



**Haringey** Council

## **NOTICE OF MEETING**

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# **Children's Safeguarding Policy and Practice Advisory Committee**

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TUESDAY, 2ND JULY, 2013 at 19:30 HRS - CIVIC CENTRE, HIGH ROAD, WOOD GREEN,  
LONDON N22 8LE.

MEMBERS: Councillors Adamou, Alexander, Browne, Corrick, Scott and Stewart (Chair)

### **AGENDA**

#### **1. APOLOGIES FOR ABSENCE**

#### **2. URGENT BUSINESS**

The Chair will consider the admission of late items of urgent business. Late items will be considered under the agenda item they appear. New items will be dealt with at Item 12 & 15 below.

#### **3. DECLARATIONS OF INTEREST**

A member with a disclosable pecuniary interest or a prejudicial interest in a matter who attends a meeting of the authority at which the matter is considered:

(i) must disclose the interest at the start of the meeting or when the interest becomes apparent, and

(ii) may not participate in any discussion or vote on the matter and must withdraw from the meeting room.

A member who discloses at a meeting a disclosable pecuniary interest which is not registered in the Register of Members' Interests or the subject of a pending notification must notify the Monitoring Officer of the interest within 28 days of the disclosure.

Disclosable pecuniary interests, personal interests and prejudicial interests are defined at Paragraphs 5-7 and Appendix A of the Members' Code of Conduct.

**4. MINUTES (PAGES 1 - 8)**

To consider the minutes of the meeting held on 30<sup>th</sup> April 2013.

**5. MATTERS ARISING (PAGES 9 - 12)**

**6. TERMS OF REFERENCE (PAGES 13 - 16)**

To note the terms of reference for this Committee agreed by Cabinet on 18<sup>th</sup> June 2013.

**7. PERFORMANCE ASSESSMENT - END OF YEAR 2012/13 (PAGES 17 - 42)**

This report sets out performance data and trends for an agreed set of measures relating to: Children and Families - Contacts, referrals and assessments and Child Protection.

**8. ADOPTION PERFORMANCE UPDATE (PAGES 43 - 48)**

The report will inform Members of the progress made in the performance of the Adoption Service in placing children for adoption and special guardianship since the publication of the Adoption Scorecard and the Adoption Diagnostic Review in Summer 2012.

**9. UPDATE ON THE MOSAIC PROGRAMME (PAGES 49 - 50)**

At their meeting in November 2012, the Committee agreed to monitor the implementation of the MOSAIC programme, which would start in 2013. The Committee will consider an update report on MOSAIC which is a major redevelopment of FWi, Haringey's social care recording system, which is being designed and developed in partnership with the supplier and 14 other early adopter authorities.

**10. LOCAL AUTHORITY DESIGNATED OFFICER ANNUAL REPORT 2012/13 (PAGES 51 - 66)**

This is the Local Authority Designated Officer's (LADO) annual report of allegations made against adults who work with children. The report provides profiling analysis of allegations made in the Borough, comparative data and an update of the interventions and development work completed during 2012/13.

**11. REPORT FROM INDEPENDENT MEMBER (PAGES 67 - 74)**

At the last meeting, the Committee were made aware that training on information sharing was being provided to staff within the service as well as advice and guidance to other agencies. The Committee wanted to also explore the engagement with wider community groups on the changes relating to information sharing and their roles and responsibility. On behalf of the Committee, the independent member undertook to report on the outcome of these training activities by auditing a sample of new referrals.

## **12. NEW ITEMS OF URGENT BUSINESS**

To consider new items of business as per item 2.

## **13. EXCLUSION OF THE PRESS AND PUBLIC**

The following report is NOT FOR PUBLICATION by virtue of paragraph 5 of Part I of Schedule 12A of the Local Government Act 1972 as it contains information classified as exempt under Schedule 12A of the Local Government Act 1972 in that it contains information in respect of which a claim to legal professional privilege could be maintained in legal proceedings.

## **14. CHILDREN'S SAFEGUARDING AND INFORMATION SHARING - LEGAL ADVICE (PAGES 75 - 82)**

The purpose of this report is to inform the Committee of the Counsel's advice and action required.

## **15. NEW ITEMS OF EXEMPT URGENT BUSINESS**

To consider new items of exempt business as per item 2.

## **16. ANY OTHER BUSINESS**

Date of next meeting: 17<sup>th</sup> September 7.30pm.

David McNulty  
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5<sup>th</sup> Floor  
River Park House  
225 High Road  
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**MINUTES OF THE CHILDREN'S SAFEGUARDING POLICY AND PRACTICE ADVISORY COMMITTEE**

**TUESDAY, 30 APRIL 2013**

Councillors Adamou, Allison, Corrick and Stewart (Chair)

Apologies Councillor Bull and Scott

Also Present: Councillor Waters, Libby Blake, Marion Wheeler, Lisa Blundell, Lisa Redfern, Sue Southgate, Chrissy Austin.

<b>MINUTE NO.</b>	<b>SUBJECT/DECISION</b>	<b>ACTON BY</b>
<b>CSPAP C133</b>	<b>APOLOGIES FOR ABSENCE</b>  Apologies for absence were received from Councillor Bull and Councillor Scott.	
<b>CSPAP C134</b>	<b>URGENT BUSINESS</b>  There were no items of urgent business submitted.	
<b>CSPAP C135</b>	<b>DECLARATIONS OF INTEREST</b>  There were no declarations of interest put forward.	
<b>CSPAP C136</b>	<b>MINUTES</b>  The minutes of the meeting held on the 21 <sup>st</sup> March 2013 were approved as an accurate record of the meeting.	
<b>CSPAP C137</b>	<b>MATTERS ARISING</b>  Agreed that report on the MASH, Adoption and the broader consideration of Adults services referrals to Children's Services (if ready) be considered at the July meeting.	<b>AD CS</b>
<b>CSPAP C138</b>	<b>PERFORMANCE REPORT</b>  The Assistant Director of Children's Services outlined the main highlights of the Performance report.  The rate of children in care continued to decrease with 92 per 10,000, and although this was still higher than similar statistical neighbouring boroughs, it was a significant reduction from this point last year	

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(101). This was against the current national trend, where numbers were increasing. The Independent Member commented, that as numbers of looked after children increased nationally, there was a real national debate emerging on who is cared for by the local authority.

The Committee noted that the numbers of contacts and referrals was continuing to decrease at a good rate. The number of children subject to a child protection plan increased by 34 and although this was a reduction in the number and rate for February, it was, overall, still a higher number than statistical neighbouring boroughs. As highlighted at the last meeting, there had been a review into the thresholds being applied to place a child on a protection plan against the reasons to take a child off a plan. There was now a focus to ensure that the actions taken in the first three months of a plan maximise the possibilities for the child coming off a plan.

Meetings continued with independent child protection advisors to ensure that children remained on protection plans for the right reasons. The introduction of the Haringey 54000 programme would also greatly assist in the providing early help to families and in turn limiting the need for authoritative intervention from Children's social care services. The increase of children on plans was likely to be associated with the decrease in number of looked after children. It was recognised that both these figures were higher than statistical neighbouring boroughs. However, the Independent Member advised the Committee to keep in mind that there should be no 'right' or 'wrong' number of children on plans or in care. It was ensuring the right children were on plans and that children were being taken off child protection plans at the right time. Confidence in efforts to reduce the numbers of LAC should be taken from the fact that there was a steady decline in number and not a sudden decrease which would be more concerning.

There was a discussion about the number of days it took to adopt a child. It was recognised that performance in this area had greatly improved through continual business analysis of data and through the relentless pursuit, by managers, to ensure each step of the adoption process was completed on time; however there was still a need to improve on timescales. The Independent Member spoke about conversations on adoption, as an option, starting at the screening stage. In response, it was noted that the new Permanency policy does include the need to start considering the option of adoption at the point of the core assessment. It was noted that the pathway to adoption involved both Children's Cabinet Advisory Committees and as the Chair was keen that the Committee gain an understanding of pathway to adoption and have sight of the care planning. It was agreed the Director and Assistant Director of Children's Service discuss this request and provide a report on adoption which meets with the remit of the Children's Safeguarding Policy and Practice Committee. Agreed that this report come forward to the next meeting in July.

**Dir  
CS/AD  
CS**

The Committee noted the difficulty in setting a performance target for

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	<p>protection plans lasting more than two years. The service have to consider the level of risks that are being mitigated against by the child being on the plan, and keep up awareness of the number of families on plans. Therefore, having a target helps ensure the service is continually reviewing the families to ensure that the children are on the plans for the right reasons and that the risk is being effectively managed. There are currently 26 families in this predicament and the overall sense, in the service, is that the families are right to be on these plans for this period of time.</p> <p>In terms of the percentage of child protection cases which are reviewed within timescales, although the targets were close to being met, there was a consistent traffic light of red for the past 6 months and the Committee queried whether this target should be lower. It was explained that this was an inspirational target and in line with what good/excellent local authorities achieve. In the coming financial year, when the new targets for performance indicators were being set, account would be taken of the new single assessment process.</p>	
<b>CSPAP C139</b>	<p><b>NEW ITEMS OF URGENT BUSINESS</b></p> <p>There were no new items of urgent business put forward.</p>	
<b>CSPAP C140</b>	<p><b>EXCLUSION OF THE PRESS AND PUBLIC</b></p> <p>The Chair, had received legal advice from the deputy monitoring officer, before the start of the meeting, advising that the report on Screening written by the Independent Member of the Committee would be suitable for consideration in the open part of the meeting as the information would not make any person identifiable. The Committee agreed to move this report to the open part of the meeting and agreed for it to be published on the council's website.</p>	<b>Clerk</b>
<b>CSPAP C141</b>	<p><b>ADULT REFERRALS</b></p> <p>Section 11 of the Children's Act 2004 places a statutory duty on persons and bodies to ensure they have proper and robust arrangements to safeguard and promote the welfare of children. In the summer of 2012 the LSCB asked key partners agencies, including Adult services, to audit their services in respect of this role in supporting the safeguarding of children. The key meeting points between Children's and Adults services would be substance mis-use, clients with mental health issues and adults with learning difficulties.</p> <p>A case file audit process was in place and three questions were added to audits to ascertain if the client had contact with children and young people, were there any concerns related to the welfare of children and</p>	

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	<p>young people and whether contact had been made with CYPS. There were a total of 15 cases identified that involved a referral from Adult Services to Children's Services and the Independent Member had audited them and found that all the referrals were appropriate and dealt with promptly.</p> <p>The Independent Member remarked on the small number of referrals as she had expected more referrals relating to clients with mental health issues or domestic violence. The Committee were asked to keep in mind, that two thirds of the clients in Adults service are older people with over 3000 people in receipt of services It was clarified that these were cases that had been referred to Adults through the SOVA (Safeguarding of Vulnerable Adults) referral process. This audit sample did not encompass clients that are responsibility of: Adults with Learning Difficulties, Drugs Alcohol Action team, Adults with Physical Disabilities. Assistant Director for Adults and Community services offered to complete further sampling on these areas and there could be contact with Drugs Alcohol Action team to also ask if they could participate in a qualitative audit as well.</p> <p>In line with the Children's services wider support to families, the Committee felt it would be worthwhile examining how referrals from Children's services are taken forward by Adults services along with how referrals were taken forward by Children's Services, once received by Adults services.</p> <p>Reference was made to case number 13 and it was agreed that an update on this particular case was brought back to the next Committee meeting.</p>	<p><b>AD Adults</b></p> <p><b>HC</b></p> <p><b>AD CS</b></p>
<p><b>CSPAC 142</b></p>	<p><b>AUDIT OF A SAMPLE OF REFERRALS MADE BY THE SCREENING TEAM</b></p> <p>The Independent Member had completed a case audit of referrals to the Screening team .In the introduction section of the report the Independent Member had provided some background to the audit and made references to the Judicial Review. The Independent Member clarified that she may have over emphasised certain aspects of the case. For example, the background wrongly implied that the unlawful sharing of information stemmed from the information sharing strategy in use by the MASH. This was implied in the judgement but not stipulated.</p> <p>The Independent Member had completed her case audit of referrals; 4 days after the temporary information sharing protocol had been put in place. The Committee noted that there around 20-25 referrals to the First Response team every day with discussions held with the referrer when they are received. The Committee heard about the different kinds of case referrals received by the Screening team and the sources of the referral. The Independent Member had examined if consent was being sought and where consent was not given the details of the actions taken. In the cases looked at there was good recording of the checks being</p>	



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made and permissions to share information being sought was recorded. The report advised that the managers had absorbed the issues raised by the judgement in the cases seen.

It was explained to the Committee that when First Response receive a referral it will sometimes be obvious that a strategy meeting is needed but there will be cases where the information provided is ambiguous and there will need to be further clarifications provided from the referrer to assess the right way forward. It was explained to the Committee that, prior to the Judicial Review, some cases where information was missing, would be considered by the MASH (Multi Agency Safeguarding Hub) for an early view and some were dismissed at this stage. The judgement currently suggests that, where there is ambiguous information provided in a referral and it does not meet threshold for social care assessment, you cannot make enquiries with partners and agencies about the family without parental consent.

In response to a question about information needed to take forward a section 47 investigation, where it is not clear that this type of intervention is needed a section 17 should be implemented and this will enable a visit to the family. After this a move to a section 47 investigation can be made, if needed. The Committee were advised that, if it is not clear whether a section 17 or section 47 investigation is required, the judgement currently implies that no action is taken. This still leaves the service with an open case until consent is obtained from the parent by the referrer or Screening team or information is obtained which meets the threshold for a section 17 investigation.

The Committee were advised that the way forward was encouraging the referrer (Midwife, Teacher, and GP) who was in contact with the family seeking consent to make enquiries about the welfare of the child/young person. The merits of this were that the family are being approached by a professional that they already have a working relationship with. The Committee highlighted that the referrer will need to be sufficiently confident in this responsibility and trained appropriately to approach the subject of their concern about the child with the parents and seek approval to make further enquiries about the welfare of the child. The Committee further commented that the social worker would be experienced and educated in the role of approaching a family or person as opposed to a professional from the third sector that may not have the necessary skills to perform this role. The Committee were advised that, in terms of reporting issues and making referrals to First Response, going forward, if there was more onuses placed on schools and other agencies for taking forward their concerns with the family this would lead to better reporting and better ownership of the issues to be addressed.

The Committee learnt that there were a range of reasons why parental consent could be dispensed with and these would need to be written down before action, such as a section 47, is taken forward. This was one of the areas the council was found not to have fulfilled appropriately in the Judicial Review.

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	<p>The Committee were further asked to note that the council was still waiting formal interpretation of the full implications of the judgment on information sharing between partners from a QC who specialised in data protection. When received, this advice and its implications would be formally considered at the LSCB and by this Committee. The Committee were keen to ensure that wider community groups and stakeholders were aware of the current status of information sharing and their responsibility for providing quality information at the time of the referral to avoid ambiguity and quicker assessment of the referral. They would also need to be clear on their responsibilities for seeking consent from parents to share information with partners. The Chair felt there should be a formal process around this to ensure there was adherence to these responsibilities, especially for organisations that may not be in daily contact with Children Services and will not be fully aware of the changes. A formal process will allow issues around compliance to be raised. The Committee wanted to ensure that all local stakeholders that are in contact with children/families were fully aware of their responsibilities and did not sit on information because they were unsure of the process or had the skills to take a referral forward. The Chair requested an update on engagement and involvement with wider community groups/stakeholders at the next meeting.</p> <p>In connection with the responsibilities of professionals and support workers working with families, the Committee were informed that clear direction would ensure there was no anxiety at the ground level when working with families. This would really reassure the work force and help with judgement calls. This would in turn translate into better performance. It was important to be clear on the specifics of a case and provide wider understanding of the implications. The clear message being given out by the service was that if you record you protect. There should be clear accountable reasons for ignoring consent of the parent to share information.</p> <p>The Committee agreed to consider advice of the QC on information sharing at their next meeting in July and get a wider report back on engagement with wider community groups on the changes relating to information sharing and their roles and responsibility.</p>	<p><b>Dir CS</b></p>
<p><b>CSPAP C143</b></p>	<p><b>UPDATE ON THE PROTOCOLS FOR INFORMATION SHARING BY THE MASH(MULTI AGENCY SAFEGUARDING HUB)</b></p> <p>Agreed that the advice of the QC on the implications for partner's information sharing is considered at the next meeting in July.</p>	<p><b>Dir CS</b></p>
<p><b>CSPAP C144</b></p>	<p><b>NEW ITEMS OF EXEMPT URGENT BUSINESS</b></p>	

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	There were no items of exempt urgent business put forward.	
<b>CSPAP C145</b>	<b>ANY OTHER BUSINESS</b>  There were no other items of business.	

Cllr James Stewart

Chair

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Date of the meeting	Reports and background information	Officer / Member leading on the report
<p><b>02 July 2013 7.30pm</b></p>	<ol style="list-style-type: none"> <li>1. The Committee agreed to monitor the MOSAIC programme implementation in 2013 so that the required change process did not impact unduly on the performance of the safeguarding service and its social care of children and young people</li> <li>2. advice of the QC on information sharing and implications for the MASH</li> <li>3. Report on adoption which meets with the remit of the Children's Safeguarding Policy and Practice Committee</li> <li>4. Wider report back on engagement with wider community groups on the changes relating to information sharing and their roles and responsibility.</li> <li>5. Performance figures</li> <li>6. LADO report</li> </ol> <p><b>Reports will be due with Marion Wheeler on 17<sup>th</sup> June</b></p> <p><b>Agenda published on the 24<sup>th</sup> June</b></p>	<p>Marion Wheeler</p> <p>Libby Blake/Legal</p> <p>Marion Wheeler/Paul McCarthy</p> <p>Marion Wheeler/Chrissy Austin</p> <p>Margaret Gallagher</p> <p>Rachel Oakley</p>
<p><b>17<sup>th</sup> September 2013 7.30pm</b></p>	<ol style="list-style-type: none"> <li>1. Annual Report from Child Protection Advisors</li> <li>2. Hilary Corrick and Helen Constantine to complete an audit of referrals for the period 1/4/12 to 31/3/13 and take a sample across all service areas: <ul style="list-style-type: none"> <li>• Phys Dis team</li> <li>• MH service</li> <li>• LD service</li> <li>• (any others to be confirmed)</li> </ul> and look at: <ul style="list-style-type: none"> <li>• How Adult &amp; Children's Services are working together – especially in open</li> </ul> </li> </ol>	

## Children's Safeguarding Policy and Practice Agenda Planning 2013/14

Date of the meeting	Reports and background information	Officer / Member leading on the report
	<p>cases; and</p> <ul style="list-style-type: none"> <li>• What were the outcomes for children</li> </ul> <p>3. Performance figures</p> <p><b>Reports will be due with Marion Wheeler on 02 September</b></p> <p><b>Agenda will be published on the 9<sup>th</sup> September</b></p>	Margaret Gallagher
<b>05 November</b>	<p><b>Joint meeting with Corporate Parenting</b> Update on the MST Programme</p> <p><b>Reports will be due with Marion Wheeler on 21<sup>st</sup> October</b></p> <p><b>Agenda will be published on 28<sup>th</sup> October</b></p>	
<b>23 January 2014 7.30pm</b>	<p>Performance figures</p> <p><b>Reports will be due with Marion Wheeler on 8<sup>th</sup> January 2014</b></p> <p><b>Agenda pack will be published on the 15<sup>th</sup> January 2014</b></p>	
<b>06 March 2014 7.30pm</b>	<p><b>Joint meeting with Corporate Parenting</b></p> <p><b>Reports will be due with Marion Wheeler on 19<sup>th</sup> March 2014.</b></p> <p><b>Agenda pack will be published on 26<sup>th</sup> Feb 2014</b></p>	
<b>1 April 2014 7.30pm</b>	<p><b>Reports will be due with Marion Wheeler on 17<sup>th</sup> March 2014.</b></p> <p><b>Reports will be published on 24<sup>th</sup> March 2014</b></p>	

**Children's Safeguarding Policy and Practice Agenda Planning 2013/14**

Suggestions for committee members to get more of an understanding how different areas of safeguarding services work by visiting teams and watching them in action.

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<b>Report for:</b>	<b>Children's Safeguarding Policy and Practice Committee</b>	<b>Item Number:</b>	
<b>Title:</b>	<b>Terms of reference</b>		
<b>Report Authorised by:</b>			
<b>Lead Officer:</b>	<b>Ayshe Simsek</b>		
<b>Ward(s) affected:</b>	<b>Report for Key/Non Key Decisions:</b>		

**1. Describe the issue under consideration**

To note the terms of reference agreed by Cabinet on 18<sup>th</sup> June 2013.

**2. Cabinet Member introduction**

N/A

**3. Recommendations**

To ratify the terms of reference

**4. Other options considered**

N/A

**5. Background information**

Provision exists in the Council Constitution for the Cabinet to establish advisory or consultative bodies the membership of which is not limited to Cabinet Members. The Joint Area Review report into Haringey's Children Services in 2009 identified the need to improve governance of safeguarding arrangements for children. This



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committee was formally established in July 2009, when it was also agreed that the terms of reference of this committee would be reviewed following the 2010 Local Elections.

Since its establishment there were further discussion highlighted the work of the committee and its alignment to the Cabinet as an advisory committee. Similarities of the committee's role to scrutiny and its position in the committee structure were discussed and it was felt that the committee was correctly aligned to the Cabinet as an Advisory Committee. The Children's Safeguarding Policy and Practice Committee was then established to work in parallel to the Corporate Parenting Advisory Committee and had duties for overseeing the Council's responsibility for children in need, particularly focussing on safeguarding including children who would come into contact with safeguarding policies.

Members further agreed that the profile of the committee should be raised and there should be more awareness of the committee's work. This would be assisted by increasing officer attendance at meetings and by amending the constitution of the committee so that it was more in line with the arrangements for the Corporate Parenting Committee. This would involve:

- Increasing and defining the officer representatives to support the committee
- Compiling a twice yearly report to the Cabinet and to the Council annually

To further aid the parallel working of the Children's Safeguarding Policy and Practice Committee and the Corporate Parenting Committee, joint meetings have taken place since 2011. Both committees have also wanted to share information on their continuing work on safeguarding and corporate parenting and both sets of committee members are being included in the email distribution list of the minutes from meetings.

The Children's Safeguarding Policy and Practice Committee has also continued undertaking detailed case scrutiny into chosen day to day safeguarding practices. Members would continue to receive key safeguarding data at meetings to scrutinize and training sessions on safeguarding processes would be maintained to ensure that the committee were fully aware of safeguarding practices being followed by the Council.

The Children's Safeguarding Policy and Practice Committee was formally established by the Cabinet on the 18<sup>th</sup> June with the following terms of reference and membership.

**Children Safeguarding Policy and Practice Advisory Committee**

**Membership**



**Haringey Council**

Councillors:           Stewart (Chair)  
                              Browne  
                              Adamou  
                              Alexander  
                              Scott

Hilary Corrick (Non-Councillor Member - appointed by the Panel)

Quorum

The quorum will be two members.

The terms of reference are set out below:

- a. To examine and consider the effectiveness of the Council's policies and practice, relating to the safeguarding of children.
- b. To examine and consider the effectiveness of the arrangements for co-operation on child protection matters between partner agencies.
- c. To consider the Council's policies and performance relating to safeguarding through observing practice in Haringey and obtaining the views of key stakeholders (staff, families and children /young people) to attain a qualitative understanding of safeguarding practice.
- d. To make recommendations on these matters to the Cabinet or Cabinet Member for Children and Young People and Director of Children and Young People's Service in taking forward improvements to safeguarding of children.
- e. The Chair will determine the Committee's procedures and the means for conveying the Committee's views to the Cabinet but, in the event of any dispute, the outcome will be determined by the majority vote of the Committee's membership with the Chair having a casting vote.

## **6. Local Government (Access to Information) Act 1985**

### Background Papers

The following background papers were used in the preparation of this report;

Report to the Cabinet on 24 February 2009 entitled Action Plan in Response to the Joint Area Review of Safeguarding in Haringey.



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Report to the Cabinet on 21 July 2009 entitled Appointment of Cabinet Advisory Committees.

Report to Cabinet on 15 July 2010 entitled Appointment of Cabinet Committees.

Report to cabinet on 22 March 2011 entitled Reconstitution of the Children's Safeguarding Policy and Practice Committee.

Report to Cabinet on 12 June 2012 entitled Appointment of Cabinet Advisory Committees.

Report to Cabinet on 18 June 2013 entitled Appointment of Cabinet Advisory Committees.

The background paper is located at River Park House, 225 High Road, Wood Green, London N22 8HQ.

To inspect it or to discuss this report further, please contact Ayshe Simsek on 020 8489 2929.



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<b>Report for:</b>	<b>Children's Safeguarding Policy and Practice Committee 2 July 2013</b>	<b>Item Number:</b>	
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<b>Title:</b>	<b>Performance Assessment – End of Year 2012/13</b>
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<b>Report Authorised by:</b>	<b>Marion Wheeler/ Libby Blake</b>
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<b>Lead Officer:</b>	<b>Margaret Gallagher</b>
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<b>Ward(s) affected:</b> All	<b>Report for Key/Non Key Decision:</b> NA
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## 1. Introduction

This report sets out performance data and trends for an agreed set of measures relating to:

- Children and Families - Contacts, referrals and assessments and Child Protection

Appendix 1 provides further detail in the form of tables and graphs for each of the agreed measures, grouped by topic, showing monthly data, performance against target, long term trends and benchmarking where applicable. It also contains performance and service comments for each area to provide context.

## 2. Performance Highlights/ Key Messages

- There has been a 5.5% reduction in the number of **children in care** since the end of March 2012. 541 children were in care on the last day of March or 94 per 10,000 population, which remains higher than the level in similar boroughs although a significant reduction on this point last year (rate 100).
- There was a recent downward trend in number of **children subject to a child protection plan** which decreased by 44 between February and March 2013. At the end of March there were 275 children subject to a plan a rate of 47.8 per 10,000 population and although still higher than the England average brings the rate closer to Haringey's rate in 2011/12 (49) and that of our statistical neighbours (40).
- There were 6,637 **contacts** in 2012/13 a similar level to 2011/12 and 28% of these contacts proceeded to referral compared with 34.3% in 2011/12.
- There was an 18.5% reduction in **referrals** between 2012/13 and 2011/12.
- **Re-referrals within 12 months** of the previous referral at 15% is in line with our target (16%) and slightly below our statistical neighbours.
- Performance on **initial and core assessments** completed in timescale was below target, there was improvement on 2011/2012 levels for core assessments but proportions completed in 21 days+ for initials and 61 days+ for cores remain high and comparatively poor. Performance for both areas is still below levels achieved by our statistical neighbours and across England.
- 7% of **child protection plans last 2 years or more** higher than the England position of 5.6% but slightly lower than our statistical neighbours and London.
- 4.8% of children have become the **subject of a Child Protection Plan for a second or subsequent time** lower than the 12.7% reported by our statistical neighbours in 2011/12.
- 93.8% of **child protection visits** completed to timescale as at the end of March, a dip on higher performance levels achieved throughout the year partially due to calendar month recording where a large proportion of visits outstanding were completed within 2 or 3 days after the month end
- 85% of **children in need visits** were completed in time

### 2.1. Contacts, Referrals and Assessments and Child Protection

- 2.1.1. The **number of contacts** decreased slightly to 501 in March. The yearend figure is very close to last year's outturn, 6,637 contacts compared with 6,722 in 2011/12. 28% of contacts in 2012/13 proceeded to referral compared with 34.3% in 2011/12.
- 2.1.2. The Screening Team which incorporates the MASH has developed strong relationships with referrers in providing clear and robust advice around thresholds and information sharing. The team's stability has contributed to increasing trust when referrers discuss their concerns. Through the application of the LSCB Threshold, discussions occur as to alternative strategies of intervention through CAF and the voluntary sector. The screening team have held workshops with schools to continue to improve the communication and interface. These workshops will be rolled out to other partners such as midwifery Departments and health visitors.
- 2.1.3. **Referrals** have decreased steadily over recent years. In 2012/13 we received 2,045 referrals (rate 355 per 10,000 population); this is a 38%

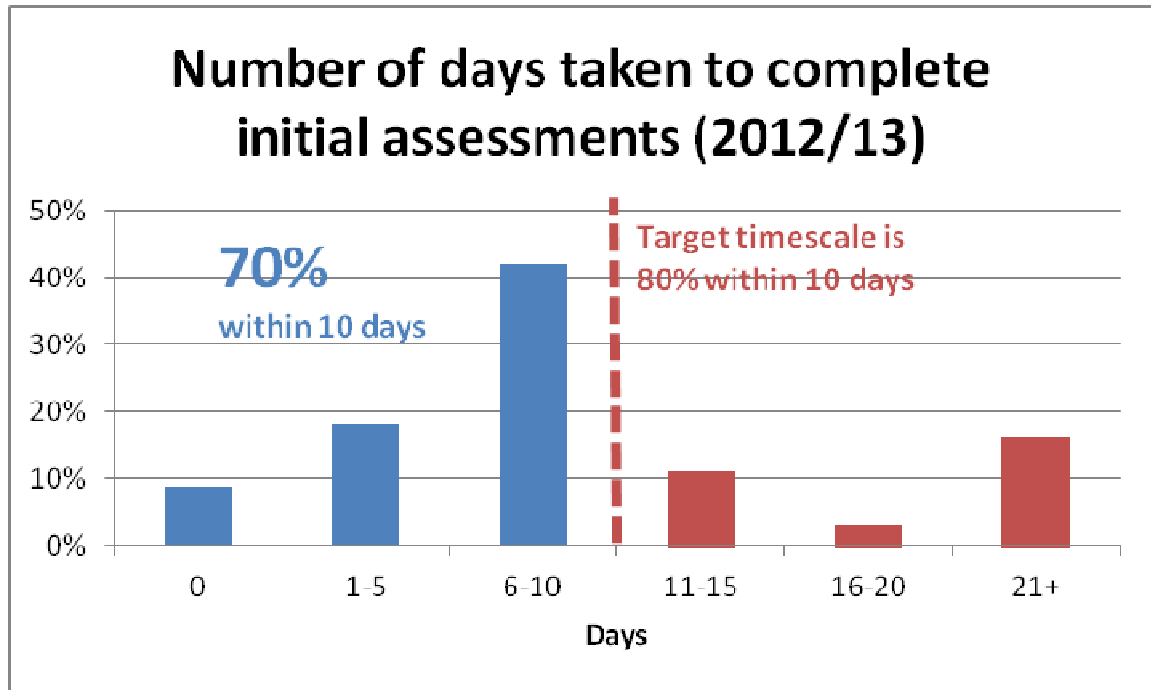
reduction on 2009/10 levels and an 18.5% reduction from 2011/12. Haringey's rate (per 10,000 population) of referrals is historically below that of statistical neighbours. In 2012/13 Haringey's annual rate of referrals was 355 down from 436 per 10,000 population compared with a rate of 541 for our statistical neighbours (2011/12). In Haringey the MASH process determines the nature of the intervention. Contacts are only progressed to referral when the threshold criterion for statutory intervention has been met.

- 2.1.4. An **analysis of MASH data** for 2012/13 revealed that the main source of referral was the Police followed by schools/education. For those where a presenting need was selected, the count for domestic violence as the outcome was the highest with neglect and physical abuse the next highest presenting need. We are also monitoring the timeliness between contact/referral and proceeding to MASH. The data covering the period February to April 2013 suggests that the average working days for processing information gathering has reduced from 6.5 in February to 4.5 days in April since the judgement although it should be noted that there were fewer assessments in April.
- 2.1.5. There is a considerable amount of work around **early help** analysis underway which should enable us to evidence whether the reduction in contacts and referrals is as a result of us meeting need earlier either through **CAFs or provision of universal services**. The majority of CAFs are undertaken in school and early year's settings, with social workers completing the bulk of the remainder. There were 130 CAFs initiated by social care staff in 2012/13, 14% of the total and there appears to be an increasing trend in this area which we see as positive. There has been a decreasing trend in CAFs undertaken by health visitors particularly in the last quarter. The majority of CAFs completed by social care staff are for Family Support or CIN child care provision. 20% of services allocated in 2012/13 as a result of CAF were for family support. This might be indicative of an increase in the cases being effectively 'stepped down' as well as ensuring effective joint working for children subject to CP plans that will then facilitate 'step down' arrangements in the future.
- 2.1.6. Haringey's proportion of **referrals going on to initial assessment** dropped to be more in line with the London average. 87% of our referrals went onto initial assessment in 2012/13 compared to 99% in 2011/12. The London average 77% (2011/12) and the England average (2011/12). The quality of the information obtained at the screening stage allows for managers to be able to clearly establish whether a statutory assessment is required and what that assessment should be.
- 2.1.7. Haringey's rate of **re-referrals within 12 months** of the previous referral at 15% is in line with our target (16%) and our statistical neighbours. It is at a similar level to that reported in 2011/12 (16.6%). For 2012/13 this relates to 313 re-referrals out of 2,045 referrals. Re referrals are regularly analysed for trends and themes. The relatively low re referral rate over the last year would indicate that the work of the First Response Service is getting the

threshold right when exiting assessments and that appropriate support has been identified, avoiding referral back into the service.

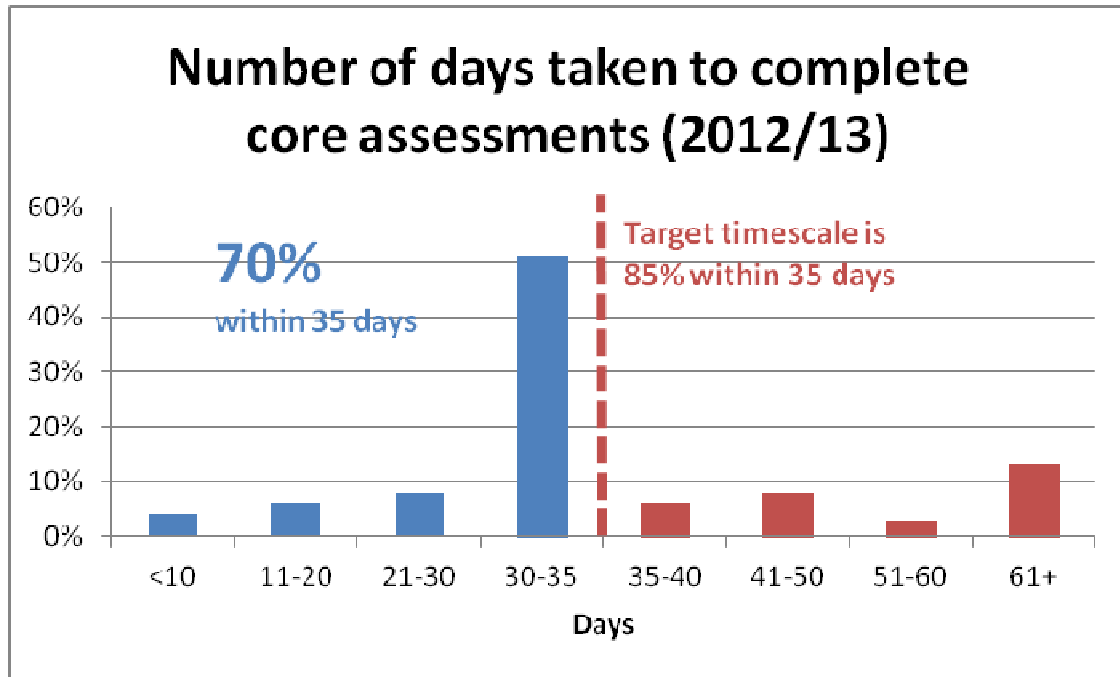
- 2.1.8. Haringey is expecting to implement the Single Assessment model (this does not delineate between Initial and Core assessments) in July 2013. Much work has been done to ensure that the systems are in place to support both the recording and tracking of assessments. Reporting will include the percentage of children that were seen within 10 days as part of the assessment and the proportion of assessments completed within 45 days. We will continue to track the distribution of working days taken to complete an assessment as we do now for both initial and core assessments.
- 2.1.9. Performance on **initial assessments** carried out in 10 days reduced slightly in recent months. In 2012/13 70% were completed in 10 days short of the 80% target. Although performance in this area has improved overtime it remains below that of our statistical neighbours (81.7% in 10 days). The First Response Service continues to focus on improving the performance for completion within timescale. The introduction of the Single Assessment in 2013 will set a new target with the expectation that a child will be seen within ten days of the assessment being triggered. The Service will aim to ensure that a target of 95% will be met for 2013/14. This reflects its' priority to Safeguarding and ensuring appropriate support is in place for children.
- 2.1.10. The **distribution of working days taken to complete an initial assessment** for March shows that in addition to the 70% completed within 10 days, 11% were completed within 11-15 days. Analysis of CIN published data showed that Haringey had the 3<sup>rd</sup> highest percentage of initial assessments completed in 21 days plus, 18% compared with a statistical neighbour position of 9% and 10% in England. In 2012/13 16% of initial assessments were completed in 21 days plus. The graph below shows the distribution of days for completion of initial assessments in 2012/13:





2.1.11 There was an improvement in performance in March with 74% of **Core assessments** completed in timescale (35 working days), below the 85% target. Performance has also improved on 2011/12 levels. The improved performance in this area reflects the impact that the Performance meetings have had across the service over the last year. Managers have focused on ensuring quality assessments are completed and children have been seen in a timely manner.

2.1.12 The Single Assessment introduction will lead to a revised timescale of 45 days with no Initial assessment demarcation. Managers will therefore be expected to be even more focused on setting target completion dates and tracking that these are adhered to. Analysis of 2011/12 Children in Need published data found that Haringey had the 4<sup>th</sup> highest ranking in London for core assessments taking 61 days plus with 14% of cores taking more than 61 days to complete compared to a statistical neighbour average of 5% and 9% for England. In 2012/13 13% of cores completed took more than 61 days to complete. The graph below shows the distribution of days for completion of core assessments in 2012/13.



2.1.13 The rate of **children subject to a child protection plan** is the lowest it has been since April 2012, 48 per 10,000 population in March (275 children), a reduction of 44 children on a plan since last month. February and March would be the first months where recent practice developments could have impacted. It is understood that 2 main factors have contributed to the fall in numbers of children on a CP plan; an audit of CP cases held within Safeguarding and Support which identified issues of thresholds and effectiveness of CP plans and Practice development partners reviewed all cases with extended CP plans to consider progressing cases and learning re drift etc. Further reduction in numbers are forecast over the next twelve months and data as at the end of May 2013 suggests a continued reduction with 225 children subject to a CP Plan, a further 72 children who ceased to be subject to plan in April and May and a net decrease of 46 children.

2.1.14 In 2011/12 more **children ceased rather than became subject to a cp plan** and the same is true in 2012/13 although to a lesser extent, a net decrease of 9 children in the year. Although the last year has seen an increase of children moving into Haringey on a CP plan (25 in 2012/13), the last 4 months have bucked the trend with 17 children moving out of Haringey on a CP plan and overall a net decrease of 2. We are now more effective at transferring cases in a timely manner when a family have moved out of Haringey but this indicator is impacted on by housing availability and affordability. It is predicted that changes will be seen following the impact of benefit changes in April.

2.1.15 Other authorities are reporting decreasing trends in the number of children subject to plan but many are noticing correlating increases in the numbers subject to a plan for a second and subsequent time with some of the returning cases going back 3 or 4 years. Haringey has not observed an increase on this measure but will need to closely monitor the repeat numbers and the gap between plans in the coming year.

- 2.1.16 4.8% or 17 out of 353 children have become the **subject of a Child Protection Plan for a second or subsequent time** this year which is lower than the 12.7% reported by our statistical neighbours in 2011/12. This may relate to children being on plans rather longer than in other comparator boroughs and excludes children who were on a CP Plan in another authority.
- 2.1.17 7% of **child protection plans last 2 years or more** (25 out of 359 children) in the year to March slightly higher than London but lower than our statistical neighbours (9.1%). A system to routinely scrutinise cases which have gone over 18 months has been established and will start reporting in July 2013. It should be noted that in some cases the CP plan should be extended. There are a small number of cases – particularly with older children, where an extended period of CP planning does not indicate drift, but represents the best way of managing risk and focusing on improved outcomes.
- 2.1.18 95.1% of **child protection cases** were **reviewed within timescales** in the year (215 out of 266). The reviews out of timescale were all cases which had transferred in from other boroughs, after the initial conference the first review was scheduled as a subsequent review (6 month gap) and not at three months. When this was identified the case files were checked and it was established that each review was convened to a time scale which was appropriate to the circumstances of the case. There are on occasions sound practice based reasons for delay.
- 2.1.19 93.8% of **Child Protection visits** completed to timescale at the end of March, below the 95% target for the first time in several months partially due to calendar month recording where a large proportion of visits outstanding were completed within 2 or 3 days after the month end. Systems are now in place for managers in Safeguarding & Support teams to check occurrence of visits, the timely writing up of visits and the quality of both social work and recording.
- 2.1.20 **Children in Need visits** dipped slightly as at the end of March, 84.6%, which although below target is above levels achieved in 2011/12. The expectation is that all children considered in need and at a threshold requiring social work allocation should be visited at a minimum of once a month. Target for the service is to bring this visiting frequency in line with CP visits. A review of CIN cases is being undertaken to consider whether all open cases require social work allocation and indeed whether children's needs would be best met by case responsibility being held elsewhere. It is probable that a number of cases should be moved and held within family support teams.

### 3. Appendices

- **Appendix 1: Performance Analysis and Benchmarking** for:

- Contact, Referrals & Assessments and Child Protection

## Performance Analysis and Benchmarking - Contact, Referrals & Assessments and Child Protection Contents

### Contacts, Referrals and Assessments

- Op504 The number of child contacts received
- Op410 The number of referrals to children's social care
- OP410e The rate of referrals to children's social care per 10,000 pop
- Op368 Percentage of referrals to children's social care going on to initial assessment
- Op383 Re-referrals within 12 months of the previous referral
- HY59 Percentage of initial assessments for children's social care carried out within 10 working days of referral
- Op60 Percentage of core assessments for children's social care that were carried out within 35 working days

### Child Protection

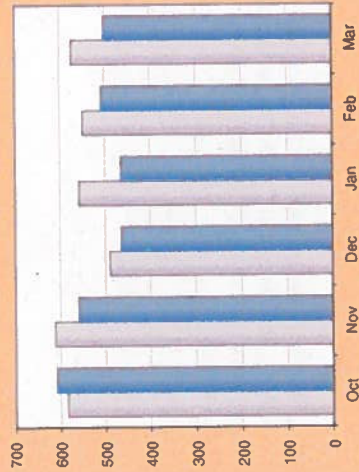
- Op388 Children subject to a child protection plan
- OP 411 Children Becoming Subject to a CP plan in the period
- OP 413 Children Ceasing Subject to a CP plan in the period
- Op421 Children moving to Haringey on a CP Plan
- Op422 Children moved out of Haringey on a CP Plan
- HY64 Child Protection Plans lasting 2 years or more
- Op 365 Percentage of children becoming the subject of Child Protection Plan for a second or subsequent time
- Op380 Child Protection Visits
- Op381 Children in Need Visits

Where available, benchmarking is provided for England, London and/or Haringey's Statistical Neighbours. Haringey's Statistical Neighbours group is defined by Ofsted based on socio-demographic information relating specifically to Children's Services and comprises Croydon, Greenwich, Hackney, Hammersmith and Fulham, Islington, Lambeth, Lewisham, Southwark, Waltham Forest and Wandsworth. The averages provided for benchmarking in this report are simple means.

Children and Families - Contact, Referrals and Assessments

Op504 The number of child contacts received

Recent trend (last 6 months)	Key	Oct-12	Nov-12	Dec-12	Jan-13	Feb-13	Mar-13	Traffic Light
Haringey	608	559	463	464	507	501	574	Data Only
Previous Year	Key	Oct-11	Nov-11	Dec-11	Jan-12	Feb-12	Mar-12	
Haringey (previous year)	585	612	489	558	549	574	574	



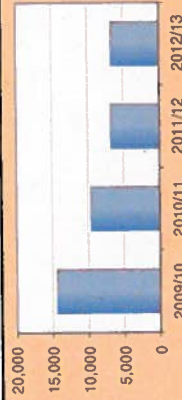
Performance Comment

Contacts continue to be consistently lower than the same months last year, with the year end figure close to last years outturn. 28% of contacts in 2012/13 proceeded to referral compared with 34.3% in 2011/12.

Service Comment

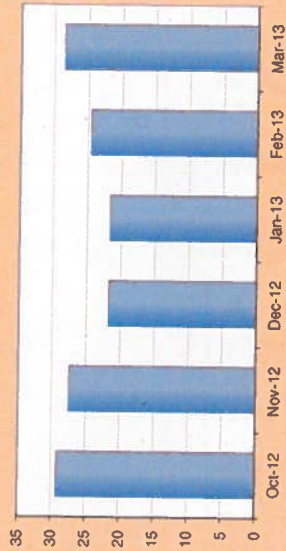
The Screening Team which incorporates the MASH have developed strong relationships with referrers in providing clear and robust advice around thresholds and information sharing. The teams stability has contributed to increasing trust when referrers discuss their concerns. Through the application of the LSCB Threshold, discussions occur as to alternative strategies of intervention through CAF and the voluntary sector. The screening team have held workshops with schools to continue to improve the communication and interface. These workshops will be rolled out to other partners such as midwifery Departments and health visitors.

Long term trend (last 6 years)	Key	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13	Traffic Light
Haringey	-	-	14,355	9,556	6,722	6,637	6,637	Data Only



Op410 The number of referrals to children's social care  
 OP410a The rate of referrals to children's social care per 10,000 pop

Recent trend (last 6 months)	Key	Oct-12	Nov-12	Dec-12	Jan-13	Feb-13	Mar-13	Traffic
		168	158	125	124	141	164	Data Only
Haringey Number								
Haringey Rate		29	27	22	22	24	28	



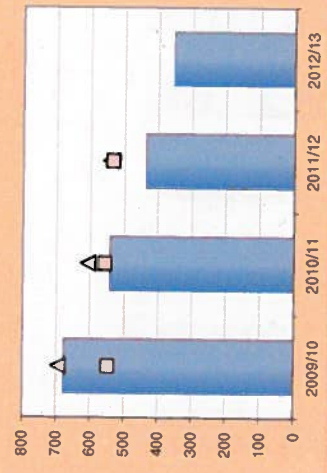
**Performance Comment**

Referrals have decreased steadily over recent years and this years referrals are an 18.5% reduction on 2011/12. Haringey's referral rate is historically below that of our statistical neighbours.

**Service Comment**

The MASH and screening process continues to focus on holding discussions with referrers to ensure that only those contacts that require a statutory assessment are progressed to referral. This accounts for the continued decrease in referrals over the year.

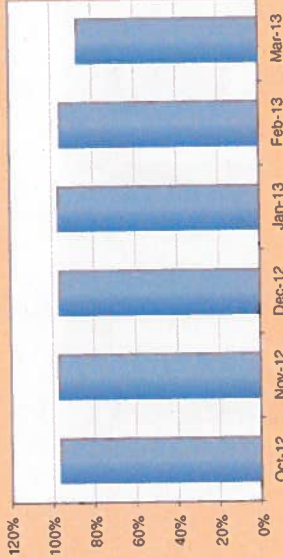
Long term trend (last 6 years)	Key	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13	Traffic
		-	-	3324	2658	2509	2045	Data Only
Haringey Number								
Haringey Rate		-	-	677	541	436	355	
Statistical Neighbours Rate	Δ	723	647	694	607	541	-	
England Rate	□	490	497	548	557	534	-	



**Op368 Percentage of referrals to children's social care going on to initial assessment**

The calculation is based on the number of children who had initial assessments completed divided by the number of referrals received in the year to date.

Recent trend (last 6 months)	Key	Oct-12	Nov-12	Dec-12	Jan-13	Feb-13	Mar-13	Traffic Light
Haringey		96%	97%	96%	97%	96%	87%	Data Only



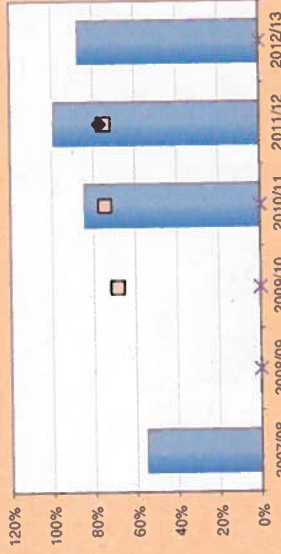
**Performance Comment**

This indicator has been restated to show the monthly year to date position in order to smooth the monthly fluctuations. Whilst lower than last year the rate remains above that of our statistical neighbours.

**Service Comment**

The quality of the information obtained at the screening stage allows for managers to be able to clearly establish whether a statutory assessment is required and what that assessment should be.

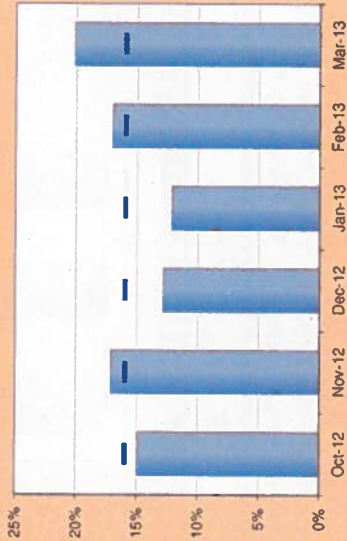
Long term trend (last 6 years)	Key	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13	Traffic Light
Haringey		55%	-	-	84%	99%	87%	Data Only
Statistical Neighbours	▲	-	-	-	-	-	-	
London	◆	-	-	-	-	77%	-	
England	■	-	69%	75%	75%	75%	-	





**Op383 Re-referrals within 12 months of the previous referral**

Recent trend (last 6 months)	Key	Oct-12	Nov-12	Dec-12	Jan-13	Feb-13	Mar-13	Traffic Light
Haringey	■	15%	17%	13%	12%	17%	20%	Green ●
Haringey Target	■	16%	16%	16%	16%	16%	16%	



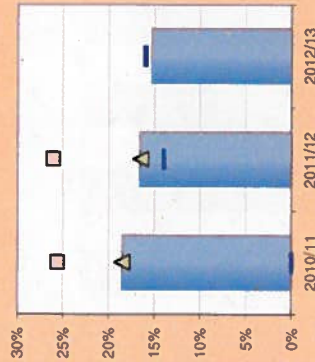
**Performance Comment**

- Levels are slightly below those reported last year and by our statistical neighbours but significantly below those reported nationally in 2011/12.
- Percentage relate to 33 re-referrals out of 164 referrals in March and 313 re-referrals out of 2045 referrals in the year.

**Service Comment**

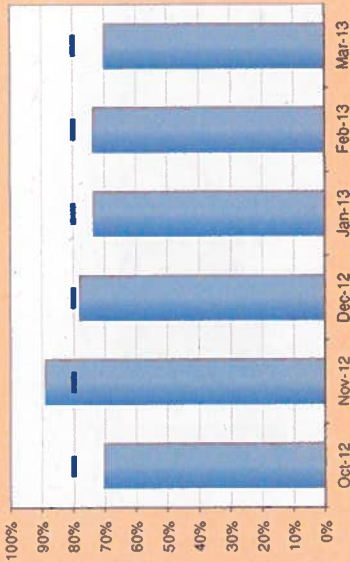
Re referrals are regularly analysed for trends and themes. The relatively low re referral rate over the last year would indicate that the work of the First Response Service is getting the threshold right when exiting assessments and that appropriate support has been identified, avoiding referral back into the service. The outturn figure is better than our target and in line/ just below that reported by our statistical neighbours.

Long term trend (last 6 years)	Key	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13	Traffic Light
Haringey	■	-	-	-	19%	17%	15%	Green ●
Haringey Target	■	-	-	-	-	14%	16%	
Statistical Neighbours	▲	15%	17%	-	19%	17%	-	
England	■	24%	23%	-	26%	26%	-	



**HY59 Percentage of initial assessments for children's social care carried out within 10 working days of referral**

Recent trend (last 6 months)	Key	Oct-12	Nov-12	Dec-12	Jan-13	Feb-13	Mar-13	Traffic Light
Haringey		70%	89%	78%	73%	74%	70%	<b>Red</b>
Haringey Target	■	80%	80%	80%	80%	80%	80%	



Distribution of days	0	1-5	6-10	11-15	16-20	21+
2012/13	9%	18%	42%	11%	3%	16%

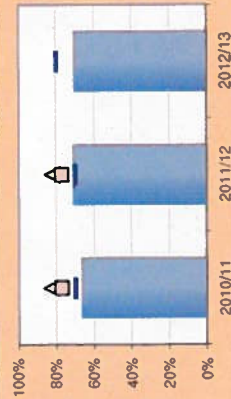
**Performance Comment**

Performance is still below comparators particularly in recent months and the 80% target was not achieved. In 2012/13 1263 out of 1800 Initial Assessments were completed in 10 working days. Analysis of CIN Census data in 2011/12 showed that Haringey had the 3rd highest percentage of initial assessments completed in 21 days plus (14%), this has increased to 16% in 2012/13. In 2013/14 following Munroe changes and implementation of single assessment there will be a change in reporting to focus on the duration of the assessment.

**Service Comment**

The First Response Service continues to focus on improving the target for completion. There has been an improvement in the number of days Initial assessments are completed over the year. The introduction of the Single Assessment in 2013 will set a new target with the expectation that a child will be seen within ten days of the assessment being triggered. The Service will aim to ensure that a target of 95% will be met for 2013/14. This reflects its' priority to Safeguarding and ensuring appropriate support is in place for children.

Long term trend (last 6 years)	Key	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13	Traffic Light
Haringey		-	-	-	66%	71%	70%	<b>Red</b>
Haringey Target	■	-	-	-	70%	70%	80%	
Statistical Neighbours	▲	-	-	82%	83%	82%	-	
England	□	-	-	76%	77%	77%	-	



**Op60 Percentage of core assessments for children's social care that were carried out within 35 working days**

Recent trend (last 6 months)	Key	Oct-12	Nov-12	Dec-12	Jan-13	Feb-13	Mar-13	Traffic Light
Haringey		73%	76%	72%	69%	60%	74%	Red
Haringey Target	-	85%	85%	85%	85%	85%	85%	●

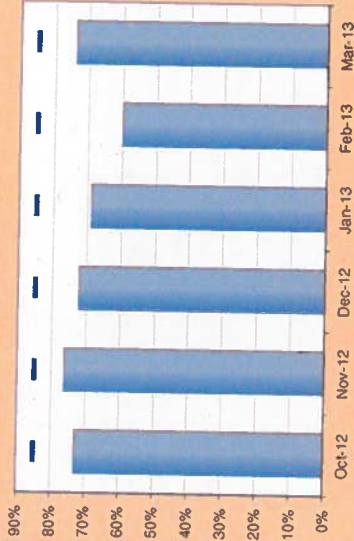
Distribution of days	<10	11-20	21-30	30-35	35-40	41-50	51-60	61+
2012/13	4%	6%	8%	51%	6%	8%	3%	13%

**Performance Comment**

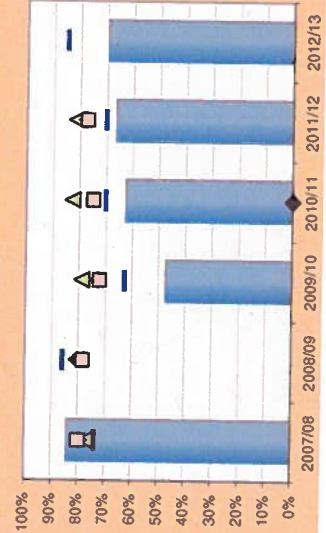
-Performance has improved on last year and in March.  
 -Performance on core assessments completed in timescale is below that of our statistical neighbours and below target .  
 - In 2012/13 951 out of 1364 Core Assessments were completed in 35 working days. Analysis of 2011/12 CIN Census showed that Haringey had the 4th highest ranking with 14% of cores completed in 61 days+, this has reduced to 13% in 2012/13. In addition to the 70% completed in 35 days, 14% were completed in between 35 and 50 days.

**Service Comment**

The improved performance in this area reflects the impact that the Performance meetings have had across the service over the last year. Managers have focused on ensuring quality assessments are completed and children have been seen in a timely manner. The Single Assessment introduction will lead to a revised timescale of 45 days with no initial assessment demarkation. Managers will therefore be expected to be even more focused on setting target completion dates and tracking that these are adhered to. The Service is working closely with the Performance Team in ensuring that the appropriate reports are run to support the service in this process.




Long term trend (last 6 years)	Key	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13	Traffic Light
Haringey		84%	-	47%	63%	66%	70%	Red
Haringey Target	-	74%	86%	63%	70%	70%	85%	●
Statistical Neighbours	▲	77%	81%	79%	83%	82%	-	
London	◆	79%	80%	73%	-	78%	-	
England	□	80%	78%	72%	75%	77%	-	

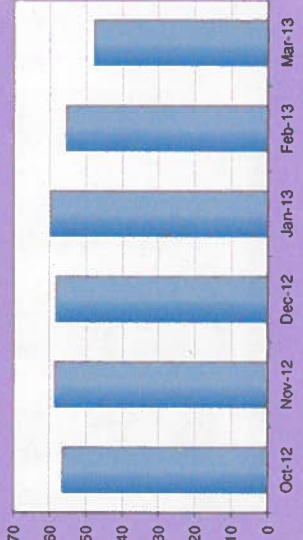




Children and Families - Child Protection

Op388 Children subject to a child protection plan  
 OP388: The rate of Children Subject to a child protection plan per 10,000 pop

Recent trend (last 6 months)	Key	Oct-12	Nov-12	Dec-12	Jan-13	Feb-13	Mar-13	Traffic Light
Haringey Number		325	337	335	344	319	275	Green
Haringey Rate per 10,000		56	59	58	60	55	48	



Performance Comment

A significant fall in the last two months of the year has resulted in the aim of less than 300 children on a CP plan being met. The rate is the lowest it has been since April 2012, a 14% reduction on 2010/11 levels. Whilst the rate remains higher than the England average it brings the rate below Haringey's rate in 2011/12 (49) and closer to that of our statistical neighbours (40).

**Service Comment**

Disabled Children's Team There has been a 58% reduction (12 children reduced to five in March 2013) in the number of disabled children on Child Protection Plans over the year. The Safeguarding Disabled Children Policy and Review subgroup of the LSCB continues to monitor effective practice for disabled children including examining work of Multi Disciplinary Meetings in all Haringey Special Schools, impact of poor attendance, home education and DV. More detailed descriptors have been developed within level 4 of the Continuum of Need to raise awareness amongst professionals and enable targeted work.

Given the numbers of children on CP plans in Haringey are high it required that all the relevant factors and thresholds are considered.

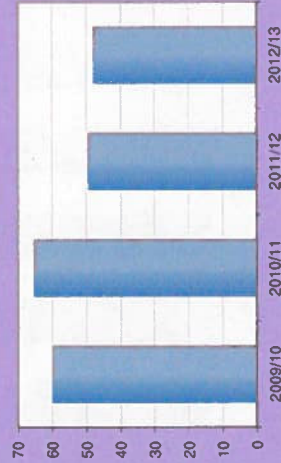
All new cases where social work plan is to take to ICPC are reviewed by First Response DHofS or HofS. This ensures thresholds for taking a case to conference are consistent and will allow re-consideration of support/early help that may, if provided, avoid the need for a CP plan.

An audit of CP cases held within Safeguarding and Support has been completed – This audit identifies issues of thresholds and effectiveness of CP plans. Themes identified provide learning and possible direction for S and S social workers and CPAS. Safeguarding and Support management team has actively considered this audit information in order to address the practice issues raised. Practice development partners are reviewing all cases with extended CP plans to consider progressing cases and learning re drift etc. It is understood that these 2 factors have contributed to the fall in numbers of children on a CP plan.

A third factor will also see a reduction in numbers of children on a plan – it is believed this will be seen over the next twelve months.

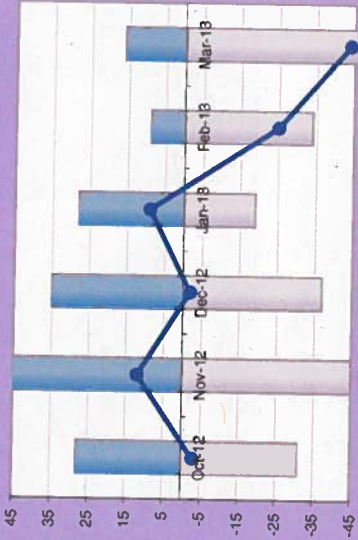
Cases have historically transferred from FR to S and S following ICPC – the timing of this transfer was variable – Audit clearly identifies that this transfer point/system is not effective and results in drift following CP plan being made. This will result in CP plans remaining in place longer than they may otherwise have done. From April 1st S and S have attended all ICPCs and take case responsibility from that point. This allows for CP plans to be progressed more quickly and for drift during the first 3 month review period to be avoided. It is envisaged that the reduction in numbers of children on CP plans will be sustained and to an extent will continue but is unlikely to be as marked as the decrease over the last 2 months.

Long term trend (last 6 years)	Key	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13	Traffic Light
Haringey Number		232	179	294	320	284	275	Green
Statistical Neighbours Number		188	212	241	228	229	-	
Haringey Rate per 10,000		-	-	60	65	49	48	
Statistical Neighbours Rate per	▲	38	42	47	43	40		



OP 411 Children Becoming Subject to a child protection plan in the period  
 OP 413 Children Ceasing Subject to a child protection plan in the period

Recent trend (last 6 months)	Key	Oct-12	Nov-12	Dec-12	Jan-13	Feb-13	Mar-13	Traffic Light
Haringey (becoming)		28	57	35	28	9	16	Data Only
Haringey (ceasing)		-31	-45	-37	-19	-34	-60	
Haringey Net Increase		-3	12	-2	9	-25	-44	



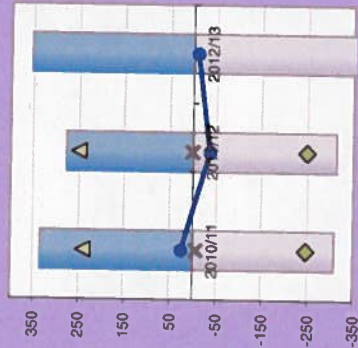
**Performance Comment**

60 children ceased being subject to a child protection plan in March and only 16 became subject to a plan, a reduction of 44 children on a plan since February. Overall in the year there was a net decrease of 9 children subject to a plan.

**Service Comment**

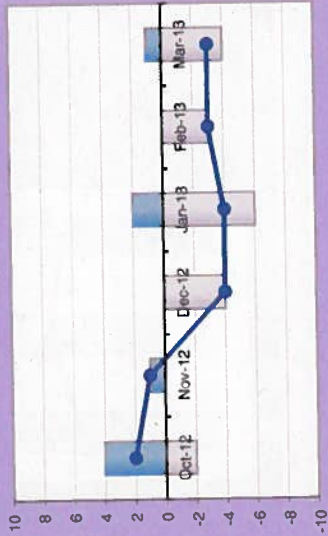
This month has again seen significantly more children taken off a CP plan than made subject to a plan. This reflects the scrutiny given to cases being taken to ICPC and also the focus on progressing plans leading to children no longer needing a plan. It is envisaged that the reduction in numbers of children on CP plans will be sustained and to an extent will continue but is unlikely to be as marked as the decrease over the last 2 months.

Long term trend (last 6 years)	Key	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13	Traffic Light
Haringey (becoming)		-	-	-	334	277	354	Data Only
Haringey (ceasing)		-	-	-	-308	-313	-363	
Haringey Net Increase		-	-	-	26	-36	-9	
Stat. Neighbours (becoming)		195	220	261	240	250	-	
Stat. Neighbours (ceasing)		-183	-194	-226	-246	-248	-	
Statistical Neigh Net Increase		13	26	35	-6	2	-	



**Op421 Children moving to Haringey on a child protection plan  
Op422 Children moved out of Haringey on a child protection plan**

Recent trend (last 6 months)	Key	Oct-12	Nov-12	Dec-12	Jan-13	Feb-13	Mar-13	Traffic Light
Haringey (moving in)		4	1	0	2	0	1	Data Only
Haringey (moving out)		-2	0	-4	-6	-3	-4	
Haringey Net Increase		2	1	-4	-4	-3	-3	



**Performance Comment**

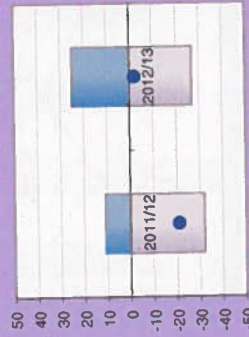
Despite the recent trend the end of year position shows a more than doubling of the numbers transferring in, this is magnified by a fall in the number transferring out ending the year on a fairly balanced position.

**Service Comment**

The last 4 months have bucked the trend, last year has seen a near even balance of children moving in and out of Haringey with a CP plan. All cases transferred in to Haringey are considered by the HoS S and S, pan London procedures are clear regarding such transfers. It is also noted that we are now more effective at transferring cases in a timely manner when a family have moved out of Haringey.

This indicator is impacted on by housing availability and affordability. It is predicted that changes will be seen following the impact of benefit changes in April.

Long term trend (last 6 years)	Key	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13	Traffic Light
Haringey (moving in)		-	-	-	-	11	25	Data Only
Haringey (moving out)		-	-	-	-	-32	-27	
Haringey Net Increase		-	-	-	-	-21	-2	





**HY64 Child Protection Plans lasting 2 years or more**

Recent trend (last 6 months)	Key	Oct-12	Nov-12	Dec-12	Jan-13	Feb-13	Mar-13	Traffic Light
Haringey	■	13.3%	11.1%	11.4%	-	5.9%	1.7%	Green
Haringey Target	■	7.0%	7.0%	7.0%	7.0%	7.0%	7.0%	Green

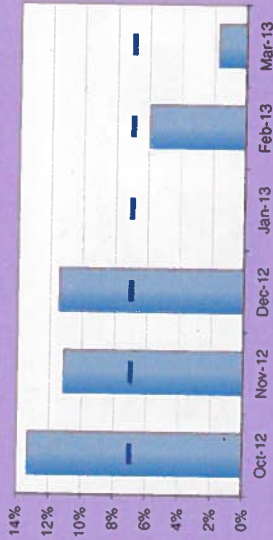
**Performance Comment**

Good performance is typified by a lower percentage. 7% or 25 out of 359 children had child protection plans that lasted 2 years or more, on target. This is slightly lower than London and our statistical neighbours. This indicator should be looked at alongside OP365 (NI 65) (re-registrations) – a good (low) figure for this indicator may be explained by a poor (high) figure for re-registrations. (see Op 365 Below)

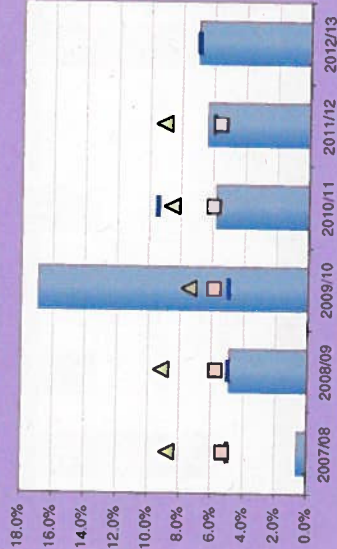
**Service Comment**

Individual cases with CP plans lasting longer than 2 years are routinely considered by senior managers in S and S and the CPA. However this attention needs focus in order to gain more understanding of both individual cases but to identify possible themes in relation to children thought to need extended CP planning. A system to routinely scrutinise cases which have gone over 18 months is now established.

It should be noted that in some cases the CP plan should be extended. There are a small number of cases – particularly with older children, where an extended period of CP planning does not indicate drift, but represents the best way of managing risk and focusing on improved outcomes.



Long term trend (last 6 years)	Key	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13	Traffic Light
Haringey	■	0.6%	4.9%	16.9%	5.8%	6.4%	7.0%	Green
Haringey Target	■	5.0%	5.0%	5.0%	9.5%	6.0%	7.0%	Green
Statistical Neighbours	▲	8.8%	9.2%	7.5%	8.6%	9.1%	-	-
London	◆	6.7%	7.5%	-	-	8.1%	-	-
England	□	5.3%	5.8%	5.9%	6.0%	5.6%	-	-



Op 365 Percentage of children becoming the subject of Child Protection Plan for a second or subsequent time

Recent trend (last 6 months)	Key	Oct-12	Nov-12	Dec-12	Jan-13	Feb-13	Mar-13
Haringey	■	10.7%	3.5%	0.0%	3.6%	0.0%	12.5%
Haringey Target	■	10%	10%	10%	10%	10%	10%



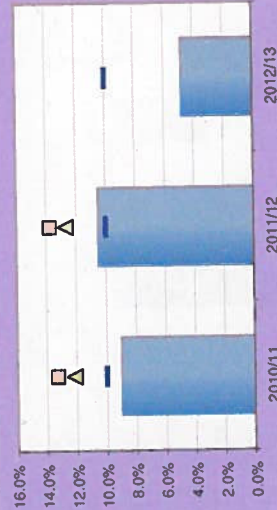
Performance Comment

The 4.8% for 2012/13 is low by comparison with London, SN, National and previous years figures. A very low level may mean that a local authority is not submitting some children to a Child Protection Plan who are in need. Conversely, a high level may suggest that the professionals responsible for the child's welfare are not intervening effectively to bring about the required changes.

Service Comment

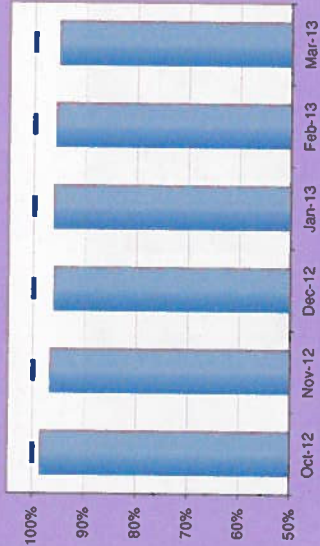
The low figure suggests that there are cases that should be brought back to ICPC and be subject to CP plans but are not. This is an area that needs to be understood. It is unclear whether Haringey is quicker to make a decision not to return to conference but progress using other routes (e.g. court) than other boroughs. LB, RO and legal to consider data re court applications and numbers of children taken into court proceedings who have been on plan but are not at time court application is made.

Long term trend (last 6 years)	Key	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13	Traffic Light
Haringey	■	10.0%	10.0%	10.0%	9.0%	10.5%	4.8%	Red
Haringey Target	■	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	
Statistical Neighbours	▲	13.7%	12.1%	13.5%	12.2%	12.7%	-	
London	◆	12.2%	11.5%	-	-	11.4%	-	
England	□	13.2%	12.8%	13.4%	13.3%	13.8%	-	



**Op367 Percentage of child protection cases which were reviewed within required timescales**

Recent trend (last 6 months)	Key	Oct-12	Nov-12	Dec-12	Jan-13	Feb-13	Mar-13	Traffic Light
Haringey	■	98%	97%	96%	96%	96%	95%	Red ●
Haringey Target	■	100%	100%	100%	100%	100%	100%	



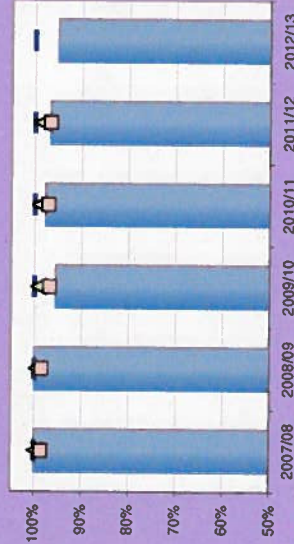
**Performance Comment**

As expected the monthly performance slowly decreases as a child has a late review is counted as out of time for the remainder of the year. 215 out of 226 reviews were in timescale in 2012/13.

**Service Comment**

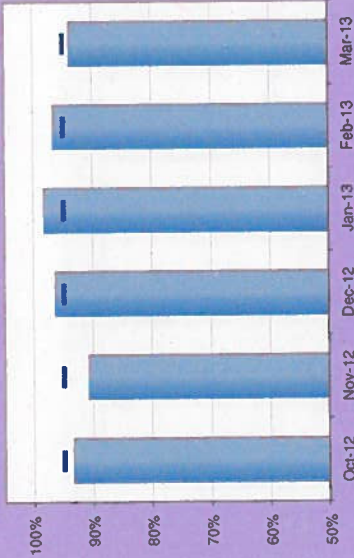
The reviews out of timescale were all cases which had transferred in from other boroughs, after the initial conference the first review was scheduled as a subsequent review (6 month gap) and not at three months. When this was identified the case files were checked and it was established that each review was convened to a time scale which was appropriate to the circumstances of the case. The end of year percentage is 97% - 6 children from 5 families.

Long term trend (last 6 years)	Key	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13	Traffic Light
Haringey	■	100%	100%	96%	98%	97%	95%	Red ●
Haringey Target	■	100%	100%	100%	100%	100%	100%	
Statistical Neighbours	▲	100%	100%	99%	99%	99%	-	
London	◆	99%	100%	-	-	98%	-	
England	□	99%	99%	97%	97%	97%	-	



Op380 Child Protection Visits

Recent trend (last 6 months)	Key	Oct-12	Nov-12	Dec-12	Jan-13	Feb-13	Mar-13	Traffic Light
Haringey		93%	91%	96%	98%	97%	94%	Amber
Haringey Target	-	95%	95%	95%	95%	95%	95%	



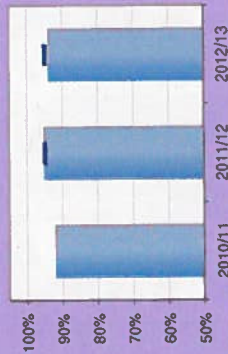
Performance Comment

Performance fell below target for the first time in months partially due to calendar month recording and planning visits over the Easter period where the bank holidays had not been accounted for. A large proportion of visits outstanding were completed within 2 or 3 days after the month end.

Service Comment

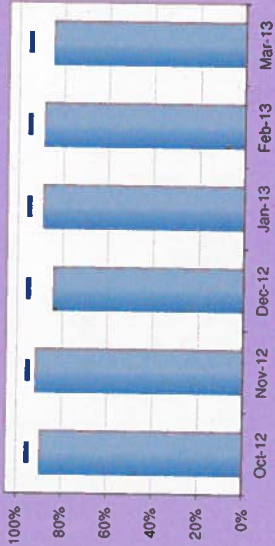
The expectation is that all children subject to plans should be seen at a very minimum of monthly. This performance indicator is the focus of work within the S and S team with systems now in place for managers to check both occurrence of visits, the timely writing up of visits and the quality of both social work and recording. It was agreed that cases held within other teams will also be monitored by Service managers in S and S.

Long term trend (last 6 years)	Key	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13	Traffic Light
Haringey		-	-	-	92%	95%	94%	Amber
Haringey Target	-	-	-	-	-	95%	95%	



**Op381 Children in Need Visits**

Recent trend (last 6 months)	Key	Oct-12	Nov-12	Dec-12	Jan-13	Feb-13	Mar-13	Traffic Light
Haringey		89%	92%	84%	89%	88%	85%	Red ●
Haringey Target	—	95%	95%	95%	95%	95%	95%	



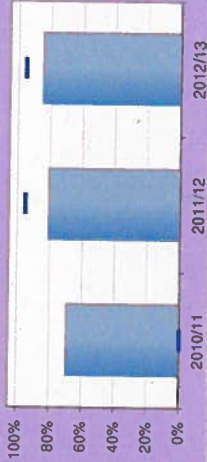
**Performance Comment**

- Performance again in the high 80 percentages  
 - Although the year to date position below target, performance in 2011/12 was 81% and it has been consistently well above this level in recent months.

**Service Comment**

Again the expectation is that all children considered in need and at a threshold requiring social work allocation should be visited at a minimum of once a month. Target for the service is to bring this visiting frequency in line with CP visits.

Long term trend (last 6 years)	Key	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13	Traffic Light
Haringey		-	-	-	69%	81%	85%	Red ●
Haringey Target	—	-	-	-	-	95%	95%	







**Haringey Council**

<b>Report for:</b>	<b>Children's Safeguarding Policy and Practice Committee</b>	<b>Item Number:</b>	
<b>Title:</b>	<b>Adoption Performance Update</b>		
<b>Report Authorised by:</b>			
<b>Lead Officer:</b>	<b>Lesley Kettles</b>		
<b>Ward(s) affected:</b>	<b>Report for Key/Non Key Decisions:</b>		
<b>All</b>			

**1. Describe the issue under consideration**

**1.1** This report is submitted to the Children's Safeguarding Policy and Practice Committee for information. The Committee and other Council Committees are not required to make formal decisions based on this report.

**1.2** This report is to inform members of the progress made in the performance of the Adoption Service in placing children for adoption and special guardianship since the publication of the Adoption Scorecard and the Adoption Diagnostic Review in Summer 2012.

**2. Cabinet Member introduction**

**2.1**

**3. Recommendations**

**3.1** It is recommended that elected members consider the report and support the ongoing actions described.

**4. Other options considered**

**N/A**



**Haringey Council**

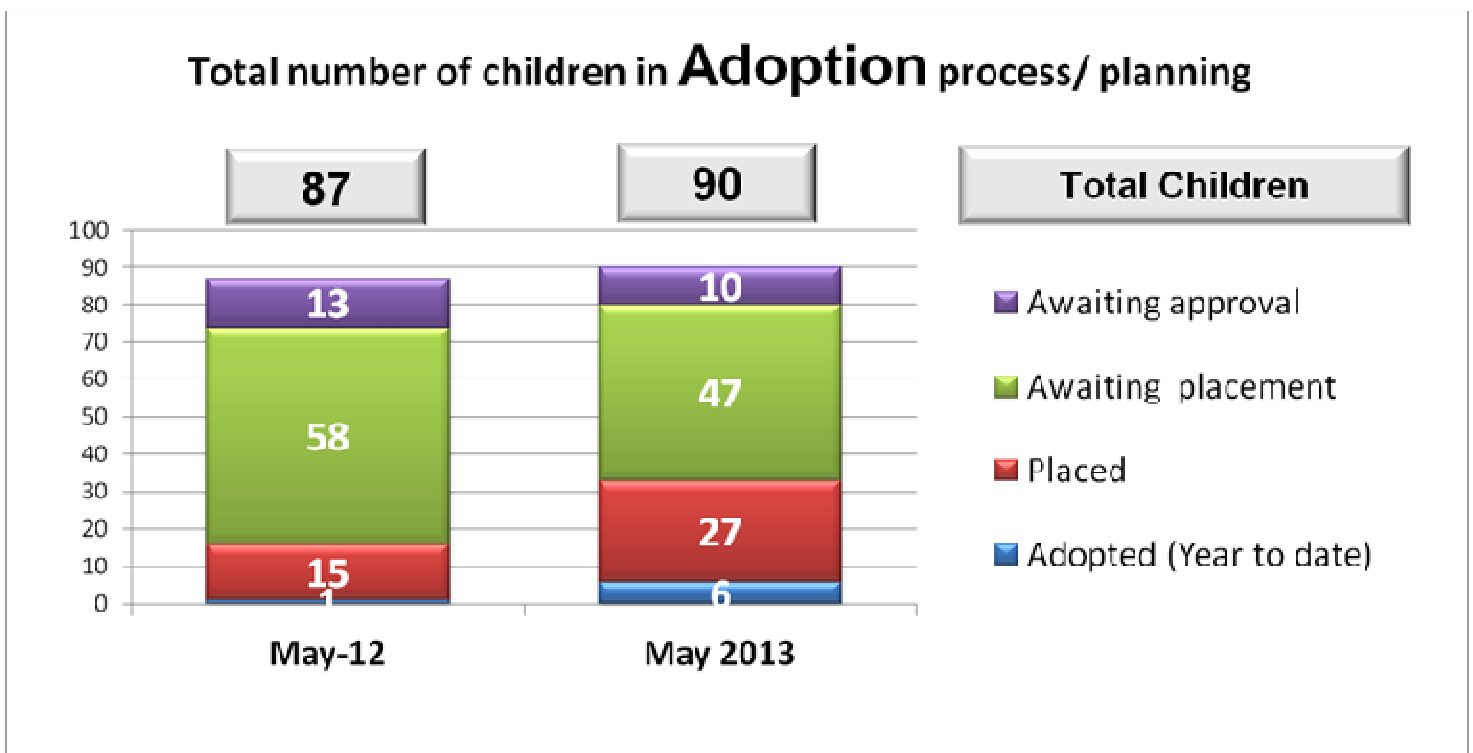
## 5. Background information

5.1 The report is a review of the performance of the Adoption Service in the financial year 2012/13; and a report of performance in this financial year to date.

## 6. Performance Review 2012/13

### 6.1 Total Number of Children in Adoption Process Planning.

The table below identifies the total number of children who are in the adoption planning process:



6.1.1 28 children have been placed for adoption which compares favourably with 22 children placed in 2010/11 and 15 placed in 2011/12. This is a significant increase in activity outcomes.

6.1.2 The average number of days from care to placement for adoption is 737 days which includes children who had been in the system for some considerable time with complex needs and backgrounds.

6.1.3 The average number of days from court permission to place and placed for adoption for this cohort of children is 313 days.

6.1.4 A further 6 children have been placed to date.

6.1.5 The average number of days from care to placed for adoption in this financial year is 299 days, which is a significant decrease from the previous financial year. One child was placed at 1,246 days and this child is on the foetal alcohol





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spectrum, which lead to difficulties in identifying a family who could meet her needs.

- 6.1.6 The average number of days from court permission to place and placed for adoption for this cohort of children is 160 days, which is again a significant reduction.
- 6.1.7 Placements have been identified for a further 15 children and they are expected to be placed in the next quarter.
- 6.1.8 The increased focus on permanency for children, supported by the enhanced permanency tracking meetings and the new style Linking Meetings, is successful in leading to higher volumes of children placed and more child centred timescales. Dedicated family finding social workers have also lead to improved performance.

## **6.2 Adoption Orders.**

- 6.2.1 There was a target of 15 adoption orders in 2012/13. 14 orders were achieved in total.
- 6.2.2 A comparison between the in year performance and the 2009–2012 performance indicates improvement, particularly for children who were placed for adoption with foster carers.
- 6.2.3 The target for adoption orders for 2013/14 is 30 orders. 7 adoption orders have been achieved to date. The average numbers of days from care to placed for adoption for this cohort of children is 322 days. 1 child was placed a 1,392 days and the reason for this was that the child had a previous adoption placement which disrupted. 1 other child was placed at over 3,000 days and this is a child who has significant disabilities and who was placed in a long term fostering placement with carers who went on to adopt him.
- 6.2.4 There is scrutiny of this part of the process via the Permanency Tracking meetings and the Deputy Head of Service, Adoption ensures that the independent reviewing officers discuss adoption applications at statutory reviews with the purpose of driving adoptions forward.
- 6.2.5 A further 12 Adoption orders are expected in the next few months.

## **6.3 Special Guardianship Orders.**

- 6.3.1 31 special guardianship orders were achieved in 2012/13.
- 6.3.2 This compares with 13 for the previous financial year.
- 6.3.3 7 special guardianship orders have been achieved to date in this financial year.

## **6.4 Prospective Adopters.**

- 6.4.1 26 prospective adopters were approved in 2012/13. This compares with 9 in 2011/12 and 5 in 2010/11, but was less than our target of 30.
- 6.4.2 4 preparation groups were delivered with an average of 10 sets of prospective adopters attendance at each group.



**Haringey Council**

- 6.4.3 One third of the adopters were approved in under 6 months and the remainder in 8 months. Timescales for approval have improved by having 3 dedicated assessing social workers.
- 6.4.4 The two stage adopter approval process comes into force on 1<sup>st</sup> July. We have prepared for this by identifying a social worker to undertake the initial processes which involve screening, initial visit, information meetings, taking up of checks and references and basic preparation. The plan is to develop a North London Consortium recruitment team to more effectively manage these processes and to meet the two month timescale. Stage two of the process is preparation and assessment which has 4 months as a timescale. These timescales constitute part of the targets contained in assessing social workers work plans and are subject to management scrutiny.
- 6.4.5 This is further supported by the full implementation of the workflow processes which enable management reports to be run from Framework–i.

**7. Comments of the Chief Finance Officer and financial implications.**

**8. Head of Legal Services and legal implications.**

**9. Equalities and Community Cohesion Comments.**

**10. Head OF Procurement Comments.**

**11. Policy Implication.**

The borough has a permanency policy which supports this work.

**12. Head of Legal Services and legal implications**

**13. Equalities and Community Cohesion Comments**

**14. Head of Procurement Comments**

**15. Policy Implication**

**16. Use of Appendices**



**Haringey** Council

**17. Local Government (Access to Information) Act 1985**

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**Haringey Council**

<b>Report for:</b>	<b>Children's Safeguarding Policy and Practice Committee</b>	<b>Item Number:</b>	
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<b>Title:</b>	<b>Update on the MOSAiC programme</b>
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<b>Report Authorised by:</b>	<b>Marion Wheeler</b>
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<b>Lead Officer:</b>	<b>Sarah Barter / Jo Sobhee</b>
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<b>Ward(s) affected:</b>	<b>Report for Key/Non Key Decisions:</b>
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## 1. MOSAiC Programme Implementation:

1.1. MOSAiC is a major redevelopment of FWi, Haringey's social care recording system, which is being designed and developed in partnership with the supplier and 14 other early adopter authorities:

1	Blackpool	6	Ealing	11	Oxfordshire
2	Brent	7	East Lothian	12	Scottish Borders
3	Camden	8	Haringey	13	Tower Hamlets
4	Cornwall	9	Harrow	14	Wandsworth
5	Dumfries & Galloway	10	Midlothian	15	Worcestershire

1.2. Mosaic's design is user-focussed with an emphasis on improving usability and efficiency, reducing social work recording times, improving staff experience of the system and providing long term improvements in data quality, practice and performance.

1.3. The aim of the development is not only to enhance existing functionality but also to introduce many new features including group based recording and group



**Haringey Council**

summaries which will meet the critical need to maintain a systemic and family narrative (Munro).

1.4. Group based recording will enable workers to record common information against all members of the family (or group) without having to duplicate the recording effort on each individual record. This will result in huge time saving efficiencies as families in Haringey often consist of large sibling groups. The functionality will also promote better data quality and improved consistency as there will be less scope for vital information to be missed from any of the case records in the group.

1.5. The Mosaic project is using Agile methodology so functionality will be available for Live implementation as it is completed with the result that staff will benefit from deliverables during the life cycle of the project. Tranches of deliverables will be iteratively implemented with the first tranche of new and improved functionality scheduled for an autumn 2013 implementation. This will include:

- Introduction of form-based workflow, improving user experience and reducing the effort of recording by making work processes more familiar and intuitive
- A replacement “Work View”, providing a single flexible view of all work assigned to the worker facilitating better prioritisation and case management
- Quick Start menus and hyperlinks throughout the system enabling workers to begin work immediately without having to spend time navigating through several screens
- A new search engine enabling more efficient searching, reducing time and effort as well as avoiding errors and the creation of duplicate records
- Improvements to system security enabling better governance of roles and records
- Full data migration from FWi into Mosaic enabling workers to continue to work easily with no loss of data on the first day of Go Live

1.6. Once the first implementation has bedded down and staff are confident with the new way of working, family based recording functionality will be introduced, currently scheduled for early next year.

1.7. The FWi e-learning training tool ‘Me Learning’ is also being redesigned to support staff with the changes to tools and processes brought about by Mosaic and will be available to all staff ahead of the first implementation.

1.8. In the meantime, representation at Project Boards and design workshops is continuing and Haringey is now a well established influential development partner and recognised as one of the key drivers of the project. This has led to Haringey project team presentations to the Project Board and supplier events as well as the team hosting meetings with other local authorities who are interested in learning from Haringey’s experiences and Mosaic implementation plans.



**Haringey Council**

<b>Report for:</b>	<b>Children's Safeguarding Policy and Practice Committee</b>	<b>Item Number:</b>	
<b>Title:</b>	<b>Local Authority Designated Officer Annual Report 2012/13</b>		
<b>Report Authorised by:</b>	<b>Marion Wheeler – Assistant Director</b>		
<b>Lead Officer:</b>	<b>Rachel Oakley, Head of Service, Safeguarding, Quality Assurance and Practice Development</b>		
<b>Ward(s) affected: All</b>	<b>Report for Key/Non Key Decisions:</b>		

## **1. Describe the issue under consideration**

- 1.1. Haringey Council, in conjunction with Haringey Safeguarding Children's Board (HSCB), has a duty to ensure that all allegations of abuse or maltreatment of children by a professional, staff member, foster carer, or volunteer be considered and treated in accordance with national guidance.
- 1.2. Attached [appendix A] is the Local Authority Designated Officer's (LADO) annual report of allegations made against adults who work with children. The report provides profiling analysis of allegations made in the Borough, comparative data and an update of the interventions and development work completed during 2012/13.

## **2. Cabinet Member introduction**

## **3. Recommendations**

- 3.1. Members to note the development work completed and the next stage of work which is to initiate discussions with partner agencies; Health and Police, to ensure they are compliant with Working Together 2013. See attached report [appendix A].

## **4. Other options considered**



**Haringey Council**

## **5. Background information**

5.1. Working Together to Safeguard Children was significantly revised and republished in 2013, effective from the 15<sup>th</sup> April 2013; however, there were no changes to the substance of this part of the guidance or the role of the LADO. Further information on the role of the LADO as outlined by Working Together is attached [appendix B].

## **6. Comments of the Chief Finance Officer and financial implications**

6.1. The cost of the LADO service is contained within the Children and Families base budget. There are no other particular financial consequences associated with this report.

## **7. Head of Legal Services and legal implications**

7.1 There are no direct legal implications arising from the recommendation of the report.

## **8. Equalities and Community Cohesion Comments**

8.1. The Local Authority Designated Officer (LADO) has management oversight of all individual cases where allegations are made against people who work with children. All employers of child care staff have access to services provided by the LADO, allegations and the treatment of allegations are monitored to ensure the thresholds are applied evenly and the outcomes are proportionate.

## **9. Head of Procurement Comments**

## **10. Policy Implication**

10.1. Whilst there have been recent revisions to Working Together to Safeguard Children [see above 5. Background information] there are no policy implications in relation to allegations made against adults working with children.

## **11. Use of Appendices**

11.1 Local Authority Designated Officer's (LADO) annual report of allegations made against adults who work with children [appendix A].

11.2 Additional information on the role of the LADO as outlined in Working Together to Safeguard Children guidance [appendix B].

11.3 LADO Action Plan 2013/14

## **12. Local Government (Access to Information) Act 1985**



# **Allegations against adults who work with children**

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Local Authority Designated Officer Annual  
Report  
April 2012 – March 2013



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- 1** Introduction
- 2** Development
  - 2.1 Key development work undertaken in 2012/13
  - 2.2 Development work to be completed in 2013/14
- 3** Referrals made against adults working with children
  - 3.1 LADO consultations
  - 3.2 Referrals that met threshold
  - 3.3 Referring agencies
  - 3.4 Categories of abuse
- 4** Profile of adults that allegations have been made against
  - 4.1 Gender
  - 4.2 Other equalities indicators
  - 4.3 Employment sector
- 5** Comparative data
- 6** Case resolution timescales
- 7** Substantiation of Referrals



**Haringey Council**

## 1. Introduction

- 1.1 Haringey Council, in conjunction with Haringey Safeguarding Children's Board (HSCB), has a duty to ensure that all allegations of abuse or maltreatment of children by those working with children e.g. staff member, foster carer, or volunteer be considered and treated in accordance with national guidance.
- 1.2 The duty of statutory agencies who work with children to work together as separate, but involved, agencies to safeguard children and address allegations made against staff is detailed in key legislation pertaining to the sector.
- 1.3 In compliance with *Working Together to Safeguard Children (2010)*<sup>\*</sup>, Haringey has a Local Authority Designated Officer (LADO) who is involved in the management and has oversight of individual cases where allegations are made against people who work with children.
- 1.4 In Haringey, the operational role of the LADO sits in Children and Families Service, within the Children and Young People's Service. A designated Child Protection Advisor undertakes the role with oversight by the Head of Service, Safeguarding, Quality Assurance and Practice Development. Further information on the role of the LADO is attached [appendix B].

## 2. Development

### 2.1 Key development work completed in 2012/13<sup>†</sup>

- Review of the thresholds for progressing referrals to strategy meeting stage – to ensure referrals receive the appropriate level of response.
- New workflow designed resulting in a process that is explicit to all
- The documentation and guidance has been reviewed and updated
- Development of confidential electronic recording system (on framework-i) for LADO referrals, improving recording and reporting capability significantly, resulting in following improvements operational from 1<sup>st</sup> April 2013:
  - service able to record and report in detail on all consultations and allegations which meet threshold

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<sup>\*</sup> Working Together to Safeguard Children was significantly revised and republished in 2013, effective from the 15<sup>th</sup> April 2013; however, there were no changes to the substance of this are part of the guidance.

<sup>†</sup> Reported activity is limited to quarter 3 and 4. Appointment of LADO and transfer of oversight of work to Head of Service for Safeguarding, Quality Assurance and Practice Development, made at the end of September 2012.



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- capture and reporting of all performance related data such as nature of referral, referring agency, setting of employment
- capture and reporting of diversity data of alleged perpetrator(s) and alleged victim(s)
- ability to compare and contrast data with allegations made within perpetrators own families or outside work
- reporting of outcomes
- reporting of length of time to resolve cases
- Development of system for recording and monitoring consultations.
- The LADO attends forums for Designated Teachers of primary and secondary schools and Children Centre meetings.
- LSCB training for Designated, Lead and Named Professionals for Child Protection
  - Training content fully developed
  - Training courses scheduled for May, July, November and February 2014
  - Course covers allegations against professionals and has the objective of ensuring that the Designated, Lead and Names professional with the Haringey Partnership are clear and confident in performing their children protection duties, including dealing with allegations
- The LADO action plan was updated in line with the last OFSTED recommendations and implemented.
- Defined and communicated clear respective responsibilities of the referrer, HR and the LADO. This includes defining the criteria and boundaries in the process for a range of outcomes e.g. cases that meet the criteria for suspension.

### 3. Referrals made against adults working with children

#### 3.1 LADO consultations

Since September 2012, referrers have consulted with the LADO on average twice per week. The LADO provides advice and guidance during consultation with a referrer. The possible outcomes of the consultation are broadly captured under three headings:

- the allegation meets the threshold (section 47)
- local management to address (e.g. through staff training)
- local management to take further action (e.g. disciplinary procedure, in consultation with HR).

The majority of consultations came via OFSTED following anonymous contact from concerned members of the public.



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Concerns ranged from teachers and nursery worker behaviour (such as name-calling) to accidental injuries received by children where the parent felt inappropriate action was taken. Whilst the behaviour may have been inappropriate, it is an issue for management to address via staff training and development or at the more serious level the capability or disciplinary process.

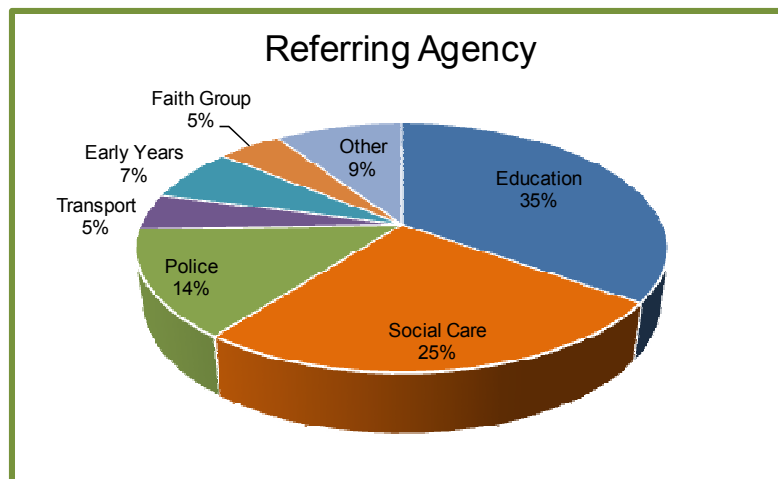
### 3.2 Referrals that met threshold

During the year 2012/13, there were 46 referrals to the LADO that met the threshold for involvement. This figure is broadly in line with our neighbouring boroughs; Islington receives on average 44 referrals that meet threshold every year and Camden an average of 50.

The following charts illustrate the breakdown of referrals by referring agency and by categories of abuse (3.3 and 3.4):

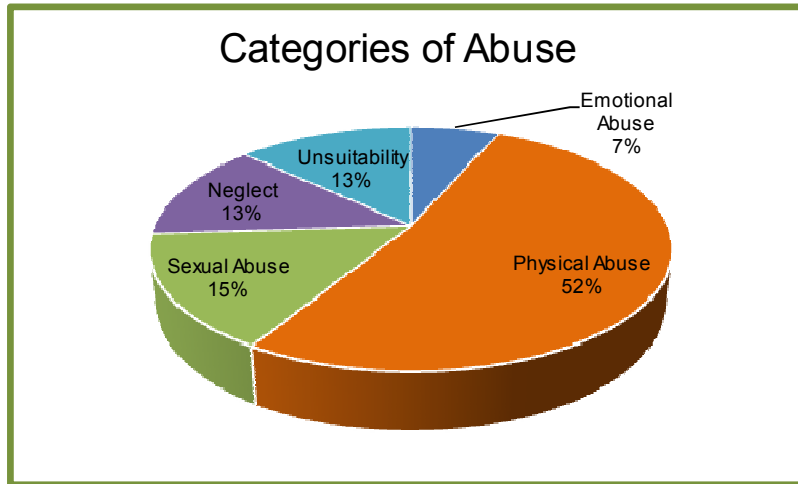
### 3.3 Referring Agencies

The large majority of contacts with the LADO came directly from the educational setting itself and account for 35% of referrals in total. The remaining educational referrals came via CYPS staff or the police after parents had approached them.



### 3.4 Categories of abuse

The largest category of allegations by type was physical abuse this primarily occurred in educational settings and accounted for 52% of allegations that met threshold and 59% of all allegations received.



The majority of these allegations relate to teachers and support staff having trouble in managing challenging behaviour and the use of restraint regarded as being unlawful or contrary to guidance.

In particular, the issue of appropriate restraint and personal protection by teachers when a child is out of control was a feature of a significant number of the allegations investigated. Analysis highlighted a positive correlation with a lack of understanding and interpretation, of the relevant legislation.

The majority of the other referrals investigated related equally to significant harm, concerning Sexual Abuse and Unsuitability to work with children (may pose a risk of harm to children - Working Together 2013). The majority of sexual abuse allegations related to historical allegations and adults' behaviours in their private lives.

Although there was a predominance of allegations in relation to physical and sexual abuse, it was notable that the individual circumstances of the allegations varied significantly. This demonstrates the need for designated professionals and senior staff responsible for safeguarding to have an awareness of the range of situations in which children could be harmed and how what meets the threshold for intervention by the LADO.

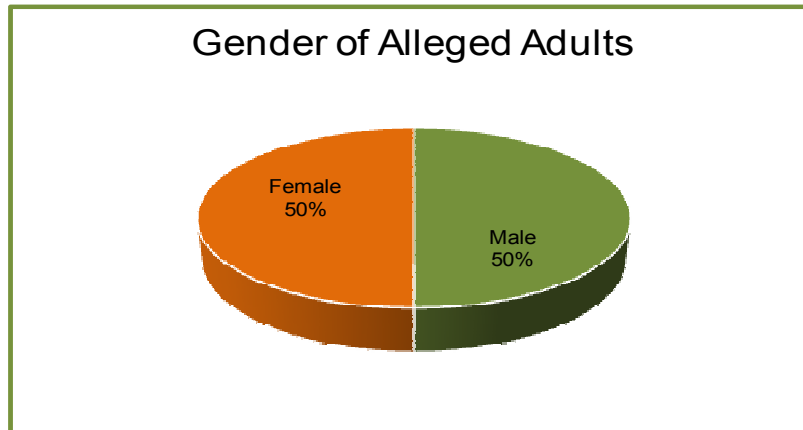
#### **4. Profile of adults that allegations have been made against**

##### **4.1 Gender**

Of the 46 referrals to the LADO, there were an equal number of women and men referred. It is important to consider the gender make up of the childcare/education field when considering this data.



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Although there is no statistical profile of those working directly in these fields, unpublished extrapolations from the national general household survey and other data indicate that under 5% of those working in childcare are men, with around 20% of teachers being male. The gender balance of individuals who have had allegations made against them will be kept under close scrutiny and reported on in the LADO quarterly reports with a view to identify the most appropriate action to take to address any ongoing over presentation of men. The new system for data collation will enable us to identify the sector of the workforce, the nature of the allegation and the whether substantiated, unsubstantiated, unfounded or malicious, this detail of information is essential to determine the necessary action and develop a targeted and effective partnership response.

#### **4.2 Other equalities indicators**

Data captured from April 2013/14 will support reliable analysis of information on ethnicity and age.

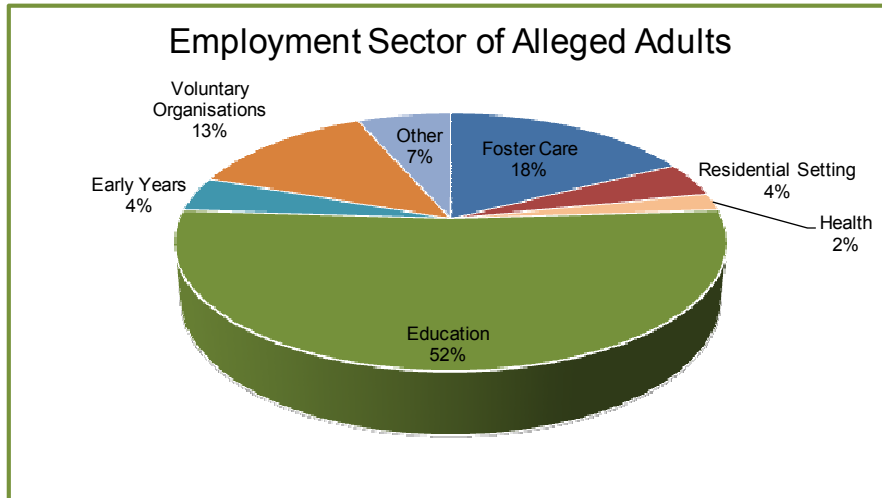
#### **4.3 Employment Sector**

The majority of referrals are in relation to adults who work in educational settings. This correlates with referrals patterns with our neighbouring boroughs. Given that the educational sector is the biggest employer of people working with children, this is expected.

Referrals from the education sector came from all types of educational provision and included both professionally qualified staff and support staff such as teaching assistants and school cleaners. The majority of referrals came from state schools, with only one by an Independent Academy. There was an almost even mix between primary and secondary school referrals, which is consistent with previous reporting years.



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There are a low number of referrals from other sections, such as Early Years and children's residential provision. The lowest reported sector was Health. There have yet to be any referrals from Police\*.

## 5. Comparative Data

5.1 The number of allegations (46) investigated in the year 2012/13 represents a considerable decrease from the 87 allegation deemed to have met the threshold in 2011/12. This reduction is a result of successful changes in application of the thresholds, LADO consultation and advice resulting in addressing issues through more appropriate channels such as HR procedures or through focused learning and development.

5.2 During 2012/13, the largest numbers of allegations were made in respect of foster carers, the majority of these allegations subsequently being withdrawn or found to be unsubstantiated. The reduction in referrals that have been converted into investigations represents further improvement in the appropriate application of thresholds and focus on situations that meet the criteria for statutory intervention. Analysis of referrals since October 2012 that have led to investigation and those that did not meet the threshold has shown that the appropriate decisions have been made. Feedback from partner agencies including schools and children's centres indicate an increasingly high level of satisfaction and understanding of the process and thresholds.

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\* Whilst the Metropolitan Police have their own division to deal with allegations against staff (the Police Complaints Commission), concerns about child protection issues in connection with allegations against police officers should still be referred to the LADO.





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## **6. Case resolution timescales**

- 6.1 There are two distinct cases captured in the data within this report that are ongoing, in both instances the alleged perpetrators remain on bail. Both situations are being regularly monitored by the LADO, the employing organisation and police. All other cases have been resolved during the reporting period.
- 6.2 Average length of time to resolve cases was unavailable for the reporting period. The new electronic reporting system provides the functionality to report the length of time taken to resolve cases for 2013/14 (for more information see section 2). However, from analysis of the concluding strategy meeting minutes it is evident that the most common factor causing delay in concluding cases is the time taken for cases in criminal proceedings for decisions made by the Crown Prosecution Service and the outcome of court appearances.

## **7. Substantiation of Referrals**

- 7.1 In six months between October and March 2013, 56% of allegations taken to strategy meeting were substantiated (25% of these led to a criminal prosecution, with half of this number being convicted and other awaiting the outcome of the proceedings) and 25% of allegations were unsubstantiated of which one was found to be malicious.
- 7.2 It should be noted that when an allegation is deemed to be unsubstantiated this does not necessarily equate to it being unfounded, but rather there is insufficient evidence to substantiate the allegation.
- 7.3 Cases are managed by the Local Authority, but in the majority instances the police are the lead agency. The burden of proof required for criminal proceedings is significantly higher than that when considering if an adult is suitable to work with children. The police will determine, based on the presenting information and subsequent investigation if a crime has been committed, if so they will decide whether to issue a caution or refer to the Crown Prosecution Service. When considering neglect for example the following scenario is used: a teacher leaves a vulnerable and disabled child unsupervised in a room for an hour, this cannot be substantiated by police without significant supporting evidence such as additional witness statements, CCTV and proof beyond reasonable doubt this was an intentional and malicious act. If this burden of proof is not met, these issues need to be considered at the concluding meeting and it needs to be established if this was an unintentional case of neglect, (such as the teacher assuming a Learning Assistant was due to take over) or if it was a deliberate neglect of their duties, it is then the HR process will begin in terms of additional training or other disciplinary action following the internal investigation.
- All of these issues need to be considered by the LADO when making recommendations to safeguard children.

## **8. Development work to be completed in 2013/14**



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The action plan below set out planned service improvement for the next year, this builds this year achievements and addresses the areas identified for development.



## Appendix B

### The role of the Local Authority Designated Officer (LADO)

#### Overview of role in Haringey

In compliance with *Working Together to Safeguard Children - A guide to inter-agency working to safeguard and promote the welfare of children*, March 2013. Haringey has a Local Authority Designated Officer (LADO) who is involved in the management and has oversight of individual cases where allegations are made against people who work with children.

Working Together described the LADO role as providing “advice and guidance to employers and voluntary organisations, liaising with the police and other agencies and monitoring the progress of cases to ensure that they are dealt with as quickly as possible and are consistent with a thorough and fair process.”

In Haringey, the operational role of the LADO is undertaken by a designated Child Protection Advisor, with oversight by the Head of Service, Safeguarding, Quality Assurance and Practice Development, which is part Children and Families Service within the Children and Young People’s Service.

#### Responsibilities of the LADO

The LADO provides advice and guidance during consultation with the referrer. The possible outcomes of the consultation are broadly captured under three headings: the allegation meets the threshold (section 47), local management to address (e.g. through staff training), local management to take further action (e.g. disciplinary procedure, in consultation with HR).

Working Together states that agencies employing staff working with children must have in place clear policies in line with those from the LSCB for dealing with allegations against people who work with children. An allegation may relate to a person who works with children who has:

- behaved in a way that has harmed a child, or may have harmed a child;
- possibly committed a criminal offence against or related to a child; or
- behaved towards a child or children in a way that indicates they may pose a risk of harm to children.

Where the above criteria are met, the LADO is responsible for chairing:

- a strategy meeting to consider whether there should be:
- a police investigation of a possible criminal offence;



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- enquiries and assessment by children's social care about whether a child is in need of protection or in need of services; and
- consideration by an employer of disciplinary action in respect of the member of staff.



**LADO ACTION PLAN IN HARINGEY 2013 / 2014**

No	Action	Responsibility	By
1.	Confirm data set for LADO activity – including equalities indicators, source of referrals and outcomes	Head of Service Safeguarding QA & PD	July 2013
2.	Produce data on LADO activity, undertake analysis of trends and make recommendations/determine action for single agency or partnership action.	LADO	June/July, September/October, December/January and end of 2013/14
3	Carry out a quality audit of LADO as part of the department's quality assurance programme.	Principal Social Worker	30 September 2013
4	LSCB Training for Designated Lead and Named professionals	LSCB	May, July, November 13 and February 14
5	Quality Assurance - audit of thresholds for referrals to LADO – analysis of referrals not leading to Section 47 investigations	Child Protection Advisors and Head of Service – Safeguarding, QA & PD	June/July, September/October, December/January and end of 2013/14
6	Discussion with Police and Health on the involvement of the LADO in the investigation of allegations against professionals, ensuring compliance with Working Together 2013	LADO	September 2013
7	Ongoing communication regarding LADO role to all Designated Leads, Named professionals and managers with responsibility for services to children - including sections where referral levels are low.	LADO and CPA's	On going.

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<b>Briefing for:</b>	Children's Safeguarding Policy and Performance Advisory Committee
<b>Title:</b>	SCREENING
<b>Lead Officer:</b>	Hilary Corrick, Independent Member
<b>Date:</b>	2 <sup>nd</sup> July 2013

## 1. INTRODUCTION

Members are aware of changes to the screening of cases referred to Children and Young People's Services as a result of the Judicial Review judgment in March 2013. At our last meeting in April 2013 we considered the issues raised by the judgment and whether, subsequent to the judgment, workers were seeking permission to share from parents before contacting other agencies through the Multi-Agency Strategic Hub (MASH) process, except in the context of a clear safeguarding investigation (Section 47).

We were aware that officers were seeking further legal guidance, and exploring the issues within the London MASH meetings and other forums. We were also aware that training was being provided to staff within the service as well as advice and guidance to other agencies.

On behalf of the Committee I undertook to report on the outcome of these activities and audit a sample of new referrals.

## 2. INFORMATION FOR STAFF

A number of workshops have been held for staff in the First Response service, including the Screening team. A summary of the legal position has been shared with staff in this service and a number of case scenarios.



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### 3. OTHER AGENCIES

Advice and legal guidance has been shared with other agencies, including those involved in the MASH, and other high referrers such as voluntary organisations and A & E departments, both individually and through Haringey Safeguarding Children Board (HSCB).

### 4. SCREENING AUDIT

At random, on 5<sup>th</sup> June, I asked for a list of all contacts received on the previous Friday, 31<sup>st</sup> May. There were 23 contacts from the following sources:

Contact source	Number on 31 <sup>st</sup> May	Number to MASH in April 2013
Police	14	24
Midwife	2 (Police also referred 1 of these cases)	4
Other local authority	2	
Probation	1	2
Relative/ house member	1	1
GP	1: <b>this went to MASH</b>	1
Courts (Cafcass)	1	2
A & E	1	3
Haringey employee	1	
Voluntary organisation		6
Self referral		3
School		2
London Ambulance Service		2





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Hospital paediatrics		1
Adult mental health services		1
CAMHS		1
Health visitor		1
Neighbour /friend		1
Member of public		1
Unknown /anonymous		1
<b>Total</b>	<b>24 referrals for 23 cases</b>	<b>57</b>

As members can see, the vast majority of these cases came from the police; this is a similar picture to April as a whole, where of 57 referrals to the MASH, 24 came from the police.

The presenting need at the point of contact on 31<sup>st</sup> May was as follows:

<b>Presenting need</b>	<b>Number on 31<sup>st</sup> May</b>	<b>During April 2013</b>
Domestic violence	5	26
Family member offending	4	4
Housing	3	1
Physical abuse	2	8
Needing universal services	2	
Parental mental ill health	2	4
Child's behaviour	2	
Needing information	2	2
Parental substance misuse	1	3
Neglect		2



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Unborn baby		3
Sexual abuse		3
Sexual exploitation		1
<b>Totals</b>	<b>23</b>	<b>57</b>

Note, the low numbers for April relate only to the numbers of contacts referred through the MASH process, about a third of all contacts over all. The figures are not therefore entirely comparable, but they demonstrate the patterns of contact and presenting needs.

I looked at 13 out of 23 cases in detail:

<b>Age / gender</b>	<b>Contact from:</b>	<b>Presenting need</b>	<b>Outcome</b>
F aged 1 month	Police	Domestic argument between mother and grandmother	Mother left home with the baby. Family history of arguments; NFA
UBB due July	Midwife and police	Need for universal services: Mo isolated	Referral for CAF
17 yr old boy	Police	Argument with mother, taking drugs	Left home. NFA
13 year old boy	Parent	Disabled child, well known to CYPS.	Referred to OT
13 year old boy	GP to EDT	Step mother's mental ill health	Sec 47 threshold met; MASH *
2 year old boy	Police	Domestic argument. Child previously CPP	NFA "for now"



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16 year old girl	A & E and self referral	Self-harming; came into office homeless	Referred to specialist housing team. EDT informed.
9 year old girl	Court (Cafcass)	Request for info in private law hearing	Info given **
2 month old baby girl	Police	Domestic argument	Not known previously; NFA
UBB baby due	Enfield	Transfer in on CPP	Conference to be held
6 year old girl	Referred by Haringey employee	Concern re abuse by brother and neglect	Case only closed 4 weeks before; discussion as to way forward. ***
14 year old boy	Police	Mother has mental health problems	NFA
4 year old boy	Police (CAIT)	Visiting child described children hit with belt by Mo.	Sec 47 threshold met; immediate discussion. Police investigation. ****

\* This case was extremely well recorded; both the reasons for concern and the legal basis for undertaking a MASH information sharing.

\*\* The information given to staff about sharing information makes it clear that there is no need to seek consent when information is sought by a Court.

\*\*\* This was a good referral. The employee in question was told of concerns by a member of staff from the school attended by the child. She advised the member of school staff to follow the school's child protection procedures and make a referral, but understood her own duty to do so too. *Working Together (2013)* states "No professional should assume



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that someone else will pass on information which they think may be critical to keeping a child safe.”

This is a family with chronic and longstanding problems of neglect and discipline. The family became part of the Haringey Families First project a month ago, and a Team Around the Family (TAF) was set up and the case was therefore closed to CYPS. With the benefit of hindsight it may be that the needs of this particular child should be reviewed apart from other members of the family.

\*\*\*\* Appropriately speedy response.

I found recording that was good in understanding how decisions were reached; the workshops for staff have emphasised the need for detailed and timely recording.

Of these 13 cases reviewed only 4 required a referral response; of the 23 cases it would seem that 9 required further assessment/ screening. Only one case had the benefit of a MASH discussion. Each of these decisions is a judgment call; some NFAs will return. On the whole these decisions are taken reasonably quickly and the need for considerations of consent to contacting other agencies may not be relevant. Nevertheless, prior to the judgment it is possible there would have been more exploration of the situations of the 2 small babies where the police reported domestic arguments.

Indeed, this may be the explanation for the significant fall in the number of cases referred to the MASH process since the judgement:

<b>Month</b>	<b>MASH REFERRALS</b>
February 2013	106
March 2013	114
April 2013	57

This also accounts for the fact that cases reach referral stage more speedily – 6.5 days from contact to referral in February and March this year; 4.5 days in April. It is the view of the team manager of the Screening Team, with whom I spent some time on 5<sup>th</sup> June, that, as staff



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become more confident about the legal parameters around consent issues and their responsibilities, and referrers become used to asking for permission before they refer, numbers referred to the MASH process will rise again. There must be concern that other agencies will begin to withdraw staff and commitment to the MASH process as they perceive their resources under-utilised. At present I am told this is not an issue. It is no doubt an area that Members will want to be reassured is kept under review.

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By virtue of paragraph(s) 4, 5 of Part 1 of Schedule 12A  
of the Local Government Act 1972.

Document is exempt

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