All services used virtual training over the last 3 years

- 1 service felt virtual less engaging / useful

- 1 service felt some training was better delivered virtually

Future

- 4 services blended approach now or are aiming for

Access to Virtual Platforms
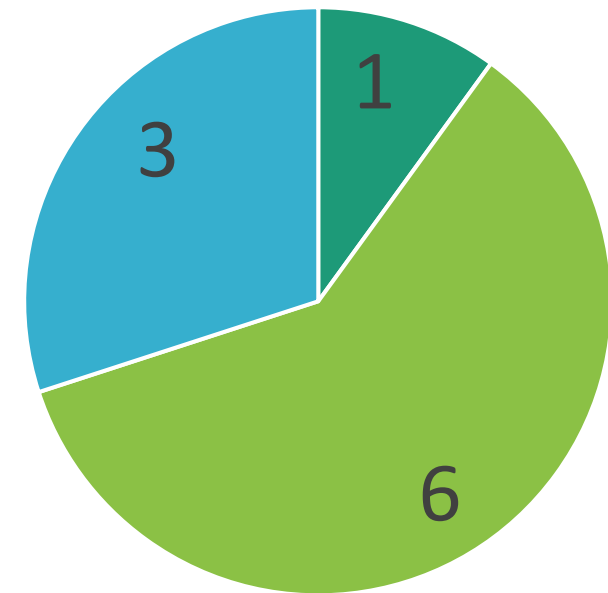
- Skype
- MS Teams
- Zoom

Challenges

Barriers

1. Staffing & Work demand
2. Travel & Time constraints
3. Access / ability to use virtual platforms

Mitigation

1. Manager support/ approval and compliance monitoring / several dates offered
2. Shorter courses / Virtual training / Integrated with other meetings
3. Staff supported to access / provision of hardware

What else is useful?

- Webinars
- Podcasts

- Free eLearning, webinars and resources from relevant organisations inc:
  - NSPCC/CASPAR
  - SCIE
  - National homeless advice service
  - Future NHS Platform
  - Future Learn – Level 3 safeguarding adults
  - Health Education England – eLFH
  - Community Care
  - Making Research Count
  - Grey Matter Learning

Now what?

- Acquire outstanding TNA

- Write up the TNA report and submit to Board & Exec (end of June)

- Ensure our 'training need' themes and plans align with national and local priority and workforce need

- Update L&D plan

- Plan delivery - How? Who? When? Where?