



PSCB Business Plan
2014 - 2017
Year 3



Safeguarding the children of Portsmouth

Portsmouth Safeguarding Children's Board

Business Plan 2014-2017

Year 3

The PSCB is responsible for:

- coordinating what is done by each person or body represented on the Board for the purposes of safeguarding and promoting the welfare of children in the area of the authority by which it is established;
- ensuring the effectiveness of what is done by each such person or body for that purpose.
- promoting greater understanding of the need to safeguard children and promote their welfare.

This Business plan is being produced in consultation with all PSCB partners and describes our priorities as a Board over the next three years. It will be renewed on an annual basis to ensure the priorities remain relevant.

PSCB Business Plan 2014-17 Priorities

Priority Area 1: Improve the effectiveness of agencies and the community in addressing neglect

Priority Area 2: Communication and Participation Strategy - Improve the awareness of Safeguarding, including the work of the Board, amongst practitioners and the community, with a particular focus on at risk communities. Ensuring that the voice of children influences learning and best practice

Priority Area 3: Tackling exploitation and abuse across young people in Portsmouth, including CSE

Priority Area 4: Tackling bullying in schools and online - as this is what children and young people in Portsmouth tell us is their greatest concern

We have placed a particular focus on further embedding our approach to learning and improvement, including developing our understanding of where we are making a difference to children and families in Portsmouth.

Priority Area 1: Improve the effectiveness of agencies and the community in addressing neglect				
What do we want to achieve in 2016-17	Action Plan and Milestones	Lead	Progress	RAG rating
To ensure that signs and symptoms of neglect are understood and interventions are timely and effective to prevent harm to children and young people who may be at risk.	<ul style="list-style-type: none"> strengthen the neglect information on the PSCB data set to ensure the information enhances our understanding of families who show long term, low level neglect, and informs working practices to enable practitioners to engage in different ways to best support children and their families thresholds are widely disseminated, understood and applied best-evidenced practice is disseminated to social workers and other professionals as relevant Review and challenge local bodies to ensure neglect is prioritised in commissioning decisions Ensure the Local Authority are using the Early Help profile to recognise vulnerabilities early and respond to them accordingly 	<p>MESC</p> <p>Business Team & Board Members Training Committee</p> <p>Board Members</p> <p>MESC</p>		
To provide practitioners with the skills they require to respond effectively to children experiencing neglect	<ul style="list-style-type: none"> Survey practitioner's on their use and views on the helpfulness of current neglect tool, and respond accordingly Prioritise the training and development of front-line practitioners, focusing on the skills needed to <ul style="list-style-type: none"> engage in direct work with families develop good assessments that describe what life at home is like for children develop outcome focused plans that support sustainable change Ensure that practitioners and their managers have access to high-quality training on <ul style="list-style-type: none"> the recognition and management of neglect, parental non-compliance and disguised compliance providing quality supervision effective in addressing drift or delay in the delivery of support 	<p>MESC</p> <p>Training Team</p> <p>Training Team & Training Comm</p>		

Priority Area 2: Communication and Participation Strategy - Improve the awareness of Safeguarding, including the work of the Board, amongst practitioners and the community, with a particular focus on at risk communities. Ensuring that the voice of children influences learning and best practice

What do we want to achieve in 2016-17	Action Plan and Milestones	Lead	Progress	RAG rating
<p>To coordinate and deliver effective Safeguarding Training for key professionals working with children and young people</p>	<ul style="list-style-type: none"> • develop an easy to access multi agency training directory which is available for the full year ahead, to assist agencies, to meet their training requirements • review the training strategy and update as required • identify a clear mechanism for identifying new local and national learning and how this will be incorporated into the programme • develop systems to measure and report the effectiveness of training, in terms of sustained improvement to practice and outcomes for children 	<p>Training Comm</p> <p>PSCB Training Team</p>		
<p>To ensure the effective dissemination and use of clear, up to date and compliant inter agency safeguarding procedures and policies</p>	<ul style="list-style-type: none"> • facilitate the update of the Tri.X commissioned procedures twice per annum • ensure the revision or development of new procedures identified by a local need e.g. SCR or inspection • monitor the use of the procedures via Google analytics and provide a statistical report every 6 months and To review how well policies are being accessed or used by workers. 	<p>4LSCB Procedures Group</p> <p>PSCB Business Team</p>		
<p>Parents, carers, practitioners, children understand what keeps children safe and well, in-line with learning from messages identified through the work of the PSCB</p>	<ul style="list-style-type: none"> • Deliver the annual Portsmouth safeguarding week with statutory and non-statutory agency involvement delivering a range of activities aimed at promoting safeguarding among professionals and the public • Deliver termly newsletters to disseminate to staff in partner agencies, updating workforce on safeguarding activity, developments and relevant policies • Through its annual report, the PSCB provides a rigorous and transparent assessment of the 			

	performance and effectiveness of local services and the Board			
To strengthen the involvement of young people in the work of the LSCB, particularly in setting priorities, improving communication with children.	<ul style="list-style-type: none"> • Seek the views of young people on LSCB priorities. 			
The views of children are consistently contributing to and influencing their individual assessment and plans	<ul style="list-style-type: none"> • Development of an Annual Participation Report to the Board to allow scrutiny of the involvement of children in the development of their individual plans • Review the Children's Trust plans for quality assurance of early help assessments to ensure they provide adequate scrutiny of the involvement of children's voices 	MESC MESC		

Priority Area 3: Tackling exploitation and abuse across young people in Portsmouth - to ensure robust partnership arrangements are in place to prevent and manage the risk of harm to young people, including Child Sexual Exploitation, Missing and Trafficked Children,

1 Scrutiny and oversight

What are we going to do	How are we going to do it	By Whom	By When	UPDATE	RAG Rating
1.1 To gain a greater understanding of the MET children through a data set to ensure all strategic partners have appropriate data and can monitor the prevalence and response in their area	Review how agencies have used data to drive their responses and influence service delivery to vulnerable children and their families, who are at risk of MET.	All members of MET committee	Oct 2016	Agreed multi-agency scorecard to be completed quarterly and considered at Strategic MET to identify any areas of concern	Amber
	Analyse and improve the data to provide a commentary and exception reporting to the PSCB	MET and MES Committees	Oct 2016	Well established indicators on the PSCB dataset - Issues with police data escalated to Chief Officer Group to identify how data can be obtained to help inform picture around MET.	Amber
1.2 Critically evaluate the progress and effectiveness of the local MET strategy and action plan.	The progress of the action plan to be scrutinised on a regular basis by the MET Committee and biannually by the Board.	All members of MET committee	6 monthly	First report submitted to Board 8 th June	Green
	Partners are held to account for urgency and priority of progress.	MET Committee and PSCB Chair	Ongoing	First report to Board challenged as to lack of detail on impact and effectiveness, update requested for September's Board	Amber
	Lessons are learned through multi-agency reflective practice meetings (RPMs) and auditing processes	Case Review & Training Committees	Ongoing	There have been no recent relevant RPMs A multi-agency audit of 'missing' has been completed and learning will be disseminated	Amber
1.3 Ensure that all professionals are working to the same definition of MET.	This will be applied to all communications, training, policy and procedures.	MET committee & PSCB Training Manager	Ongoing	CSE & Trafficking workshops being delivered and online CSE training available to all relevant staff. MET Strategy, CSE risk assessment and Missing Toolkit all use a consistent definitions and are accessible to all staff via the PSCB website	Amber

Priority Area 3: Tackling exploitation and abuse across young people in Portsmouth - to ensure robust partnership arrangements are in place to prevent and manage the risk of harm to young people, including Child Sexual Exploitation, Missing and Trafficked Children,

1 Scrutiny and oversight

What are we going to do	How are we going to do it	By Whom	By When	UPDATE	RAG Rating
1.4 Robust whistle-blowing and escalation policies should be in place across all agencies	Agencies to produce policy and be audited through S 11 audits.	PSCB Business Manager	Dec 2016	Will be tested in the 2016-17 S11 audit	Amber
	Promotion through training and internal communications.	Training Committee	Ongoing	Included in all relevant PSCB Training	Green
1.5 Raise awareness across the workforce ensuring all frontline and strategic staff recognise the warning signs of MET, understanding and acting on them in an appropriate and timely manner.	Deliver training to target groups of professionals in a multi-agency setting	Training & MET Committee	Ongoing	Training programme developed for frontline practitioners and partners raising awareness re CSE and trafficking. Need to develop relevant training on missing children Workshops being delivered to taxi drivers, licensees, hotel and B&B managers to raise awareness of MET and of the appropriate response	Amber
1.6 Ensure the strategy and action plan is routinely informed by the feedback, opinions and experiences of professionals.	PSCB Training Manager to ensure feedback from training and workshops is fed back to the MET Committee	MET Committee	Ongoing	The Met strategy has just been completely rewritten and signed off at May's meeting. This aligns to a Pan Hampshire strategy with local delivery. Previously it was a solely a CSE strategy.	Amber
	All Committee and Board members to ensure feedback, opinions and experiences from the professionals in the agencies they represent is fed back to the MET Committee via the PSCB Business Team	All	Ongoing	New TOR for MET Committee completed and agreed	Amber

2 Understand and identify					
What are we going to do	How are we going to do it	By Whom	By When	UPDATE	RAG rating
2.1 Ensure we have a robust, well understood and well used risk assessment tool for identifying and assessing MET risks / concerns across the multi-agency workforce	CSE risk assessment tool available on PSCB Website and training across workforce in the use of the tool	PSCB Business Manager & PSCB Trainer	November 2015	Derbyshire tool used by partners. Police use the SERAF as 3 other Local Authorities utilise a different model but this is not causing any difficulties following a partnership discussion.	Green
	Training on trafficking awareness including use of the NRM tool	PSCB Trainer & Barnardo's	July 2016	3 workshops delivered to targeted group of frontline professional and these messages will be included in future MET training	Green
	Missing risk assessment tool available on PSCB website	PSCB Business Manager & Trainer	July 2016	Missing toolkit has been developed and is on website	Amber
	Audit of cases	MET Operational Group	Annually	The processes to record and report missing persons between partners needs further development and will be a priority for the MET group.	Amber
2.2 Specific Service provided to children/ young people at risk of CSE, Missing or being trafficked	Commission appropriate services	Each agency	October 2015 and ongoing	Barnardo's - CSE risk assessments are undertaken for all our cases at start, 3monthly reviews and closure. Barnardo's - Return interviews are offered to young people within 72hours.	Green
2.3 Information and intelligence relating to victim, offender and locations is shared effectively internally and across district/regional boundaries	Implement information sharing protocol.	MET committee	September 2016	???	???
	Ensure effective information sharing and intelligence gathering processes are in place.		September 2016	Hampshire Constabulary now produces a monthly MET profile to share information regarding victims, perpetrators and locations. A quarterly strategic report will be produced. This will develop into a partnership profile over the next 6 months Operational MET group well attended and improved partnership working	Amber

2 Understand and identify					
What are we going to do	How are we going to do it	By Whom	By When	UPDATE	RAG rating
				CSE toolkit refined and implemented.	
	Measure intelligence provided to the police via CPI submissions.		January 2015	???	Green
	Information to be used for CSE patrol		June 2015	???	Green
2.4 LSCB to be satisfied that there are suitable transitional arrangements between a child at risk of MET and adult services when they turn 18, or leave social care responsibility	Each relevant agency to develop a policy and procedure to be delivered through training and internal communications	PSCB Board Manager & PSAB Board Manager	September 2016	Procedure to be implemented between adult and children's boards to identify children at risk as they near their 18 th birthday to consider any support required during the transmission to adult services.	Amber

3 Prevention					
What are we going to do	How are we going to do it	By Whom	By When	UPDATE	RAG Rating
3.1 Ensure that the public, professionals, children and their families are well informed and confident about the identification, prevention and disruption of MET issues.	Create a joined up internal and external media/communication plan with a calendar of events. CSE Angels patrol pilot	MET Committee	Ongoing	Alice in Wonderland - Hampshire Constabulary led information campaign for young people Operation Makesafe - joint campaign with PCC, Barnardo's, PSCB Business Team & Hampshire Constabulary to raise awareness of MET on night-time economy Evaluation being written up of CSE Angels pilot	Amber

3 Prevention					
What are we going to do	How are we going to do it	By Whom	By When	UPDATE	RAG Rating
	Children to be educated on how to keep themselves safe and what to do if they do not feel safe.	All	Ongoing	CSE campaign – Alice in Wonderland launched across the city. Barnardo's working with PSCB Online Safety Officer to raise awareness of online safety and CSE in schools.	Amber
	Foster carers & residential workers are well informed and confident about the identification, prevention and response to MET issues	All	Ongoing	???	???
3.2 Work with education establishments to embed MET learning within the curriculum to ensure the provision of universal, consistent and high quality PHSW and sex education	Promote and encourage Governors to hold schools to account for this objective. To influence Head Teachers to add to the curriculum. To provide resources to schools and colleges (safe4me). To promote awareness raising materials and productions (Chelsea's Choice/looking out for Lottie)	MET Committee, PARCS in secondary and Public Health in primary schools	Ongoing	???	???
3.3 Develop a community engagement strategy to include faith groups and diverse communities, including the local business community	Evaluate the current position of potential under-reporting in diverse communities.	PSCB Board Manager/MET Committee	October 2016	???	???
	Training reviewed to ensure the issues within diverse communities is included.	Training Committee	Ongoing	???	???
	Report on outcomes to PSCB of community engagement work.	PSCB Business Manger	March 2017	???	???

3 Prevention					
What are we going to do	How are we going to do it	By Whom	By When	UPDATE	RAG Rating
3.4 Develop targeted work in relation to vulnerable groups including disabled and looked after children together with under-represented groups including BME and LGBT young people, boys and young men.	Strong linkage with statutory and non-statutory partners to develop an approach scheme. Foster relationships with existing partners to shape approach.	PARCS	Ongoing	???	???
3.5 Learning from SCR's, research and new ways of working to be captured and shared locally in fit for purpose single agency and multi-agency training events	To ensure findings from SCR's and other research/good practices is used to inform content of the multi-agency/single agency training plans.	MET Committee PSCB & Training Committee	Ongoing	???	???
	Ensure all training, policies and procedures are based on national guidance and developments.	MET Committee, PSCB Trainer & Business Manager	April 2016	CSE & Trafficking Workshops and future MET Training have been developed based on current best practice	Good
	To evaluate the quality and attendance of such training and to identify gaps in training.	PSCB Trainer	Sept 2016	Evaluation of first 3 CSE and Trafficking workshops being compiled and report to MET Committee	Amber
	To evaluate the take-up of e-learning package.	PSCB Trainer	Sept 2016	Being compiled and report to MET Committee	Amber
3.6 Ensure that organisations that are either providing or commissioning transport services for children are doing so with due regard to appropriate safeguarding measures.	Engage with Licensing to identify relevant organisations and to test their returns on the self-assessed S11 audit with relevant records	PSCB Business Manager	Sept 2016	Will be tested in the 2016-17 S11 audit	Amber

3 Prevention					
What are we going to do	How are we going to do it	By Whom	By When	UPDATE	RAG Rating
3.7 Ensure the voice of children and their parents/carers informs service design and delivery	Engage with children via focus groups to understand what the issues are for them in their local area.	PARCS & Barnardo's	???	???	???
	Children's views are gathered on content and distribution of MET messages.	???	???	???	???
	Evaluate and explore the MET journey through services where MET is an indicator factor.	MET Committee	???	???	???
3.8 Partners meet their statutory duties in relation to missing episodes and children returning from missing episodes.	Local policies and procedures are in place and are being followed.	MET Committee	April 2016	???	???
	Audit the impact of the 'return' interview process and ensure that patterns and learning is shared across the agencies.	MET Committee	Sept 2016	Multi-agency missing audit findings Barnardos annual report identifies issues in the city re missing children – awaiting finalisation.	Amber
	Ensure that this process is also followed for our CiC placed in other authority areas.	???	???	???	???
	Ensure that up to date data is available and that patterns/trends are quickly picked up.	Operational MET Group	Ongoing	Missing episodes are routinely reviewed by the Operational MET Group along with the related risk assessment	
	Report to the operational group monthly, the MET committee every 3 months and the Board on a 6 monthly basis.	???	???	???	???

4 Intervention and Support

What are we going to do	How are we going to do it	By Whom	By When	UPDATE	RAG Rating
<p>4.1 Preventative/early help services ensure (a) awareness of MET issues/plans and (b) support those children who might be identified as at risk of MET.</p>	<p>Undertake a multi-agency audit of the effectiveness of early help services in identifying, preventing and supporting at risk children.</p>	<p>MET Operational Group</p>	<p>???</p>	<p>???</p>	<p>???</p>
	<p>Children and young people involved in criminality as a result of becoming a victim of MET are appropriately safeguarded.</p>	<p>MET Operational Group, Police & Children's Social Care</p>	<p>Ongoing</p>	<p>???</p>	<p>???</p>
<p>4.2 To provide accessible and 'fit for purpose' therapeutic services for children victims of CSE as well as adult victims of CSE.</p>	<p>Review of current provision and make recommendations about gaps in provision.</p>	<p>???</p>	<p>Ongoing</p>	<p>???</p>	<p>???</p>
	<p>Multi-agency funding opportunities to be regularly sourced so that additional specialist support can be secured.</p>	<p>PARCS & Barnardo's</p>	<p>???</p>	<p>???</p>	<p>???</p>
	<p>The CCGs will develop a response to children who are at risk of MET and in need of CAMHS support and other therapeutic interventions to ensure their needs are assessed and services are provided in a timescale that meets the needs of the children.</p>	<p>CCG</p>	<p>???</p>	<p>???</p>	<p>???</p>

4 Intervention and Support					
What are we going to do	How are we going to do it	By Whom	By When	UPDATE	RAG Rating
	CAMHS to be represented on the MET Strategic group and ensure that their service is able to provide support.	Solent NHS	July 2016	???	???
4.3 Ensure effective use of missing from home & school YOT data to inform assessment of local need and response (academies to be included), increase effectiveness of early identification of MET and focussed response on repeat occurrences.	Operational group to monitor data analysis to identify trends for MET Strategic group.	YOT Manager	Ongoing	???	???

5 Disrupt and bring to justice					
What are we going to do	How are we going to do it	By Whom	By When	What difference will it make	RAG Rating
5.1 Problem profile to be produced for the MET Strategic group and be shared with partners.	Quarterly updated multi-agency child sexual exploitation problem profile to be produced and distributed to partners via the MET Strategic Group share with the chair of and information about risks in certain communities must have a coordinated response via operational MET, escalated to Strategic MET when warranted.	Hampshire Constabulary	Quarterly	Police MET profile includes victims perpetrators and locations - to be developed into partnership profile.	???

5 Disrupt and bring to justice					
What are we going to do	How are we going to do it	By Whom	By When	What difference will it make	RAG Rating
5.2 To ensure that information and intelligence relating to victims, is shared and tasked effectively.	All statutory and non-statutory partners to work together proactively (particularly the police, social care, education and health).Promote and audit the use of the Community Partnership Information form.	MET Operational Group	Ongoing	???	???
5.3 Develop a mechanism for perpetrator profiling and intervention to attempt to break the cycle of offending	Develop a perpetrator toolkit.	Hampshire Constabulary	By March 2016	Introduction of perpetrator notice – first one nationally - to disrupt CSE activity by perpetrators as early intervention prior to offending and provide support pathways Launch due July 2016 following training to those serving the notices.	Amber
	Identify potential offenders for early intervention and support.	Hampshire Constabulary	Ongoing	Vulnerability (MET) intelligence meeting to ensure local policing teams are aware of risks in their district and intelligence is shared.	Amber
	Promote and audit the use of the perpetrator toolkit.	Hampshire Constabulary	???	Improved management of Child Abduction Warning Notices (CAWNS)	Amber
	Pursue opportunities to interact with offenders in order to develop an understanding of their behaviours and motivations.	???	???	???	???
5.4 To utilise ancillary and civil orders to maximum effect to assist investigations, restrict and manage offenders and support and safeguard victims / potential victims.	Identify what powers are available from partners (licensing/housing/courts etc.)	Hampshire Constabulary & Local Authority	June 2016	???	???
	Publicise and implement these ranges of powers amongst partners.	MET Committee	June 2016	???	???

Priority Area 4: Tackling bullying in schools and online - as this is what children and young people in Portsmouth tell us is their greatest concern

What do we want to achieve in 2016-17	Action Plan and Milestones	Lead	Progress	RAG rating
Promote and embed the PSCB Online Safety Strategy	<ul style="list-style-type: none"> • Deliver workshops at Children's Centres to help parents learn to set security & privacy settings on their phones, tablets & computers 	Online Safety Officer		
To emphasise and promote the reporting of cyber-bullying	<ul style="list-style-type: none"> • To encourage and facilitate the monitoring of cases of online abuse and ensure appropriate professional responses • Make available and co-ordinate accessible training for both staff and governors as 	Online Safety Committee		
Full engagement by schools in the work of the LSCB (including independent schools), including implementing Portsmouth's bullying strategy	<ul style="list-style-type: none"> • Maintain representation on Board by school representatives of primary, secondary and Special schools with Head teachers to provide assurance that their schools are engaged in the work of the LSCB • Monitor safeguarding training attendance by schools 	PSCB Business Unit		
Deliver PSCB Safeguarding Week during National Anti-Bullying Week to raise awareness of the issue	<ul style="list-style-type: none"> • Workshop to consult young people regarding future development of Portsmouth's Anti-Bullying Strategy • Workshops with schools to develop restorative approaches to bullying 	PSCB Business Unit		