**Safeguarding Children and Young People**

**Annual Report 2012/13**

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**Safeguarding Children and Young People**

**Annual Report 2012/13**

1. **Introduction**

Oxford Health NHS Foundation Trust has a statutory duty to make arrangements to safeguard and promote the welfare of children under Section 11 of the Children Act 2004. The Trust is a statutory member of the Local Safeguarding Children Boards (LSCBS) under section 13 of the Children Act 2004.

**2. Purpose**

To provide the Trust Board with an overview of the progress against the safeguarding children priorities for period 01/04/12 to 31/03/13 as outlined in the Safeguarding Children action plan.

To provide assurance that the Trust is compliant with its statutory duties and CQC Outcome 7 Regulation 11 ‘Safeguarding people who use services from abuse.

To outline the safeguarding children priorities and areas for development for 2013/14.

Key areas covered within the report are as follows:

* National Context and Trust response.
* Safeguarding Children Governance Arrangements
* Partnership Working with LSCBs and Local Authorities
* Serious Case Reviews and Partnership Reviews.
* Safer Care Programme
* Think Family
* Implementation of Trust Training Strategy
* Implementation of Child Protection Supervision Arrangements.
* Safeguarding Children audit work
* Safer Recruitment
* Allegations management
* Key priorities for 2013/14

**3. National Context**

**3.1 Munro Review**

In June 2010 the government commissioned Professor Eileen Munro to complete an independent review of child protection in England. In the final report of her review published in May 2011, Professor Munro concluded that child protection has become too focused on compliance and procedures and has lost its focus on the needs and experience of individual children.

Government response

* The statutory guidance ‘Working Together’ has been revised and new version came into force on 15 April 2013. This is a single source document that now brings together all the statutory responsibilities on organisations and individuals to safeguard children. Most of the responsibilities and procedures remain the same as the 2010 guidance, but the guidance is presented in a much more succinct and less detailed way.
* The role of Local Safeguarding Children Boards (LSCBs) is strengthened to provide more scrutiny and challenge, including assessing the effectiveness of the help being provided to children and families, including early help.
* LSCBs should maintain a local learning and improvement framework which is shared across local organisations who work with children and families. Reviews should be conducted regularly, not only on those cases which meet statutory requirements but also on other cases which can provide valuable lessons about how organisations are working together to safeguard and promote the welfare of children.
* A new national panel of independent Serious Case Review (SCR) experts is to be established. The panel will provide advice to LSCBs about the application of SCR criteria and the requirement to publish reports. The Working Together guidance makes clear that LSCBs should have regard to the panel’s advice when making decision about SCRs.
* There is to be a new model of Ofsted Inspections to commence in September 2013 – these will replace the planned multi-inspectorate Inspections. The CQC will continue to inspect safeguarding arrangements of health providers but their future role into multi-agency inspections has not yet been confirmed.
* A new national safeguarding children performance information framework is in place. This framework describes the key nationally collected data that can help those involved in child protection at both the local and national levels understand the health of the child protection system.

The framework is broken down into five themes, with national performance information items and approaches to local information for each. The themes are:

* Outcomes for children and young people and their families
* Child protection activity (including early help)
* The quality and timeliness of decision making
* The quality of child protection plans
* Workforce

**3.2 Trust response to date**

* The new Trust child protection and safeguarding service model has been implemented. This was developed in line with the principles in the Munro review whereby safeguarding children accountability and governance arrangements are robust and frontline staff are supported through access to advice, training and supervision commensurate with their role.
* The model works to support effective partnership working through clear identification of Named Nurses and Doctors for LSCB areas as well as strategic level organisational representation on LSCBs and key partnership groups.
* The Trust is working with LSCBs to establish safeguarding performance indicators data requirements.
* The Trust Child Protection and Safeguarding Children policy has been reviewed against Working Together 2013 and will be ratified by the Safety Committee in Q3.

**3.3 Further actions required in response to national policy:**

* Continue to work in partnership with local authorities and partner agencies and ensure the Trust is prepared to demonstrate effective and safe practice through the new Inspection framework.
* Ensure internal assurance of frontline safeguarding children practice continues within Children and Families services and is further developed with adult services who work with parents and carers, specifically adult mental health and substance misuse services.
* Further develop safeguarding performance data to inform local commissioners contract requirements and safeguarding performance indicators.

**3.4 Child Sexual Exploitation**

The Government published the ‘Tackling Child Sexual Exploitation Action Plan’ on 23 November 2011. This action plan brought together actions by the Government and a range of national and local partners to protect children from this largely hidden form of child abuse.

The action plan highlighted the need for effective links between child and adult services such as local authority social care, education and health services, the voluntary and community sector, local police and youth justice structures.

The actions in the plan were focused on ensuring that services respond to the particular needs of sexually exploited children and young people.

The action plan refers particularly to the link between children going missing and

being sexually exploited.

**3.41 Trust Response**

The Trust is working in partnership with LSCBs in relation to Child Sexual Exploitation (CSE)

Actions taken:

* Increasing staff awareness and access to CSE training.
* Working to identify victims, and those young people who are at risk, through use of screening tools, improved information sharing with children’s social care and the police and access to services for victims or those at risk.
* In Oxfordshire the Trust has seconded a health professional to work in the multi-agency Kingfisher team which works directly with victims and those at risk. A permanent post has been commissioned and has been recruited to.

**3.5 Savile Enquiry**

The Government commissioned an Independent oversight of NHS and Department of Health investigations into matters relating to Jimmy Savile. On 30 April 2013 Sir David Nicholson set an expectation that health organisations should review arrangements and practices relating to vulnerable people, particularly in relation to safeguarding, access to patients including that afforded to volunteers and celebrities and listening to and acting on patient concerns.

Trust review completed and following actions taken;

Child Protection and Safeguarding Children policy is in place and has been reviewed in line with Working Together 2013 and scope includes volunteers.

The Trust Volunteer policy is in place. All volunteers are subject to pre-employment checks in accordance with Trust Policy. In addition the responsible manager must conduct a risk assessment to ascertain the nature of the volunteer work and any associated training required. It is explicit within the policy that all volunteers are required to participate in any necessary training required to carry out their voluntary work.

In addition a staff communication was cascaded at time of the Savile report to highlight management of disclosures and access to support services for victims of other historic sexual abuse who may come forward as a result of the media attention.

**4. Trust Safeguarding Children Governance Arrangements.**

The statutory responsibilities of the Trust, as an NHS provider, have not changed under the Health and Social Care Bill (2012) and are outlined in the *Safeguarding Vulnerable People in the Reformed NHS Accountability and Assurance Framework-* NHS Commissioning Board ‘(March 2013).

This reconfirms that health providers are required to demonstrate that they have safeguarding leadership and commitment at all levels of their organisation and that they are fully engaged and in support of local accountability and assurance structures, in particular via the Local Safeguarding Children Boards.

All health providers are required to have effective arrangements in place to safeguard vulnerable children and adults and to assure themselves, regulators and their commissioners that these are working.

The Trust is also required by Monitor to ensure compliance with health care standards. This includes the essential standard on safeguarding monitored by CQC, Outcome 7 Regulation 11 ‘Safeguarding people who use services from abuse’ The Trust is compliant with this standard.

**4.1 Safeguarding accountability**

The Trust Board Safeguarding Leads are Ros Alstead, Director of Nursing and Clinical Standards and Dr Clive Meux, Medical Director.

The Trust Child Protection and Safeguarding Children Service is hosted by the Children and Families Services Division and is provided across the new organisation, to reflect the LSCB areas and the breadth and range of services provided by the Trust.

The Safeguarding Children Service is led by the Trust Lead Nurse who is accountable to the Director of Nursing and Clinical Standards and by the Trust Lead Doctor Safeguarding Children who is accountable to the Medical Director. The Trust Leads work collaboratively and report to the Trust Safeguarding Committee.

**4.2 Safeguarding Children team staffing**

* Trust Lead Nurse 0.91wte
* Trust Lead Doctor 1 session per week
* Divisional Named Nurses. 2.11wte
* Named Nurses 3.41wte for Oxfordshire and Buckinghamshire

Actions taken:

* The Named Nurse role for Swindon, Wilts and B&NES LSCBs area has been reviewed to ensure this role reflects the service needs of the area. The local context for safeguarding children has become more complex and partnership working with three LSCBs areas has increased in the last three years – interim cover is in place via a Divisional Named Nurse pending recruitment to a dedicated Named Nurse post for the area.
* The Named Doctor provision increased in 2012/13 to provide 3 additional roles with one session per week to cover each of the following areas:

Oxfordshire

Buckinghamshire

Swindon, Wiltshire and Bath/North East Somerset.

* The Named GP role (Oxfordshire) was hosted by the Trust on behalf of Oxfordshire PCT until 31 March 2013. This role has now transferred to Oxfordshire Clinical Commissioning Group (CCG) in line with new CCG safeguarding governance arrangements.

**4.3 Governance arrangements**

A bi-monthly Trust Safeguarding Committee chaired by the Director of Nursing and Clinical Standards is in place. This forum ensures robust governance of all safeguarding practice and activity across the organisation. Nominated senior divisional leads (both clinical and business support functions where appropriate) are required to evidence the contribution of their service area to ensuring that safeguarding children, young people and vulnerable adults is embedded in practice from front line practice to board.

Safeguarding Children and Vulnerable Adults Leads attend and report to this committee. This includes evidencing delivery against Serious Case Reviews, Section 11 Audits and assurance in relation to CQC Outcome 7. The group has in place reporting arrangements to the Safety Committee and Trust Board.

Safeguarding Children reporting is also in place via Divisional Performance meetings to the Trust Executive team.

Specific actions taken in 2012/13

* Section 11 Self- Assessment audits have been completed for 2012/13 and returned to LSCBs in Swindon & Wiltshire, B&NES and Oxfordshire. There are no significant compliance concerns reported by the Trust in relation to statutory duties.
* Safeguarding standards are now included in the contracts with clinical commissioning groups and the Trust will be formally monitored on these in 2013/14.
* Buckinghamshire commissioners requested Section 11 completion for Child and Adolescent Mental Health services (CAMHs) and Childrens Speech Therapy services – no compliance concerns were identified.

**4.4 Policies and procedures**

The Trust Child Protection and Safeguarding Children policy is in place and has been reviewed in line with the revised statutory guidance Working Together 2013.This policy outlines the roles and responsibilities of the Board and all staff and includes details of child protection supervision and training arrangements.

A new Safeguarding Children intranet page is in place to ensure increased access to safeguarding children key policies and guidance this is linked to the Patient Safety Button.

**Further actions required for 2013/14**

To review the safeguarding children service model in light of Trustwide service remodelling work and care pathways, to ensure the service delivered reflects the needs of care groups, locality and interagency working across the five LSCB areas in which the Trust provides services.

**5. Partnership Working**

The Mandate from the Government to the NHS Commissioning Board (NHS CB) for April 2013 to March 2015 (published in November 2012) states:

***“We expect to see the NHS, working together with schools and children's social services, supporting and safeguarding vulnerable, looked-after and adopted children, through a more joined-up approach to addressing their needs.”[[1]](#footnote-1)***

**5.1 Trust Response**

The Trust continues to work in partnership with other agencies and specifically in relation to both child protection and child in need cases where there is need for a service. There is also a national agenda to increase multi-agency working and integrated working models are being explored in Oxfordshire and the Trust is engaged in this work.

The Trust is a statutory member of five LSCBs, and is represented on all LSCBs and relevant sub-groups. Work includes supporting delivery of business plans and priorities in line with national and local safeguarding priorities.

The Trust has representatives engaged in Oxfordshire and Buckinghamshire Multi-Agency Public Protection Arrangements (MAPPA) and Multi-Agency Risk Assessment Conferences (MARAC) to ensure Trusts public protection role re high risk violent or sex offenders and high risk domestic abuse victims is maintained.

In Oxfordshire the Named Nurses attend as Trust representatives alongside adult mental health representation to ensure information sharing and risk management is in place for victims and their children.

Interface with these arrangements in Swindon, Wiltshire and B&NES is managed through liaison with Named Nurses in local health providers as appropriate. This will be strengthened as a priority following recruitment of a new Named Nurse for Swindon, Wilts and B&NES.

**5.2. National and Local Authority Area Child Protection and Child In Need Statistics as at 31 March 2011 and 31 March 2012 (latest data)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Number of children subject to a child protection plan  31 March 2011 | Number of children subject to a child protection plan  31 March 2012 | Number of Children in Need (throughout the year)  31 March 2011 | Number of Children in Need (throughout the year)  31 March 2012 |
| **England** | **42,700** | **42,850** | **735,500** | **739,300** |
| Oxfordshire | 332 | 364 | 5760 | 5711 |
| Buckinghamshire | 368 | 362 | 5961 | 5858 |
| Swindon | 94 | 116 | 2794 | 1925 |
| Wiltshire | 163 | 169 | 3390 | 3700 |
| B&NES | 102 | 70 | 2127 | 2016 |

Key trends:

* An increase in the number of children subject to CP plans in Oxfordshire, Swindon and Wiltshire.
* An increase in child in need cases in Wiltshire.

**5.3 Oxfordshire**

The main area of work in 2012/13 related to Child Sexual exploitation.

As a result of a joint investigation between the police and social care, Operation Bullfinch. Nine men were charged and committed to trial at The Old Bailey. The case concluded in May 2013 and there were 59 guilty verdicts against seven of the men who received sentences totaling 95 years.

In response to this case and in line with national guidance the Trust with other health providers have supported the implementation of Oxfordshire Safeguarding Children Board (OSCB) Child Sexual Exploitation Strategy.

Specific activities include:

**Kingfisher Team**

A member of the Safeguarding Children team commenced two days a week with effect 1/11/12 to working in this Multi-agency Child Sexual Exploitation team. The Trust has now been commissioned to provide a full-time health practitioner until 2015. This role will has been recruited to substantively and managed through Trust Childrens Services.

Training has been completed in relation to child sexual exploitation (CSE); including use of CSE risk assessment tool has been completed with Children Universal Services, school health nurses, CAMHs and Contraceptive & Sexual Health services.

School Health Nurses have supported roll out of Chelsea’s Choice CSE theatre production within Oxfordshire secondary schools with a workshop afterwards to raise awareness of CSE and staying safe.

Staff attendance at OSCB multi – agency conference in October 2012 and launch of OSCB strategy and practitioner toolkit.

Child and Adolescent Harmful Behaviours Service is also providing training via OSCB training programme.

**5.4 Buckinghamshire**

* Joint working in relation to CSE including staff attendance at

CSE conference

* Implementation of sexually harmful behaviour project for young people has been completed and positive feedback reported.
* Department of Health evaluation of Trust Sexually Harmful Behaviours service to be published in September 2013

**5.5 Swindon**

During 2012/13 the Trust has taken part in the Ofsted Thematic Inspection in relation to Safeguarding Disabled Children, Section 11 Peer Review and Annual Business Planning workshop to develop the LSCB Strategic Business Plan and priorities for 2013 which relate to:

* Child Sexual Exploitation and Domestic Abuse
* Effective early intervention that meets a range of needs in different communities
* Communicating effectively with children and young people; their families; the community (including different sections of the Community); and staff at all levels from partners agencies.

Board representation is in place through the Head of CAMHs (SWB). The Trust has CAMHs representation on the following LSCB subgroups:

* Policy and procedures
* See the Adult See the Child.
* Child Sexual Exploitation and Runaways.

**5.6 Wiltshire**

In March 2012 Ofsted and CQC undertook an Inspection of safeguarding and looked after children services in Wiltshire.

The contribution of health agencies to keeping children and young people safe was judged as adequate and the Trust CAMHs services were described as good quality and effective with significantly improved access to services following the Trust becoming the new provider in April 2010.

The overall effectiveness of safeguarding services was judged as inadequate. Statutory requirements were not met consistently and as a result Wiltshire Council received an improvement notice and an Improvement Board and plan were put in place. The Trust has been working in partnership to support implementation of this.

There were no Trust specific recommendations but there were two recommendations for health which have been completed.

1. Increased staff awareness of the Wiltshire LSCB escalation policy

This has been completed through training and staff communications. Audit of awareness completed in May 2013 and submitted to Designated Nurse Wilts and B&NES CCG to provide assurance for the CQC action plan

|  |
| --- |
| 1. Develop a protocol with the Police for managing cases where children in distress are detained to ensure that children and young people under 18 years of age are not inappropriately detained under Section 136 of the Mental Health Act 1983 and if they are detained there is access to appropriate facilities   The Trust has developed the protocol with the police this has been identified as area of strength in a recent Inspection (July 2013) by Her Majesty’s Inspectorate of Constabulary in their review of Wiltshire Police Public Protection Department. |

In July 2013 there was a further (unannounced) inspection by Ofsted outcomes of this will be available approximately September 2013.

**5.7 Bath and North East Somerset**.

In January 2012 Ofsted and CQC undertook an Inspection of safeguarding and looked after children services in B&NES.

There were no Trust specific actions but the following areas of work have been completed across health.

* Transition protocol is in place to ensure smooth transitions from CAMHs into adult mental health services for vulnerable young people.
* The CCG through the Designated Nurse has put in place a performance management framework for health providers’ safeguarding activity and outcomes is established.

The Trust continues to work in partnership through following:

* Delivery of the Family Assessment and Safeguarding Service (FASS)
* Consultation and training for Social Care, and colleagues from other agencies

**6. Serious Case Reviews (SCRs) and Partnership Reviews.**

**6.1 SCRs**

The Trust has established robust systems for completing Internal Management Reviews, implementing actions plans and sharing learning as part of SCRs when commissioned by an LSCB.

In 2012/13, there was an increase in Serious Case Reviews commissioned by LSCBs. This trend has continued with 4 cases being commissioned since 01/01/13.

The multi-agency learning points from the SCRs will be shared with services on receipt of final reports and services supported in implementing learning from them.

|  |  |  |  |
| --- | --- | --- | --- |
|  | **2011/12** | **2012** | **Year to Date** |
| Oxfordshire | 0 | 2 | 2 |
| Buckinghamshire | 0 | 2 | 1 |
| B&NES | 0 | 1 | 0 |
| Swindon | 0 | 0 | 0 |
| Wiltshire | 0 | 0 | 0 |
| External LSCB -Somerset | 0 | 1 | 0 |
| External LSCB  East Sussex | 0 | 0 | 1 |

**6.2 Partnership Reviews**

One further case in Oxfordshire did not meet the criteria for a Serious Case Review but the OSCB decision was to complete a multi-agency Partnership Review. This case related to a serious assault by a young person on an older adult. Staff from the Trust participated at the strategic and practitioner level for this review

**6.3 Internal Review of deaths of CAMHs patients**

The Children and Families Division have commissioned an internal panel to review the deaths of CAMHS patients by probable suicide either whilst in our care or soon after discharge since April 2010.

The panel has reviewed this group of patients but has also asked for information about other possible suicides during this period from the Local Safeguarding Boards to see whether there are any links.

Further actions to be taken by the panel.

* To produce a report in Q3 that will draw out any themes and make possible recommendations for changes in practice
* To share report within the Trust and with partner organisations.
* To hold a learning event to share the report’s findings.

**7. Safer Care Programme**

As part of the Trust process from learning from incidents, analysis has been completed of all incidents involving the physical restraint of patients in the Trust. Q 4 2013 showed that the Highfield Adolescent Unit had the second highest number of incidents of restraint (62 episodes).

Whilst there have not been concerns raised that restraint is being used inappropriately, it was decided that as part of the Trust Safer Care Programme there should be a review of the use of restraint in the Highfield Adolescent Unit . The following actions have been taken:

* Diagnostic work to understand the possible influencing factors upon the use of restraint on the unit.
* Testing the use of new structured referral forms that help to gather information from the referrer, the family/guardian and the young person about what escalates behaviour, and what helps to de-escalate behaviour and ensuring that this information informs the young person’s care plan.
* It is envisaged that, by understanding escalation patterns prior to admission, the staff will be able to respond immediately with effective de-escalation interventions to prevent unsettled behaviour developing.
* The outcome measure has been set at a reduction of restraint by 25% by March 2014

**8. Think Family**

There has been increased working with the Think Family Champions to further embed Think Family working within Adult Mental Health services in Oxfordshire and Buckinghamshire.

Actions taken:

* New safeguarding standard operating procedures have been developed and will be in use from September 2013. This work will inform the replacement EPR project and a Divisional Named Nurse is on the project group.
* New network meetings with safeguarding leads in adult mental health services.
* The Trust Lead Nurse and Vulnerable Adult Lead have provided safeguarding input into service tenders in partnership with business and performance team.

**9. Implementation of Safeguarding Children Training strategy**

The new Trust Safeguarding Children Training Strategy was ratified by the Safeguarding Committee in February 2012 and implementation commenced in April 2012.

The new strategy reflects the Royal Colleges Intercollegiate Document (2010) and is in line with LSCB training strategies.

The benefits of the new training strategy are:

* Increased multidisciplinary training across community and mental health services
* Increased access to training via e-learning and locality based training
* Integrated safeguarding adults and children training for new staff at corporate induction and as update training.
* New Trust Level Three training programme for clinical staff who work predominantly with CYP and/or their parents and carers, and who could potentially contribute to assessing, planning, intervening and reviewing the needs of a child and parenting capacity where there are safeguarding concerns.

**Further actions planned for 2013/14**

To develop bespoke training sessions for services to achieve additional Level Three competencies and update training.

**9.1. Training Data**

As part of development of the organisational Safeguarding Children Training Strategy reporting of training has been further developed with Learning and Development to ensure improved monitoring of training compliance for different staff groups and contract monitoring. This in turn has informed more effectively the Divisional training requirements.

Trustwide Safeguarding Children Training data as at 12/09/13:

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Courses** | **Frequency** | **Duration** | **Sessions** | **Trained** | **% of Available Trained** | **Phased Target %** | **Phased Target to Train** | **% of Phased Target** | **Training Gap** |
|
| Safeguarding Children and Adults - Non Clinical - (eLearning) - 3 Yearly - OH | Three Yearly | eLearning | [567](http://mhoxsql04/ReportServer?%2FPPSTPDR%2FPPST_Division_StaffView&CourseStatusId=0&CourseStatus=PPST%20ALL&CourseId=%5BDashboard%20Course%20Staff%20View%5D.%5BCourse%20ID%5D.%26%5B2707%5D&CourseTitle=Safeguarding%20Children%20and%20Adults%20-%20Non%20Clinical%20-%20(eLearning)%20-%203%20Yearly%20-%20OH&TypeId=%5BDashboard%20Course%20Staff%20View%5D.%5BType%20ID%5D.%26%5B1%5D&Type=Total%20Staff&County=All&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%201%20-%20Ward%20registered%5D&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%202%20-%20Community%20registered%5D&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%203%20-%20Ward%20non-registered%5D&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%204%20-%20Community%20non-registered%5D&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%205%20-%20Non-clinical%20patient%20contact%5D&rs%3AParameterLanguage=) | [470](http://mhoxsql04/ReportServer?%2FPPSTPDR%2FPPST_Division_StaffView&CourseStatusId=0&CourseStatus=PPST%20ALL&CourseId=%5BDashboard%20Course%20Staff%20View%5D.%5BCourse%20ID%5D.%26%5B2707%5D&CourseTitle=Safeguarding%20Children%20and%20Adults%20-%20Non%20Clinical%20-%20(eLearning)%20-%203%20Yearly%20-%20OH&TypeId=%5BDashboard%20Course%20Staff%20View%5D.%5BType%20ID%5D.%26%5B2%5D&Type=Trained&County=All&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%201%20-%20Ward%20registered%5D&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%202%20-%20Community%20registered%5D&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%203%20-%20Ward%20non-registered%5D&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%204%20-%20Community%20non-registered%5D&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%205%20-%20Non-clinical%20patient%20contact%5D&rs%3AParameterLanguage=) | 83% | 100% | 567 | 83% | [93](http://mhoxsql04/ReportServer?%2FPPSTPDR%2FPPST_Division_StaffView&CourseStatusId=0&CourseStatus=PPST%20ALL&CourseId=%5BDashboard%20Course%20Staff%20View%5D.%5BCourse%20ID%5D.%26%5B2707%5D&CourseTitle=Safeguarding%20Children%20and%20Adults%20-%20Non%20Clinical%20-%20(eLearning)%20-%203%20Yearly%20-%20OH&TypeId=%5BDashboard%20Course%20Staff%20View%5D.%5BType%20ID%5D.%26%5B13%5D&Type=Training%20Gap&County=All&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%201%20-%20Ward%20registered%5D&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%202%20-%20Community%20registered%5D&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%203%20-%20Ward%20non-registered%5D&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%204%20-%20Community%20non-registered%5D&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%205%20-%20Non-clinical%20patient%20contact%5D&rs%3AParameterLanguage=) |
| Safeguarding Children and Adults - Non Clinical - (eLearning) - Once (New Starters) | Once | eLearning | [17](http://mhoxsql04/ReportServer?%2FPPSTPDR%2FPPST_Division_StaffView&CourseStatusId=0&CourseStatus=PPST%20ALL&CourseId=%5BDashboard%20Course%20Staff%20View%5D.%5BCourse%20ID%5D.%26%5B2708%5D&CourseTitle=Safeguarding%20Children%20and%20Adults%20-%20Non%20Clinical%20-%20(eLearning)%20-%20Once%20(New%20Starters)&TypeId=%5BDashboard%20Course%20Staff%20View%5D.%5BType%20ID%5D.%26%5B1%5D&Type=Total%20Staff&County=All&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%201%20-%20Ward%20registered%5D&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%202%20-%20Community%20registered%5D&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%203%20-%20Ward%20non-registered%5D&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%204%20-%20Community%20non-registered%5D&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%205%20-%20Non-clinical%20patient%20contact%5D&rs%3AParameterLanguage=) | [13](http://mhoxsql04/ReportServer?%2FPPSTPDR%2FPPST_Division_StaffView&CourseStatusId=0&CourseStatus=PPST%20ALL&CourseId=%5BDashboard%20Course%20Staff%20View%5D.%5BCourse%20ID%5D.%26%5B2708%5D&CourseTitle=Safeguarding%20Children%20and%20Adults%20-%20Non%20Clinical%20-%20(eLearning)%20-%20Once%20(New%20Starters)&TypeId=%5BDashboard%20Course%20Staff%20View%5D.%5BType%20ID%5D.%26%5B2%5D&Type=Trained&County=All&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%201%20-%20Ward%20registered%5D&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%202%20-%20Community%20registered%5D&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%203%20-%20Ward%20non-registered%5D&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%204%20-%20Community%20non-registered%5D&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%205%20-%20Non-clinical%20patient%20contact%5D&rs%3AParameterLanguage=) | 76% | 100% | 17 | 76% | [2](http://mhoxsql04/ReportServer?%2FPPSTPDR%2FPPST_Division_StaffView&CourseStatusId=0&CourseStatus=PPST%20ALL&CourseId=%5BDashboard%20Course%20Staff%20View%5D.%5BCourse%20ID%5D.%26%5B2708%5D&CourseTitle=Safeguarding%20Children%20and%20Adults%20-%20Non%20Clinical%20-%20(eLearning)%20-%20Once%20(New%20Starters)&TypeId=%5BDashboard%20Course%20Staff%20View%5D.%5BType%20ID%5D.%26%5B13%5D&Type=Training%20Gap&County=All&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%201%20-%20Ward%20registered%5D&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%202%20-%20Community%20registered%5D&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%203%20-%20Ward%20non-registered%5D&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%204%20-%20Community%20non-registered%5D&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%205%20-%20Non-clinical%20patient%20contact%5D&rs%3AParameterLanguage=) |
| Safeguarding Children Level 2 - (eLearning Or Classroom) 3 Yearly | Three Yearly | 2.5 Hours | [2561](http://mhoxsql04/ReportServer?%2FPPSTPDR%2FPPST_Division_StaffView&CourseStatusId=0&CourseStatus=PPST%20ALL&CourseId=%5BDashboard%20Course%20Staff%20View%5D.%5BCourse%20ID%5D.%26%5B2710%5D&CourseTitle=Safeguarding%20Children%20Level%202%20-%20(eLearning%20Or%20Classroom)%203%20Yearly&TypeId=%5BDashboard%20Course%20Staff%20View%5D.%5BType%20ID%5D.%26%5B1%5D&Type=Total%20Staff&County=All&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%201%20-%20Ward%20registered%5D&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%202%20-%20Community%20registered%5D&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%203%20-%20Ward%20non-registered%5D&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%204%20-%20Community%20non-registered%5D&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%205%20-%20Non-clinical%20patient%20contact%5D&rs%3AParameterLanguage=) | [2161](http://mhoxsql04/ReportServer?%2FPPSTPDR%2FPPST_Division_StaffView&CourseStatusId=0&CourseStatus=PPST%20ALL&CourseId=%5BDashboard%20Course%20Staff%20View%5D.%5BCourse%20ID%5D.%26%5B2710%5D&CourseTitle=Safeguarding%20Children%20Level%202%20-%20(eLearning%20Or%20Classroom)%203%20Yearly&TypeId=%5BDashboard%20Course%20Staff%20View%5D.%5BType%20ID%5D.%26%5B2%5D&Type=Trained&County=All&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%201%20-%20Ward%20registered%5D&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%202%20-%20Community%20registered%5D&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%203%20-%20Ward%20non-registered%5D&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%204%20-%20Community%20non-registered%5D&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%205%20-%20Non-clinical%20patient%20contact%5D&rs%3AParameterLanguage=) | 84% | 100% | 2561 | 84% | [338](http://mhoxsql04/ReportServer?%2FPPSTPDR%2FPPST_Division_StaffView&CourseStatusId=0&CourseStatus=PPST%20ALL&CourseId=%5BDashboard%20Course%20Staff%20View%5D.%5BCourse%20ID%5D.%26%5B2710%5D&CourseTitle=Safeguarding%20Children%20Level%202%20-%20(eLearning%20Or%20Classroom)%203%20Yearly&TypeId=%5BDashboard%20Course%20Staff%20View%5D.%5BType%20ID%5D.%26%5B13%5D&Type=Training%20Gap&County=All&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%201%20-%20Ward%20registered%5D&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%202%20-%20Community%20registered%5D&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%203%20-%20Ward%20non-registered%5D&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%204%20-%20Community%20non-registered%5D&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%205%20-%20Non-clinical%20patient%20contact%5D&rs%3AParameterLanguage=) |
| Safeguarding Children Level 2 - (eLearning Or Classroom) Once | Once | 2.5 Hours | [1514](http://mhoxsql04/ReportServer?%2FPPSTPDR%2FPPST_Division_StaffView&CourseStatusId=0&CourseStatus=PPST%20ALL&CourseId=%5BDashboard%20Course%20Staff%20View%5D.%5BCourse%20ID%5D.%26%5B2711%5D&CourseTitle=Safeguarding%20Children%20Level%202%20-%20(eLearning%20Or%20Classroom)%20Once&TypeId=%5BDashboard%20Course%20Staff%20View%5D.%5BType%20ID%5D.%26%5B1%5D&Type=Total%20Staff&County=All&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%201%20-%20Ward%20registered%5D&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%202%20-%20Community%20registered%5D&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%203%20-%20Ward%20non-registered%5D&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%204%20-%20Community%20non-registered%5D&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%205%20-%20Non-clinical%20patient%20contact%5D&rs%3AParameterLanguage=) | [1339](http://mhoxsql04/ReportServer?%2FPPSTPDR%2FPPST_Division_StaffView&CourseStatusId=0&CourseStatus=PPST%20ALL&CourseId=%5BDashboard%20Course%20Staff%20View%5D.%5BCourse%20ID%5D.%26%5B2711%5D&CourseTitle=Safeguarding%20Children%20Level%202%20-%20(eLearning%20Or%20Classroom)%20Once&TypeId=%5BDashboard%20Course%20Staff%20View%5D.%5BType%20ID%5D.%26%5B2%5D&Type=Trained&County=All&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%201%20-%20Ward%20registered%5D&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%202%20-%20Community%20registered%5D&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%203%20-%20Ward%20non-registered%5D&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%204%20-%20Community%20non-registered%5D&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%205%20-%20Non-clinical%20patient%20contact%5D&rs%3AParameterLanguage=) | 88% | 100% | 1514 | 88% | [52](http://mhoxsql04/ReportServer?%2FPPSTPDR%2FPPST_Division_StaffView&CourseStatusId=0&CourseStatus=PPST%20ALL&CourseId=%5BDashboard%20Course%20Staff%20View%5D.%5BCourse%20ID%5D.%26%5B2711%5D&CourseTitle=Safeguarding%20Children%20Level%202%20-%20(eLearning%20Or%20Classroom)%20Once&TypeId=%5BDashboard%20Course%20Staff%20View%5D.%5BType%20ID%5D.%26%5B13%5D&Type=Training%20Gap&County=All&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%201%20-%20Ward%20registered%5D&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%202%20-%20Community%20registered%5D&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%203%20-%20Ward%20non-registered%5D&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%204%20-%20Community%20non-registered%5D&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%205%20-%20Non-clinical%20patient%20contact%5D&rs%3AParameterLanguage=) |
| Safeguarding Children Level 3 - Trust Or Local Safeguarding Children Board | Three Yearly | 2.5 Hours | [878](http://mhoxsql04/ReportServer?%2FPPSTPDR%2FPPST_Division_StaffView&CourseStatusId=0&CourseStatus=PPST%20ALL&CourseId=%5BDashboard%20Course%20Staff%20View%5D.%5BCourse%20ID%5D.%26%5B2712%5D&CourseTitle=Safeguarding%20Children%20Level%203%20-%20Trust%20Or%20Local%20Safeguarding%20Children%20Board&TypeId=%5BDashboard%20Course%20Staff%20View%5D.%5BType%20ID%5D.%26%5B1%5D&Type=Total%20Staff&County=All&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%201%20-%20Ward%20registered%5D&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%202%20-%20Community%20registered%5D&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%203%20-%20Ward%20non-registered%5D&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%204%20-%20Community%20non-registered%5D&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%205%20-%20Non-clinical%20patient%20contact%5D&rs%3AParameterLanguage=) | [700](http://mhoxsql04/ReportServer?%2FPPSTPDR%2FPPST_Division_StaffView&CourseStatusId=0&CourseStatus=PPST%20ALL&CourseId=%5BDashboard%20Course%20Staff%20View%5D.%5BCourse%20ID%5D.%26%5B2712%5D&CourseTitle=Safeguarding%20Children%20Level%203%20-%20Trust%20Or%20Local%20Safeguarding%20Children%20Board&TypeId=%5BDashboard%20Course%20Staff%20View%5D.%5BType%20ID%5D.%26%5B2%5D&Type=Trained&County=All&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%201%20-%20Ward%20registered%5D&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%202%20-%20Community%20registered%5D&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%203%20-%20Ward%20non-registered%5D&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%204%20-%20Community%20non-registered%5D&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%205%20-%20Non-clinical%20patient%20contact%5D&rs%3AParameterLanguage=) | 80% | 100% | 878 | 80% | [73](http://mhoxsql04/ReportServer?%2FPPSTPDR%2FPPST_Division_StaffView&CourseStatusId=0&CourseStatus=PPST%20ALL&CourseId=%5BDashboard%20Course%20Staff%20View%5D.%5BCourse%20ID%5D.%26%5B2712%5D&CourseTitle=Safeguarding%20Children%20Level%203%20-%20Trust%20Or%20Local%20Safeguarding%20Children%20Board&TypeId=%5BDashboard%20Course%20Staff%20View%5D.%5BType%20ID%5D.%26%5B13%5D&Type=Training%20Gap&County=All&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%201%20-%20Ward%20registered%5D&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%202%20-%20Community%20registered%5D&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%203%20-%20Ward%20non-registered%5D&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%204%20-%20Community%20non-registered%5D&RiskCategory=%5BCube%20Prev%20Year%20Dashboard%20Courses%20Process%5D.%5BRisk%20Category%5D.%26%5BGroup%205%20-%20Non-clinical%20patient%20contact%5D&rs%3AParameterLanguage=) |
| **TOTAL** |  |  | **5537** | **4683** | **85%** | **100%** | **5537** | **85%** | **558** |

**Further actions required for 2013/14**

To continue to monitor training compliance and ensure contractual targets achieved.

**10. Implementation of Child Protection Supervision arrangements.**

**10.1 Advice and consultation**

The Named Nurse and Doctor team work together as a team across all Divisions and services to provide advice and consultation to all staff on request Monday – Friday 9-5pm. Staff have access to Local Authority Emergency Duty social care teams for out of hours advice and Trust on call managers.

Team activity consultation data has been recorded more robustly in 2012/13 and breakdown by division and category of concern is now available:

|  |  |
| --- | --- |
| Division | Number of consultations  01/04/12 -31/03/13 |
| Children and Families | 747 |
| Mental Health | 108 |
| Community | 15 |
| Specialised | 38 |
| **Total** | **908** |

|  |  |
| --- | --- |
| **Category of concern( where applicable) consultations** | **Total 716** |
| Emotional Abuse 123 | 123 |
| Neglect 158 | 158 |
| Physical Abuse 150 | 150 |
| Sexual Abuse 158 | 158 |
| Domestic Abuse 127 | 127 |

**Further actions planned for 2013/14**

To further develop data collection to evidence contacts by individual services and Safeguarding Children team activity.

Use of data analysis to inform safeguarding service priorities for training and supervision.

**10.2 Group Supervision**

The Named Nurses deliver a total of 24 child protection supervision groups across Childrens and Families services. This includes Childrens Universal Services, Family Nurse Partnership, Oxfordshire PCAMHS and the Highfield Inpatient Unit.

Evaluation of the supervision provided to Childrens Universal Services and FNP was completed in February – April 2013. This has provided evidence that practitioners place a high degree of value on their Child protection supervision sessions, and can evidence the impact on their safeguarding practice as a result of this.

Group child protection supervision is also undertaken for Oxfordshire and Buckinghamshire Addiction Services and the Complex Needs Service in Oxfordshire.

**Further actions to be undertaken in 2013/14**

To extend supervision to Buckinghamshire Complex Needs service.

To extend evaluation of group supervision to all groups

**11. Safeguarding Children audit work.**

During 2012/13 the safeguarding service increased audit and supervision activity to support frontline staff and to provide assurance of safeguarding practice. This was reported to the Trust safeguarding committee and LSCBs through Section 11 audits and single agency audit reports.

Audits completed:

* Individual Case Supervision including a Review of the Clinical Record for all Health Visitors, School Health Nurses and Locality Team Leaders (who held a clinical case load) within Childrens Universal Services across Oxfordshire.
* Safeguarding Children Reviews within Community Children Nursing Service.
* Safeguarding Reviews within Community CAMHs teams, this was piloted in Salisbury CAMHs and roll out across all Community CAMHs teams will occur in 2013/14
* LSCB Multi- agency audit work is also completed in partnership with other agencies.

Themes and action planning identified through service audits or training/supervision by Named Nurses are shared within Divisional Operational and Governance groups and reported to Safeguarding Committee. Audit programme will continue in 2013/14.

**12. Safer Recruitment**

The Disclosure and Barring Service (DBS) launched on the 1 December 2012 and merges the services previously provided by Criminal Records Bureau (CRB) and the Independent Safeguarding Authority (ISA)

The primary role of the Disclosure and Barring Service (DBS) is to help employers in England and Wales make safer recruitment decisions and prevent unsuitable people from working with vulnerable groups including children.

Trust actions:

CRB checks are mandatory and form part of the wider pre-employment checking process which encompasses good safer recruitment practice and monitored by the Recruitment team. CRB checks are renewed on change of post.

* Enhanced CRB checks are completed prior to appointment on all staff who are likely to have unsupervised contact with children. The application process includes online access to expedite the recruitment process.
* In 2012/13, OHFT conducted an audit to ensure all staff with access to children and vulnerable adults including those in post for the last 12months, have an up to date DBS check held on file.
* In line with safer recruitment guidelines the Trust reserves the right to carry out repeat checks on staff and proposes to carry out 3 yearly checks for staff who have access to children and vulnerable adults.
* The Trust has a rolling programme to deliver safer recruitment training. To date a total of 270 managers, who are responsible for recruiting staff have been trained.
* The Trust has three staff within HR who have completed the NCLS Train the Trainer Programme.
* Managers/staff are also required to attend relevant safeguarding training levels 1 – 3 commensurate with their role.
* Interview panels consist of at least one manager who is trained in safer recruitment practices.

Further action to be taken:

New Trust recruitment policy will include additional statement in relation to the responsibility of all staff to inform the Trust if, at any time during their period of employment with the Trust, they are subject to any criminal record, cautions, warnings or bind over’s, or any changes to their existing DBS or clearance status.

**13. Allegations Management**

The Trust has a nominated allegations officer for handling allegations about children and vulnerable adults.

In 2012/13 there have been 3 allegations in relation to staff working with children that have been managed in line with LSCB and Trust Policy. These were reported to the Local Authority Designated Officer and reviewed by Service Managers.

**14. Safeguarding Children Action Plan**

The organisation develops and implements an annual Safeguarding Children action plan. This includes Section 11 statutory duties, CQC Outcome 7 assurance and learning from SCRs/SIRIs and Safeguarding Audits.

This has been developed with input from operational services to draw together all the key actions required for 2013/14 and progress will be monitored through Divisional Operational and Governance Groups and the Safeguarding Committee.

**Summary of Key Priorities for 2013 / 2014**

* Continue to work in partnership with local authorities and partner agencies and also ensure the Trust is prepared to demonstrate effective and safe practice through the new Inspection framework.
* Ensure support and advice to frontline staff and managers is in place across each LSCB area
* To continue to provide assurance of safeguarding children practice within Children and Families services and that this assurance is further developed with adult services who work with parents and carers, specifically adult mental health and substance misuse services.
* Further develop safeguarding performance data to inform local commissioners contract requirements and safeguarding performance indicators.
* To review safeguarding children service model in light of Trustwide service remodelling work and care pathways, to ensure the service delivered reflects the needs of care groups, locality and interagency working across the five LSCB areas in which the Trust provides services.
* To support Safer Care programme of work
* To continue to monitor training compliance and ensure contractual targets are achieved.
* To develop bespoke training sessions for services to achieve additional Level Three competencies and update training.
* To continue existing group supervision and extend to Buckinghamshire Complex Needs service.
* To continue audit work and extend Safeguarding Reviews to Community CAMHs teams.
* To further develop data collection and analysis of Safeguarding Children team activity.

The Board is asked to note progress of work and approve this report.

**Kate Riddle**

**Trust Lead Nurse Service Manager Safeguarding Children**

**11.09.13**

**Appendix One**

**Safeguarding Children Team Staff details**

**Trust Lead Nurse Safeguarding Children**

Kate Riddle

**Trust Lead Doctor Safeguarding Children**

Nick Hindley

**Divisional Named Nurses**

Jill Phipps *I* Divisional Named Nurse Children & Families Division

Tracy Toohey *I* Divisional Named Nurse Community Adults and Specialised Division

Sheila Jenkins Divisional Named Nurse Mental Health Division

**Named Nurses**

Lisa Lord

Jayne Harrison

Jo Lamb

Lucia Bell

**Named Doctors**

Dr. Madi Acharya / Named Doctor for Oxfordshire

Dr. Arabella Norman-Nott /Named Doctor for Buckinghamshire

Dr. Richard Eyre *I* Named Doctor for Swindon Wiltshire and B&NES

1. **Safeguarding Vulnerable People in the Reformed NHS**

   *Accountability and Assurance Framework*

   First published: 21 March 2013

   **Prepared by: NHS Commissioning Board** [↑](#footnote-ref-1)