



Wolverhampton Safeguarding Children Board

**ANNUAL REPORT
2009 - 2010**



Contents

	Page	
1	Chairs Introduction	1
2	Structure Chart	3
3	Make up of the Board	4
4	Wolverhampton Safeguarding Children Board	6
5	Purpose	6
6	Key Objective for 2009/10	6
7	Key Achievements for 2009/10	7
8	Governance	7
9	Relationship with the Children Trust Board	7
10	Coordination of the Board	7
11	Sub Groups	8
	11.1 Policy, Procedure and Best Practice	8
	11.2 Child Death Overview process	8
	11.3 Safer Recruitment Group	9
	11.4 E-safety Sub Group Task And Finish	10
	11.5 Training	10
	11.6 Serious Case Review	11
	11.7 Missing and Compromised	11
	11.8 Domestic Violence	12
	11.9 Quality, Performance and Audit	13
	11.10 Hidden Harm	14
	11.11 Safeguarding Disabled Children Task and Finish Group	14
12	Safeside	15
13	Agency Reports	15
	13.1 Wolverhampton City Council and Children & Young People's Service	15
	13.2 Wolverhampton City Primary Care Trust	16
	13.3 West Midlands Police	18
	13.4 Youth organisations Wolverhampton	19
	13.5 West Midlands Probation	20
	13.6 Base 25	21
	13.7 Royal Wolverhampton Hospitals NHS Trust	22
	13.8 Connexions (Prospects Services Ltd)	23
14	Budget	25
15	Summary of Challenges Ahead for 2010/11	25
16	Conclusion	27
17	Appendices	28
	17.1 Attendance at Sub Groups	28

1 Chairs Introduction

This year has undoubtedly been a busy year and one which has continued to be dominated by the tragic death of Peter Connelly in Haringey, made all the more poignant in that Wolverhampton Safeguarding Children Board had to commission its own serious case review. The consequences of Peter Connelly have brought all relevant processes under scrutiny especially with the findings of Lord Laming's second review published report, 'The Protection of Children in England. A progress report' in early 2009, all recommendations were accepted by the Government, leading to the review of Working Together 2006.

As mentioned above we have undertaken our own Serious Case Review into the injuries and death of a 3 year old. During the writing of this report Ofsted evaluated the Serious Case Review conducted in Wolverhampton which was considered to be satisfactory. However they did overall commend the overview report as good and challenging. I am satisfied that this was a full, rigorous review with robust recommendations and action plan. The Serious Case Review sub group is already progressing, with member agencies, the recommendations, which will continue to be monitored. This means the learning from this case has already been taken forward by all the agencies involved, to try to ensure this tragic occurrence does not happen again and that we are in a better position to protect and safeguard children in the city for the future.

It will be noted that we have experienced locally, which mirrors the national picture, a significant increase in the number of child protection referrals resulting in an increase in the number of children subject to a child protection plan. This remains a challenge to all services across Wolverhampton but specifically those services having the lead responsibility for investigation and management. The City Council has recognised the increase in work load and to that end has invested additional funding to support frontline practitioners and support services to manage the burgeoning work resulting from the increases in referrals.

The Board has worked hard this year to address the priorities of the Business Plan not least of which was responding to the needs of children who are missing or are compromised in some way. Work in this area has been productive and next year we hope to report on the successful implementation of a professional's multi-agency implementation panel as it looks at the needs and services children and young people have when they are missing from home.

We have continued to engage with schools and have introduced a number of drama productions to enable primary school children to consider their safety particularly with adults who might choose to abuse them. Two drama productions have been introduced into schools one looking at sexual exploitation through personal grooming processes and one looking at the internet. Feedback from schools has been particularly positive.

We have introduced and implemented a safer recruitment process to ensure all staff and volunteers recruited in the city are subject to rigorous selection and interviewing process. There has been comprehensive training of managers who recruit staff to ensure safe recruitment practice is embedded across the city.

The reporting systems regarding child deaths is now well embedded and every child who dies in Wolverhampton is carefully evaluated. The process is providing useful and important data about children who die locally whilst also enabling the exploration of lessons learned to improve outcomes for all children born locally and nationally.

The Board has recognised the importance of prevention and family/parenting support in order to tackle abuse and neglect of children. Integrated working is a critical feature and has a very important role to play in the safeguarding agenda locally.

2010 – 2011

Whilst completing this report a new Working Together 2010 was published in April 2010 and this document will be subject to review as this will underpin all policy and procedure changes both nationally and locally. The board has already implemented the agreed policy and procedure for Serious Case Review published in December 2009.

The change in Government in May 2010 saw the new government commission a Child Protection Review by Professor Munroe. The Board looks forward to the outcomes from this review due to be completed by April 2011. We will need to consider how as a Board we may have to respond to the recommendations in the management of the work in the city with vulnerable children and young people.

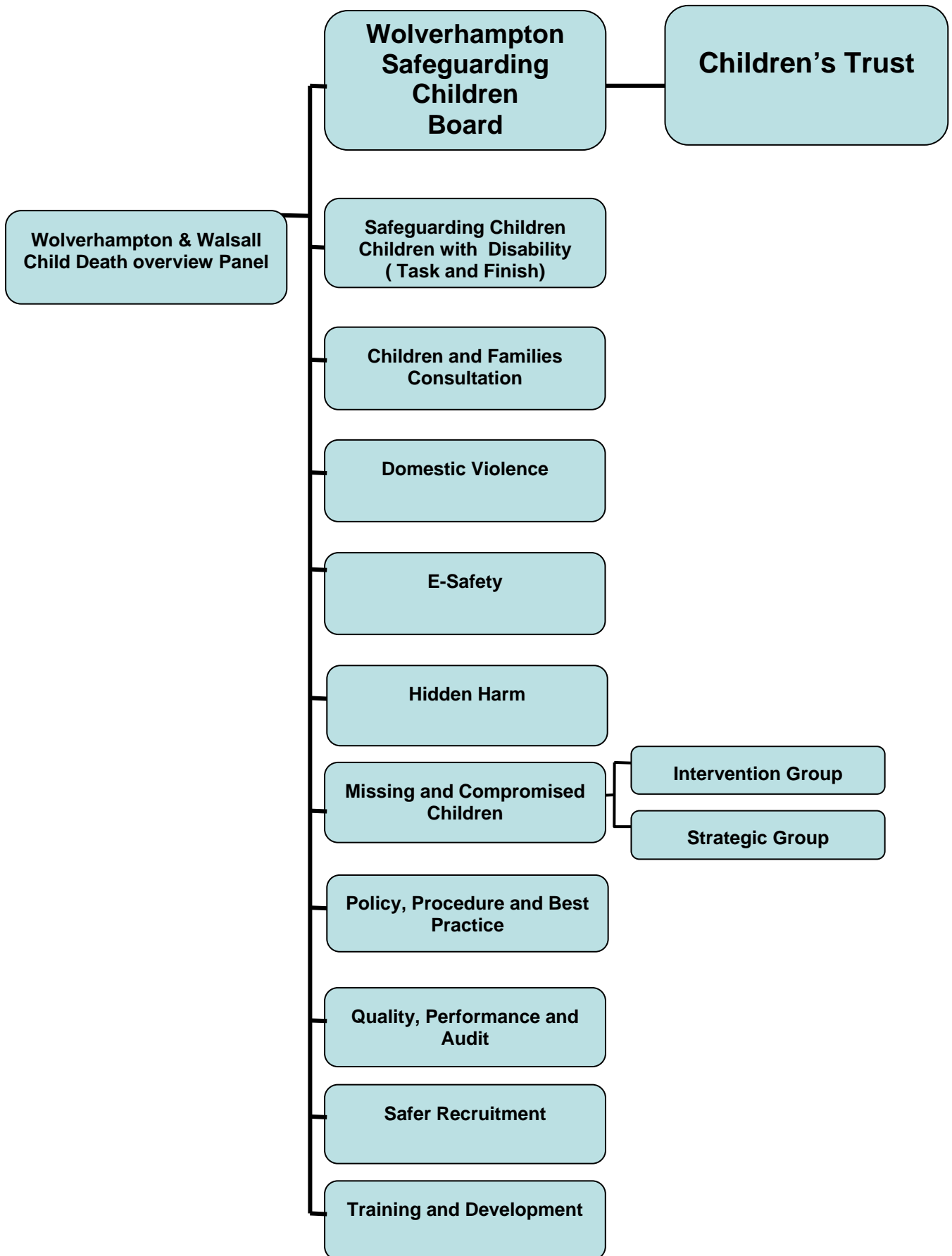
The report describes the work undertaken by the Board as a whole, all progress that has been and continues to be made to meet this exacting agenda. Next year will begin to explore the appointment of an Independent Chair.

I would however like to take this opportunity to recognise the important contribution to the protection of children and young people across the city from our frontline practitioners. There are a number of key statutory agencies who are supported by the voluntary sector but who all promote and protect children and young people in their safety and wellbeing. These include social workers, police officers, health practitioners, care workers, residential workers, teachers, staff in family centres and children's centres, volunteers and the back room administrative staff. It is important that we recognise their dedication and hard work. The Board will continue to support them in their work in the community.

Roy Lockwood,
Chair of the Wolverhampton Safeguarding Children Board
Director of Children's Services.



2 Structure Chart



3 Make up of the Board

- Chair: Roy Lockwood – Director for Children and Young People. Wolverhampton City Council

Core / Funding Partners

- Cabinet Lead Member: Councillor Christine Mills
- Senior Police Officer, Wolverhampton: Neil Evans, Chief Superintendent, OCU Commander
- Designated Doctor, Safeguarding WCPCT/ RWHT: Dr Angela Moore, Consultant Paediatrician
- Designated Senior Nurse, Safeguarding Children: Mandy Viggers, WCPCT/RWHT
- Named Doctor, Safeguarding, RWHT: Dr Deepak Kalra , Consultant Paediatrician
- Named Doctor, Safeguarding Children for Primary Care Services WCPCT: Dr Robert Grinsted
- Head of Governance & Legal Services RWHT: Maria Arthur
- General Practitioner, Local Medical Committee: Dr Miles Manley,
- Director for Mental Health Services, WCPCT: Lesley Shore
- Head of Probation, Staffordshire & West Midlands Probation Trust, Wolverhampton LDU: Jas Pejatta/Neil Appleby
- Director for Children, Young People and Family Services WCPCT, Mark Edwards
- Service Manager for Early Intervention, CAF/CASS: Judith Caluori/ Kate Mullinder
- Operations Manager, Prospects Connexions: Rosemary Robbins

Other Partners

- Local Education Authority, Senior Schools Representative: Ann Brown, Headteacher, Westcroft Sport and Vocational College
- Local Education Authority, Primary Schools Representative; Cheryl Gould, Head teacher, St Judes Church of England Primary School.
- Independent Schools Representative; Steven Bailey, Acting Headteacher, Royal Wolverhampton Senior & Junior Schools.
- Independent Schools Representative: Vincent Darby, Headteacher, Wolverhampton Grammar School
- Wolverhampton Domestic Violence Forum: Kathy Cole-Evans, Strategy Co-ordinator
- City of Wolverhampton College: Lesley Cross, Student Support Manager
- Youth Organisation Wolverhampton: Stephen Dodd , Co-ordinator
- District Crown Prosecution Service: Marcia Edwards, District Crown Prosecutor
- Strategic Health Authority West Midlands: Helen Hipkiss, Programme Consultant- Children Services
- Base 25: Janet Meredith, Project Co-ordinator
- Head of Youth Offending Team(YOT), Wolverhampton: Sally Nash
- The Haven: Kath Rees, Chief Executive
- Early Years, Wolverhampton, Julia Spencer, Partnership Co-ordinator
- Head of Service, Safeguarding : Janet Toplis
- Chief Officer for Children and Families: John Welsby
- Chief Children's Service Officer Trust, Partnership Development Safeguarding and Youth: Sue Coleman/Rob Willoughby

Professional Representatives

- Local Authority Designated Officer, Wolverhampton :Ian Rispin/Jo Britton
- Legal Department , Wolverhampton City Council: Tracey Christie, Assistant Solicitor
- Training Co-Ordinator, Wolverhampton: Gillian Ming
- Deputy Head of Service, Safeguarding: Elizabeth Norris
- Head of Midwifery; RWHT: Sandra Orton
- West Midland Police, Graeme Squire, Detective Inspector, Public Protection Unit
- Head of Children in Need and Child Protection, Wolverhampton: Lois Wagstaffe

- 3.1 The Board comprises of member agencies who are full member and a number of Professional Advisors to give the Board operational advice and guidance as and when necessary. The Advisors are nominated from key agencies or have responsibilities specific to the management of child protection and safeguarding in the city. All Board Members sign a contract of commitment to the work of the Board which is endorsed by the senior management of the respective agencies.
- 3.2 Attendance at Board meetings is identified as one of the ways that partner agencies demonstrate their commitment to multi agency working. The time spent by agency representatives attending the WSCB meetings and completing the work in the sub groups is recognised as a valuable contribution and without which the successful functioning of the Board would not be possible.

3.3 The expectation is that members will attend all Board meetings but where unable to do so will send their apologies. Six prescheduled meetings were held during the period with one additional extra ordinary meeting convened in June 2009 held to consider the local serious case review issues and associated safeguarding arrangements.

3.4 Overall partner agencies have been reasonably well represented at Board meetings during this period and apologies have usually been sent with some exceptions.

3.5 **Attendance at WSCB Meetings**

Agency	% Attendance over the year Apr09- Mar10
Board Membership:	
Chair WSCB	100
Adult Mental Health PCT	12
CAFCASS	37
Children's Safeguarding Service	100
Children's Social Care	100
City of Wolverhampton College	62
Connexions	75
Crown Prosecution Service	*100
Designated Doctor for Safeguarding Children WCPCT/RWHT	62
Designated Senior Nurse for Safeguarding children WCPT/ RWHT	100
Domestic Violence Forum	100
Named Doctor, Safeguarding Children RWHT	75
Named Doctor for Safeguarding Children for Primary Care Services WCPCT	50
Early Years	62
Independent Schools	37
LEA Schools - Primary	50
LEA Schools - Secondary	75
Probation	75
Prisons Rep(HMI & YOI)	0
West Midlands Police	62
Wolverhampton Acute Trust Legal and Governance	*100
YOT	50
YOW	37
Professional Advisors:-	
Allegations Manager	75
Children in Need and Child Protection	87
Legal Department	0
RWHT- Head of Midwifery	*100
Safeguarding Service	87
West Midlands Police PPU Inspector	75
WSCB Training Co-ordinator	75
WSCB= 6 Extraordinary Meeting = 1 Development Day = 1 * Calculation of attendance since joining the WSCB	

3.6 Board Members have shown considerable commitment during the year to the work of the Board especially by taking time out for the Annual Development Day in April 2009 and April 2010, facilitated by Professor Jan Horwath a renowned and respected Child Protection Consultant who facilitated an exciting and challenging day for members. In the latest Development Day she enabled the Board to stock take the WSCB progress in achieving its aims and objectives whilst at the same time encouraging the Board to explore its core business. The day in April 2010 focussed a strategic review of relationships within the wider sector and the accountability that's exists for when ensuring the safety and protection of children and young people across the city whilst exploring the wider consideration of the well- being of all children.

- 3.7 It remains disappointing that we have been unable to engage a reciprocal arrangement from Adult Services to the Board. This will be a priority action for 2010/2011.

4 Wolverhampton Safeguarding Children Board

- 4.1 The Local Safeguarding Children Boards formally came into existence on 1st April 2006. Their creation arose from Lord Laming's recommendation following the enquiry into the death of Victoria Climbié in which it was identified that arrangements for overseeing child protection should be strengthened and that these arrangements should be extended to consider the wider safeguarding issues in addition to the core business of child protection. The Boards are a legal requirement and it is the statutory responsibility of Directors of Children's Services to ensure Boards are established and operate and work effectively. The WSCB has been operating since 1st April 2006. An excellent start was made and agencies agreed to an established budget which was a considerable increase on previous levels of support. During 2009-10 the Board has continued to build on the good multi agency working striving to ensure that within all activities of the Board, children and young people were the focus, to safeguard them from harm.
- 4.2 There have been a number of high profile deaths at national level which highlights the growing complexity of child protection systems. Improving the way key people and agencies safeguard and promote the welfare of children and young people are crucial to improving outcomes. Lord Laming's report into the death of Victoria Climbié concluded that her death had been a *"gross failure of the system and that the support and protection of children cannot be achieved by a single agency but that every agency has a part to play"*.
- 4.3 The Government's response to the Laming Inquiry placed a duty on all agencies to ensure that they safeguard children and young people and have appropriate measures in place and that responsibilities are clearly set (Section 11 Children Act 2004).
- 4.4 More recently, following the tragic death of Peter Connelly in Haringey, there has been an increased emphasis, required by Government and regulating bodies, to understand how robust current arrangements are and to find ways of strengthening the overall system. The case of Peter Connelly has and will continue to have a significant impact on the work of all agencies.
- 4.5 It is crucial that safeguarding children and young people and promoting their welfare is at the core of all services commissioned and provided in the city and that there is a skilled competent workforce providing services to meet the needs of the children and young people.
- 4.6 Whilst significant work has been undertaken in 2009 in relation to safeguarding children 2010 will bring together major challenges to all organisations both locally and nationally.

5 Purpose

- 5.1 The Wolverhampton Safeguarding Children Board is the statutory mechanism for agreeing how agencies will cooperate to safeguard and promote the welfare of children in the city and to ensure that WSCB is effective in its activities.
- 5.2 The work of the Board supports the wider context of the Children and Young People's Strategic Partnership and the Safer Wolverhampton Partnership with the overall aim of improving safe outcomes for children and young people. The Board's work has a particular focus on the Staying Safe outcomes of Every Child Matters seeking to ensure that all children and young people in Wolverhampton are protected from harm, physical and mental injury or abuse, maltreatment, sexual abuse or exploitation caused by witnessing violence or abuse of another.

6 Key Objectives for 2009-2010

- 6.1 The following key objectives were highlighted as priorities
- Ensuring that services across the city are fit for purpose in the light of the Laming inquiry
 - Evaluate safeguarding services to check effectiveness and ensure improved outcomes for children and young people.
 - Continue to develop and deliver training to support professionals who work with children and young people.
 - Develop a robust approach to the management of allegation against professionals and volunteers.
 - Establish a clear focussed approach to safer recruitment of staff in the city.
 - Work with the DAAT to develop an effective Hidden Harm Strategy for children of substance misusing parents.

- Develop an e-safety strategy.
- Promote and develop strategy to obtain information about children missing and the link with sexual exploitation.
- Commission and develop an Independent WSCB Website.

Whilst achieving the above additional achievements have included

7 Key Achievements for 2009-2010.

1. Safeguarding of 302 children and young people through an interagency Child Protection Plan and 767 children who were subject to Section 47 investigation with 385 leading to a Child protection Conference.
2. WSCB has ensured effective safeguarding arrangements are in place for member agencies.
3. Successful delivery of the training plan, can be downloaded at <http://www.wolvesscb.org.uk/>
- 5 Establish a Missing and Compromised sub group to develop Policy and Procedure focusing on protecting children from harm of sexual exploitation, children missing and children trafficked
- 6 Conducted Section 11 evaluation of effectiveness of safeguarding from member agencies.
- 7 Established links with the public to raise awareness. (Annual Safeguarding Week)
- 8 Established a work stream to promote the appointment of suitable people to work with children and young people across the city.
- 9 Complied with requirements identified in the respective Licensing Acts
- 10 Established a robust response to investigation and review of Child Deaths The report can be downloaded at <http://www.wolvesscb.org.uk/>
- 11 The Board has delivered a series of interagency briefings regarding the Vulnerable Groups Act and Vetting and Barring Scheme.
- 12 During the past year 4182 of people have completed the e learning modules provided by the Board through the Virtual College.
- 13 The Board has maintained regional representation at appropriate networks and attended conferences of national importance to keep up to date with requirements and guidance.
- 14 Worked to improve contracting and commissioning safeguarding arrangements. In line with SCR outcomes.

8 Governance

The structure of the Board remains the same as does the number of sub groups. The Board works on three levels with the main board as the core being supported by the Chairs Executive Group and the working sub groups who take the identified priorities and manage the work for the Board's approval.

In line with Working Together 2010 the WSCB has secured the membership of the Lead Member and Children and Young People's portfolio holder. The Lead Member is the Chair of the Wolverhampton Children's Trust. The Board regularly reports to the Children's Trust and to the Local Authority Scrutiny Panel with updates to the Chief Executive as and when required thus ensuring effective communication and independent scrutiny of the work undertaken. Scrutiny Panel has taken a very active interest in its responsibilities towards safeguarding children and to that end have undertaken joint Safeguarding Training for both children and vulnerable adults.

9 Relationship with the Children's Trust Board

The Board aims to support the Children's Trust Board in its work across the city whilst also holding it to account for its work to promote the welfare and safeguarding of children. The Board anticipates during the next year to develop a protocol between the Children's Trust and the WSCB as identified in Working Together 2010. The Board has identified 6 priorities to share with the Trust Board in 2010/11. These are outlined under challenges ahead for 2010-2011.

10 Coordination of the Board

The work of the Board is coordinated through the Safeguarding Service and is supported by a number of staff, the costs of which are met through contributions by partner agencies The Head of Service ensures that the work of the WSCB is integrated into work of the Children and Young Peoples Service within the local authority

The Head of Service for Safeguarding acting on behalf of the WSCB is responsible for:

- Leading and coordinating work undertaken by the Board
- Manages the work of the service to support and maintain the WSCB to ensure it is able to achieve its objectives.
- Acts as a central point of contact for partner agencies in providing professional help and guidance as required
- Represents the WSCB in national, regional, multi-agency and local forums.
- Supports the WSCB in its responsibilities to monitor and develop the quality of safeguarding practice in the city
- Assists in the development of links in the community and voluntary sector across the city.
- Works closely with the respective sub groups to ensure coordination and planning is comprehensive and that training is commissioned, and delivery effective.
- Ensures the Board is updated on guidance and legislative changes.
- Represents the Board on the Adult Safeguarding Board.

The team also provides dedicated administrative support to the Board and its sub groups.

11 Sub Groups

There are 10 sub-groups operating currently, three of those are task and finish groups and it is anticipated their work will cease during 2010/11. The groups meet regularly throughout the year. Each sub group is chaired by a senior manager from the member agencies of the Board. The Chairs Executive Group meets regularly to ensure continuity and collaboration between the respective group's work streams. The business of the groups of each of the sub groups is detailed in this section of the report.

11.1 Policy, Procedure and Best Practice

This sub group has been responsible for reviewing, amending and updating policy, procedure and protocols and for quality assuring procedure and policy provided by the other sub groups. This has included ensuring that all policies and procedures remain relevant and up to date. The sub group is chaired by the Head of Service for Children in Need and Child Protection. Membership is drawn from Education, Social Care, Health, Police, Safeguarding Service, CAF co-ordinator and the Voluntary Sector.

Key Achievements:

- Developed policy on Safeguarding Children from sexual exploitation & Trafficked children.
- Amended and further developed child protection reporting mechanisms to conference.
- Analysis of changes promoted by Working Together 2010, amendments made to local procedures (awaiting presentation to the Safeguarding Board)
- Reviewed policy and procedures in relation to Children Missing from Home and Care
- Review of the process of section 47 enquiries, including the recording of enquiries following Serious Case Review
- Reviewed and amended Safeguarding procedures (chapter 2) Procedures for dealing with individual cases)

11.2 Child Death Overview Process

The Child Overview Panel reports directly to the WSCB.

Its responsibilities are to:

- Monitor all deaths of children in Wolverhampton
- To review all cases where a child has died.

Through this process it is hoped that lessons can be learned locally and nationally regarding how the safety of children can be improved. It is difficult however to ascertain the impact of the CDOP process as the numbers of children, even when combined with the partner Walsall Safeguarding Children Board make the numbers of deaths too small to facilitate good reliable information on trends and patterns. The Panel is chaired by a Director for Commissioning in the NHS Trust in Walsall. The Panel comprises of representatives from both Boards and includes Police, Health, Local Authority CYP Service. The Panel

meets quarterly and has produced an Annual Report on the work of this panel can be downloaded at <http://www.wolvesscb.org.uk/>

The key achievements for this Panel has been

- Establishing a relationship with the respective coroners and registrars service
- Trained staff across the two Board areas in the child death process and the function of Rapid Response teams.
- Contributed to the regional CEMACH (Confidential Enquiry for Maternal and Child Health) and to a regional GOWM analysis of local child deaths.
- Trained senior personnel through Warwick University in coordinating and managing the service.
- Developed a leaflet for informing parents of the Child Death Overview process.

Some common risk factors have been identified around road safety for young adults, co sleeping (where babies sleep in the same bed as their parents) and smoking in the home in the presence of babies.

11.3 Safer Recruitment

This group was established to focus on safer recruitment practice in the city to help agencies across the city implement and improve their recruitment procedures and practice.

The group is chaired by the Head of Service Safeguarding Children and Young People. The group is supported by the LADO (local authority designated officer), and the WSCB Training Coordinator alongside key agencies across the city largely from HR services of those agencies. This has included the voluntary sector. The group has worked in collaboration with the Training Sub group with the Chair supporting major training activities across the city.

Key Achievements:

- Briefing agencies and council services with regard to the implications and the implementation of the Safeguarding Vulnerable Groups Act 2006 and ISA (Independent Safeguarding Authority), Vetting and Barring.
- Encouraging agencies to utilise the Safer Working Practices document with regard to the induction of new staff.
- Developing an awareness of the role and responsibility of agencies with regard to the LADO role.
- Producing a leaflet which identifies the LADO role.
- Supporting agencies to review their staff selection procedures including monitoring that all interview panels have a person who has been appropriately trained in safer recruitment
- Improving safer practice in the respective HR services of Member agencies including improvement of recruitment processes and personnel files.
- Auditing files in the local authority to ensure compliance.

Impact

The evidence of impact is available from the LADO reporting mechanism which evidences that partner agencies are referring allegations against staff and volunteers in increasing numbers. They are referring increasingly in a timely way ensuring that allegations management processes can track allegations and outcomes recorded. There is also a substantial rise in the number of enquiries from agencies seeking advice and guidance on these matters.



11.4 E Safety Task and Finish

This sub group was developed in response to the increasing challenges posed by communications technology. Focus was on the safety and protection of children who were potentially vulnerable to its use whilst at the same time ensuring that technology was used to best advantage for their education. The group has worked closed with E Services for Schools to develop the agenda and promote awareness for staff, parents and children.

The group has been chaired by a Manager in E Services and more latterly by the Head of Service Safeguarding Children and Young People. Representatives on the group have included Eservices personnel involved in the Learning Grid, Voluntary Sector, Safeguarding Service, Training Coordinator WSCB and Wolverhampton University. It is hoped to utilise the services of young people to support this work. The group has a number of trained personnel promoted through the CEOP(Child Exploitation Online Protection) Police" Thinkuknow" and through the guidance issued by the BECTA Agency implemented safe use practice into schools across the city.

Key Achievements:

- Purchase of an ICT safe use cartoon software package to support infant/ junior schools across the city.
- Ran an E-safety Conference which included professionals, volunteers, foster carers, parents and children.
- Developed an E-safety Strategy for the WSCB
- Reviewed the safety of IT systems in schools
- Supported the development of "Acceptable Use" policies in schools and partner agencies.
- Development of training and awareness for professionals.
- Liaised with the Anti bullying steering group with reference to cyber bullying.

11.5 Training

This group is responsible for the design, support and delivery of training of the WSCB Training Business Plan. The key responsibility is to improve and develop practice in safeguarding for those who work with children and young people in the city. The main resources in the city are the staff and volunteers who work to protect children from harm and to promote their wellbeing. The group is chaired by the Senior Designated Senior Nurse for Safeguarding Children from the WCPCT/RWHT including membership from the Police, Workforce Development, Safeguarding Service, Education and the Voluntary Sector

The group work though the Business Plan and via the respective sub groups of the Board, utilising new guidance, legislative requirements, best practice and outcomes from serious case reviews. The group identifies training needs, trains and commissions on behalf of the Board, the delivery of that training to delegates nominated to undertake the training. The group through the Training Coordinator links into the Workforce Team to ensure that training is coordinated and targeted where this could overlap. The Training sub group has undertaken a considerable amount of training this year as evidenced in the Annual Report which can be downloaded at <http://www.wolvesscb.org.uk/>

As well as undertaking their core work the group also has a wider remit of raising awareness of safeguarding issues throughout the wider community of Wolverhampton, so that adults', children and young people understand what to do if they have concerns.

Key Achievements:

- Running the Annual multi-agency Safeguarding Week in the City Centre.
- Developing a leaflet on Safeguarding Children
- Delivering well regarded training which is available to all agencies and workers in Wolverhampton.
- Assisted and commissioned successful E-learning Courses in Hidden Harm, Domestic Violence, Recognising and Reporting Child Abuse, Working with Children with a Disability, Child Exploitation e-learning and Safer Working Practice.
- Designed and commissioned the development of a WSCB Website.
- Briefings in Child Death and Serious Case Review.
- Monitored and evaluated the quality of training.

- Supported schools through Governor Training, whole school safeguarding training and Designated Child Protection Lead Training.

11.6 Serious Case Review

The Serious Case Review Sub Group was established as a standing group to review outcomes from Serious Case Reviews, to monitor Action Plans, to design briefing training for Serious Case Reviews and to undertake Quality reflective practice management reviews

The group is chaired by the Head of Service Safeguarding Children and Young People and has representation from Probation, Police, Health, Social Care, YOT and the Safeguarding Service, The Group has enabled a short task and finish group to undertake a task of developing an exit check list for adolescents leaving a service area to determine their ongoing needs. This group had representation from Education, Connexions, YOT, Voluntary Sector, Safeguarding Service, Social Care, Mental Health Services and Hidden Harm and CAF coordinator support.

Key Achievements:

- Successfully commissioned and completed a Serious Case Review evaluated by Ofsted as good:
- Successfully monitored and completed an evidenced based Action Plan on this Serious Case Review signed off by GOWM.
- Briefed IMR Authors of new Serious Case Review
- Commissioned an Independent Author and Chair for new Serious Case Review.
- Managed an SCR for WSCB to completion
- Undertaken IMR for another Authority and contributed to their SCR.
- Chaired and supported SCR process for Adult Safeguarding Board.
- Reviewed case material as it pertains to practice.
- Designed SCR Training to be delivered in 2010.
- Developed a Quality Reflective Management Review of Practice to be used with front line practitioners

11.7 Missing and Compromised

This sub-group was developed by the Board to respond to vulnerable groups of children and young people, including children who run away or go missing from home and care; children missing education; children at risk of sexual exploitation; and trafficked children.

The sub-group is chaired by the Deputy Head of Safeguarding Service, with membership drawn from Police (Public Protection Unit), Health Service (Subs Team), Education Welfare, Base 25, Youth Offending Team and Children & Families Services (Family Support, Looked After Children and Residential Services).

This year, the main focus of the sub-group has been the establishment of an Intervention Panel to identify needs, and target support, to individual children and young people most at risk of harm as a result of running away. Detailed information-sharing, combined with collated data provided by the Police, has greatly assisted in developing a more complete picture of the interactions between missing education, criminal activity, alcohol and substance misuse and, for some children, a drift into child sexual exploitation. A high proportion of young people coming to the attention of the Panel have established histories of running away and associated risk behaviour so are known to a number of different agencies. Through the multi-agency Intervention Panel, we are beginning to develop greater understanding of how best to target prevention and develop earlier intervention strategies.

We recognise the need to improve provision of 'return interviews' for children and young people who run away, many of whom are reluctant to engage with "authority". To this end we utilise the skills and experience of a voluntary service, based in a neighbouring local authority, to assist in establishing similar response in Wolverhampton. This work is supported by the Children's Trust in Wolverhampton.



A strategic group, consisting of senior managers / WSCB members, meet quarterly to maintain overviews of long-term / overall aims - and the means of achieving them - are appropriately driven throughout the local authority and its key partner agencies.

Key Achievements:

- Development of multi-agency Policy and Procedure for children who run away or go missing from home and care.
- Improved data collection and system for timely Police notification of missing children through Police Missing Person's Coordinator.
- Established Missing and Compromised Intervention Panel.
- Provided multi-agency training /awareness-raising in responding to the needs of children who runaway.

11.8 Domestic Violence

This group was initially a WSCB Group who worked with the Domestic Violence Forum to successfully seek and promote the needs of families, where they were subject to Domestic Violence. The Group with key agencies from across the city explored best approaches for families subject to domestic violence and visited the Croydon Centre and also was involved in a conference which engaged the successful service, implemented in Cardiff, to reduce incidence of domestic violence. Multi Agency Risk Assessment Conferences (MARAC) is well established in the city leading to West Midlands Police and agencies working on adopting the Barnardos Risk assessment Tool, which was implemented. The Domestic Violence Response Team was developed to analyse domestic violence incidents from the police to ascertain whether or not these referrals constituted a need for social care involvement. The team are now in place although currently has no health representative. Additional funding is expected to be allocated by health services in the near future to enable more direct engagement in this area of work. There was also a move to create a co- located service with support from the Haven, Domestic Violence Forum, the Police and Social Care. Funding was secured from the Home office and the team will ultimately have a central office base in the city.

In 2009 the two strategic groups looking at domestic violence in the city, i.e. the Safeguarding Children's Board DV Sub Group and the Wolverhampton DV Forum's Executive Committee, were merged. This ensured the breadth of experience and perspective from both the children's and adult's *agenda* are brought to the same discussion table and the implications for both children and adults inform decision making. The Manager of the Domestic Violence Forum was subsequently nominated as a full Member of the Board to ensure this important area of work remained an important feature of the work of the Board.

Key Achievements

- Supported the development of a co-located team
- In March 2010 the Domestic Violence Forum, Criminal Justice Support Coordinator co located services with an Independent DV Adviser from the Haven together with Children's Social Care and a Child Protection Police Officer and Housing Officer.
- One stop shop provided for service users.
- Brought in the Barnardos risk assessment tool for use with the Domestic Violence Response Team.
- Developed a training response for practitioners across the city to assist in the management of Domestic Violence in the city.
- Maintained a regional connection and a West Midland approach to Domestic Violence to support consistency in approach.

- Re-launch to primary and secondary schools of the Building Safe Relationships programme in collaboration with Healthy Schools, Safeguarding Service, Mental Health in schools and the Wolverhampton DV Forum.

11.9 Quality Performance and Audit

This group has been difficult to establish despite the appointment of two separate Chairs, who for workload pressures, were unable to constitute a group. In the mean time the Head of Service Safeguarding Children and Young People has managed that work agenda. The work has been fed into the WSCB through reports to ensure the momentum of performance quality and audit were maintained. This position will change for the forthcoming year 2010/2011 when the Chief Officer for Trust Partnership and Youth undertakes that role. The group is now composed of Senior Managers from Police, Health, Partnership (Local Authority) Voluntary Sector, Probation, YOT, Social Care and Safeguarding Service.

Key achievements in 2009-2010

- Regular updates on Safeguarding to Scrutiny Panel of the Local Authority.
- Regular updates on Safeguarding to the Children's Trust
- Regular monthly briefings to the Lead Member for Children's Services.
- Briefings to the respective Chief Executives on Safeguarding in the city and in particular briefing over the Serious Case Review.
- Regular reports through-out the year to the Board on the status of child protection with Statistical reporting
- Regular reporting to the Board throughout the year on Allegations and their management.
- Drew together and reported on the findings of Section 11 Audit of agencies and responses to a Laming Audit presented to WSCB Development Day in April 2009.
- Designed and developed a major strategy for the review of safeguarding in the city titled "How Safe is our Safeguarding". Approved by the Board and commenced in June 2010.
- Planned, designed and implemented a very successful Development Day for the Board members in April 2009 and 2010 facilitated by Professor Jan Horwath (Sheffield University) Jan is to facilitate the next Board Development Day in April 2011.
- Maintained a presence as a Member on the Adult Safeguarding Board and Chair of the Working Group Safer Recruitment and Transition.
- Undertaken a successful reflective practice review with agencies over a case conference regarding the sharing of information.
- Undertook an investigation into a complaint regarding an outcome decision from a case conference. Facilitated the arrangement and conduct of a Panel as requested by the complainant which was chaired by senior members of WSCB.
- Produced the Annual Report 2009-2010.
- Worked with the City Council's Services for contracting and commissioning to ensure contracts reflect the requirements for robust safeguarding arrangements to be in place in provider agencies.
- Successfully introduced an Audit for Schools which promotes knowledge and understanding of the school and is quality assured by Safeguarding Service and certificate of compliance awarded for Ofsted.
- Regular briefings to Head teachers throughout the year on Safeguarding.
- Designed a Multi agency file audit approach approved by the Board to be implemented during 2010-2011 as a pilot.
- Developed a media strategy for management of press demands related to Safeguarding and the Serious Case Review.
- Reviewed the safety and effectiveness of arrangements for the placement of children in Wolverhampton from other local authorities.
- With Black Country Partners designed and developed a process for the recruitment of lay members for the Board, as required by Working Together 2010
- Received regular updates on the implementation of the CAF and related issues with regard to thresholds.
- Maintained a Wolverhampton presence on regional network groups and in the West Midlands Police area Joint Consultative Body.

11.10 Hidden Harm

This group is a group shared between the Children's Trust, and the WSCB. The core tasks are related to the "Think Family" approach. The Group works between the Board and the Children's Trust and Adult Services. The group has worked hard in 2009/10 and has achieved a considerable number of its objectives. Nevertheless the work needs to be taken forward and the incidence of drug misuse needs to be understood and the implications for service delivery in the respective areas of service. Membership of the group has been difficult to maintain and is an area of work of particular interest to Scrutiny Panel Members who are keen to know how the city is responding to these families in need. It is important to understand that in April 2009 there were 788 children of 373 parents who were receiving drug treatment in Wolverhampton, this is likely to be an under estimate as figures for children and young people exposed to problematic alcohol misuse have not been identified. There are a number of outstanding tasks in the business plan which will be followed through during 2010/11. Early identification of pathways for pregnant women did exist however treatment funding reductions in 2010/11 have been applied to the specialist midwifery element of the service. It is hoped to revise pathways of care through the City's healthy start to life programme. Training promotion for ELearning needs to be undertaken to raise awareness in frontline practitioners of the issues and impact of Hidden Harm. Whilst much has been achieved there is still a considerable amount of work to be done.

Key Achievements:

- Development of a Hidden Harm Strategy Statement regarding joint working arrangements and approaches to early intervention for vulnerable families.
- Implementation Plan identifying local development
- Strategic stakeholder events on agreeing a draft strategic joint protocol between adult drug and alcohol services and children and family services.
- Case file audit undertaken on 3 adult treatment providers.
- Activities to determine prevalence rates in Wolverhampton (rates estimate that there is one child under 16 years for every problem drug user in Wolverhampton this equates to 2,779 children)
- Commissioning Strategy report prepared and taken to the Trust Board and the WSCB.
- Quality Assurance framework established for adult treatment providers. Safeguarding issues regularly reported on.
- CAF training received by all adult service providers

11.11 Safeguarding Disabled Children Task and Finish Group

This group was set up as a response to new guidance published regarding the Safeguarding Disabled Children Guidance. The findings from this group are identified to be fed back to the Board in November 2010. The Guidance has been discussed and considerations to the outcomes that need to be achieved in Wolverhampton to ensure the needs of this vulnerable group of children are met. The group is chaired by the Team Manager Disabled Children and Young People Team. There is excellent representation from the respective agencies and schools for children and young people across the city. See list at end of report.

Key Achievements:

- Set up the group to respond to the new guidance.
- Small groups set up to consider implications for action by the Safeguarding Children Board.
- Report to be prepared for WSCB November 2010.



12 Safeside

After the announcement that the Wolverhampton Community Safety Partnership would close at the end of March 2009, it was highlighted that there would be a gap left in safety awareness education for primary school aged pupils, as the Crucial Crew provision, a service offered to primary schools to enable children to develop understanding and awareness of risk and safety issues in the community, co-ordinated by the Community Safety Partnership, would no longer exist.

It was agreed that this was of interest to the Board as it encompassed their wider responsibilities for protecting all children from harm and in promoting their welfare. To agree what could be provided in replacement for Crucial Crew, a number of stakeholders met to discuss the options, including the representatives of the Safeguarding Children Board through the Safeguarding Team, Police, Fire Service, Road Transport Officers, Healthy Schools and Children and Young People's Commissioning on behalf of the Children's Trust.

A group of representatives of the group had been to visit the Safeside facility in Birmingham run by West Midlands Fire Service. This enterprise is a dedicated experiential opportunity for children to help them understand and evaluate risk and enable them to develop strategies to improve their safety. The assessment of the facility was provided by the team who had visited the centre and after discussing the options to try to deliver an alternative to Crucial Crew through other means, it was agreed that Safeside offered an excellent quality venue and programme for safety awareness education for Primary schools pupils and was the best option available.

Funding had been identified through the Area Based Grant to support the visits to Safeside for Year 5s. It was agreed that a half day visit to Safeside would initially be offered to schools in priority neighbourhoods. The funding would cover the entrance fee to Safeside and bus transport. However this opportunity was opened up to all schools in Wolverhampton with a Year 5 intake as additional funding was secured through the Safer Wolverhampton Partnership to support this initiative. Between September 09 and March 10 24 Primary schools and a total of 867 students attended.

There are further schools booked in for the rest of the school year after the end of March 2010).

13 Agency Reports

Agencies on the Board have been asked to contribute to this Annual report to look at what they have achieved within their agency by their membership of the Board.

13.1 Wolverhampton City Council & Children and Young People's Service

Objectives for 2009/10

1. Promote understanding and awareness of the implementation of the Safeguarding Vulnerable Groups Act 2006.
2. Promoting robust Safer Selection and recruitment processes.
3. Ensuring that Commissioning and Contracting Arrangements across the Council, where children and young people are involved, that arrangements are robust and fit for purpose with respect to safeguarding children.
4. Encouraging services to consider that safeguarding children and young people is promoted and considered in service delivery city wide.
5. To provide advice, support and provide guidance to city wide local authority services including schools with regard to safeguarding children and young people and promoting their welfare.
6. Improving Members awareness of issues regarding the safety and protection of children in the city, updating Scrutiny Panel, Lead Member and the Chief Executive of important safeguarding issues related to children and young people.

Achievements against the Objectives:

1. The Service has undertaken an extensive number of workshops city wide to promote understanding of the Vulnerable Groups Act 2006 and to help managers understand the implications of the proposed implementation of the act. Managers have been informed with regard to the amalgamation of the check lists with regard to POCA/POVA and List 99 to the new Vetting and Barring Board.

2. Offered regular and ongoing courses to managers with regard to Safer Recruitment Training. Thus enabling Managers to be aware of the need to be vigilant to applicants and their backgrounds when recruiting staff to work with children
3. Provided regularly advice and guidance to Commissioners and Contractors across the Council with regard to the explicit policy and procedures, training, selection and recruitment processes that need to be in place to ensure services are appropriate and fit for purpose. This has included Housing Services, Corporate Services and Children and Young People's Services.
4. Engaged with services across the council to consider the needs of children and young people in service delivery and promoted understanding of the Allegations process.
5. Provided telephone and one to one advice on the implications of providing services for children and young people, whether with selection recruitment of staff or advice on service delivery with regard to vulnerable groups and in advising on policy and procedures including the management of allegations against staff when this involves a safeguarding issue. Schools have been supported through the same process and by receiving dedicated training on a whole school basis, training for Governors and briefings for Head Teachers and Designated Child Protection Leads in schools.
6. Provided briefings to Lead Members and Members on safeguarding. Produced regularly a resume of Wolverhampton Safeguarding Children Board Minutes to Scrutiny Panel. Provided one to one briefings for the respective permanent and temporary Chief Executives on Safeguarding in the city.

Improvement Activity where barriers have existed.

- Provision of adequate time to ensure the Safeguarding agenda is promoted across the local authority economy.
- Creation of tools to assist services to consider their safeguarding arrangements.
- Time for audit of practice.

Impact for Children and Young People

- Increased awareness by services for Members and Senior Managers of the need to provide safe and secure services where children and young people receive services.
- Promotion of a safe working environments for children and staff.
- Improved safe recruitment practice and CRB checking.

Objectives for 2010/11

- Build on the improvements created in 2009/10.
- Support service improvements to include the views and engagement of children and young people.
- Continue to provide advice and guidance to local authority services and managers and schools.
- Continue to link with Senior Managers to maintain knowledge and understanding of safeguarding issues in the delivery of services in the city.

13.2 Wolverhampton City Primary Care Trust

Objectives for 2009/10

During the period January 2009 - March 2010 the Safeguarding Children work objectives for WCPCT were predominantly underpinned by the national directives which emerged subsequent to the findings of the circumstances relating to Peter Connelly (Laming, 2009: CQC, 2009).

The completion of a detailed self assessment (ref Healthcare Commission, 2009) supported the production of a comprehensive Joint Health Safeguarding Children Health Action Plan which identified items of work to enable healthcare organisational improvements, the details of which were considered in the context of local integrated work with all partner organisations within Wolverhampton and in association with Wolverhampton Safeguarding Children Board (WSCB) business.

WCPCT was required to publish a statement on the public website that identified how, as both a commissioner and provider of health care services, the organisation would be delivering safeguarding practices and as such which accommodated the statutory requirements of the Children Act 2004. The Joint Health Action Plan identified the assurance framework which evidenced the steps taken to support the public statement, the delivery of optimum safeguarding practice in Wolverhampton and to enable registration by the Care Quality Commission 1 April 2010.

Achievements against the Objectives:

Leadership

- The existing Safeguarding Children accountability infrastructure was reviewed and included updating of the job descriptions of key Safeguarding Children health personnel and strengthening of the reporting arrangements with regard to commissioner and provider needs.
- The post of Named Doctor for Safeguarding Children for Primary Care was established early 2009.
- Safeguarding Children leads for each GP practice were identified across Primary Care Services city-wide.
- Local Safeguarding Children links were strengthened with the Walk-In Centre.

Education and Training

- The existing Safeguarding Children Education and Training Framework was reviewed and further developed in accordance with national and local guidance (RCPCH, 2006:WSCB 2008).
- The programme of in-house training was expanded to support the training needs of service providers across all levels and included training for Trust Board members.
- Approximately 40% of the GP staff received Safeguarding Children training during this time-frame.

Policies and Systems

- Local policies and procedures were reviewed and revised according to need.
- An over-arching corporate Safeguarding Children policy was produced to support strategic and operational business and in accordance with WSCB arrangements.
- Local awareness of Safer Working Practices was increased via delivery of additional training.
- Local practice and procedures across Adult Mental Health Services were reviewed to support Safeguarding Children and in accordance with national directives (NPSA, 2009).

Corporate Governance and Assurance

- Safeguarding Children arrangements relating to commissioning and contracting were reviewed and strengthened as explicit detail.
- The internal programme of audit was enhanced.
- The structure and function of the Joint Health Safeguarding Children Committee, the forum which serves to direct and monitor local Safeguarding Children business across the health economy, were reviewed and revised.
- The reporting arrangements to Board were reviewed and strengthened. The Trust Board received three progress reports during this time-frame.

Organisational Collaboration

- Health personnel maintained engagement in the business of WSCB and as main board and sub-committee activities.
- Membership of WSCB was extended to include representation from Adult Mental Health Services.
- A programme of locality meetings between fieldwork professionals (Children's Services and the Health Visiting Service) was established in order to support local 'Working Together' practices.

Individual Case Review

- Health service engagement in the business of the Serious Case Review Sub-Committee and the Child Death Overview Panel was maintained at the required level.
- The internal process for management of matters relating to Serious Case Reviews was reviewed and strengthened.

- Regular medical peer review of child protection and child sexual abuse cases as referred to the paediatric department was established.

Improvement Plans where barriers have existed

There was a need to review local Safeguarding Children arrangements in accordance with CQC requirements and to enable CQC registration within a defined time-scale. The review of all individual items contained within the Joint Safeguarding Children Health Action Plan therefore took place and any outstanding items of work for completion and progression were incorporated into the work programme for the forthcoming year.

Impact for Children and Young People

WCPCT is committed to Safeguarding Children and its fulfilment of the statutory responsibility as afforded in the context of strategic and operational business.

The work that was undertaken to strengthen local Safeguarding Children arrangements via the execution of the Joint Safeguarding Children Health Action Plan should serve to enhance safeguarding children and young people from harm and abuse as both single agency and multi-agency concerns. This work will continue via the guidance of the Joint Health Safeguarding Children Committee.

Objectives for 2010/11

The work programme for 2010/2011 has been produced and aims to attend to the following:

- Continued strengthening of the local accountability infrastructure having particular regard for commissioner and provider needs and the pending re-design of community health care service provision (DOH, 2010).
- Continued development of the programme of learning for health care providers across the health economy.
- Monitoring of existing systems, policies and procedures as both single agency and multi-agency practices.
- Enhanced contribution to the integrated model of working with regard to Safeguarding Children from Domestic Abuse via the establishment of a new Named Nurse post.
- Accommodation of future national directives with regard to recruitment and Safer Working Practices.
- Periodic reporting to Trust Board on local Safeguarding Children business and according to need (minimum twice-yearly reports programmed).
- Attention to the needs of external inspection and performance review including timely response and local action on findings and lessons learnt.

13.3 West Midlands Police

Objectives for 2009/10

West Midlands Police (WMP) are committed to delivering a service that is responsive to the needs of the community and throughout the year have continued to work with partner agencies to improve our response to dealing with children and young persons. Listed below are but a few examples of the work undertaken over the last year.

Achievements against the Objectives:

- Involvement with the Youth Offending Team (YOT) police offender managers identify young persons and support them when appropriate through the YISP scheme. One innovation locally is early intervention for young people considered to be at risk of offending and offering them a place on a course where they can be made subject of local resolution.
- WMP are fully engaged with YOT in delivering “*Behind the Blade*” presentation to all persons arrested for offences involving possession/use of a bladed instrument.
- WMP fully involved in the “*Local Deter Cohort*” to reduce offending and to help and support young people.
- Work has been ongoing to continue to tackle knife culture with funding secured to support the initiatives.

- Implementation of the Barnardo's screening tool providing a framework to risk assess children living in a household subject to domestic violence.
- Support for multi agency approach to assess domestic violence incidents and to ensure response to risk is identified.
- Joint Training events with Police Officers and staff from Social care to provide joint understanding of the respective roles and to improve the quality of interviews with children who have been subject to abuse.
- Supporting the work of missing and compromised children, identifying some of the children most at risk of harm and then supporting appropriate interventions. WMP has also worked with partners to develop a missing persons protocol.
- WMP has fully supported attendance at WSCB Meetings and with funding. WMP also are part of a number of the sub groups and support the ongoing work of the Board

Improvement Plans where barriers have existed

April 2010 saw a significant restructure for West Midlands Police which included the wider remit for the Public Protection Unit (PPU). The number of staff within the unit was increased markedly, some of the growth within the Child Abuse Team. This was a considerable investment and a response to the increased amount of referrals received, in line with national trends. The PPU now deals with child sexual exploitation and "on-line" offences. This has further improved the response given to these types of offences as they are now managed by staff who have the greatest understanding of safeguarding children.

Impact for Children and Young People

- Increased structured intervention by staff who are trained and have an expertise in working with safeguarding particularly with children and young people.
- Consistency and coordination in approaches of working in partnership.
- Improved response to vulnerable children and young people either as victims of abuse or as young people compromised by difficult behaviours leading them to offending

Objectives for 2010/11

- Build on the improvements created in 2009/10.
- To support the multi agency working approach to the reduction and diversion of young people away from gangs.
- Continue to provide support to the work of WSCB ensuring that WMP plays a part in helping to develop Wolverhampton wide strategies and policies to bring about improved outcomes in safeguarding children and young people.

13.4 **Youth Organisations Wolverhampton**

Objectives for 2009/10

- Attend WSCB meetings as a Voluntary and Community Sector representative providing a VCS perspective for the work of WSCB and sub groups.
- Disseminate relevant safeguarding information to VCS groups in Wolverhampton.
- Encourage and support VCS group's access to safeguarding training.
- Develop actions to improve the safeguarding provision of VCS groups working with children and young people in the city.

Achievements against the Objectives

- Attended WSCB meetings since becoming a member of the board Jan 2010
- Information circulated to YOW members and other VCS groups inc.
 - safeguarding training
 - vetting and barring scheme

- working together guidance
- Attended and contributed to quality and improvement sub-group
- Produced a draft early intervention and safeguarding resource (now on hold awaiting confirmation of changes introduced by coalition government)
- Highlighted the issues a round CRB checking of volunteers in the city leading to
- Exploration of the remit for a pilot VCS safer recruitment support service for 2010-11
- Identified potential funding to run this pilot in 2010-11

Improvement Plans where barriers have existed

- Review of VCS representation on all sub-groups of WSCB in 2010-11.

Impact for Children and Young People

Will need to do some surveying of groups to assess this fully, but the anticipated impact for children and young people would be that the VCS services they are in contact with are safer for them because:

- VCS staff who have attended training or accessed e-learning opportunities are more aware of their roles and responsibilities.
- VCS groups have an increased awareness of the developing safeguarding environment.
- More VCS groups are more aware of good practice in safer recruitment.

Objectives for 2010/11

- Establish VCS safer recruitment pilot.
- Review VCS representation on WSCB and sub-groups to enable increased amount and breadth of VCS involvement in the work of the WSCB.
- Explore measuring safeguarding outcomes for VCS groups and / or the children and young people they work with.

13.5 **West Midlands Probation Trust**

Objectives for 2009/10

1. Pursuit of quality improvement in safeguarding matters via audit and supervision.
2. Inclusion of safeguarding children objective in all staff appraisals.
3. All staff to receive child safeguarding training commensurate with grade and responsibility.
4. Full implementation of action plan related to serious case review.

Achievements against the Objectives:

1. Three internal audits took place. A number of improvements identified whilst persistent issues fed into Local Delivery Unit Safeguarding Plan for 2010-11.
2. Completed.
3. Significant progress made with 37 staff completing WSCB training courses. Outstanding staff placed on training in 2010-11. Some delays with admin staff following area-wide decisions to move introductory training to Educare e-learning system. Action plan implemented and evidenced.

Improvement Plans where barriers have existed

Much of our development work in 2009-10 was in response to a specific serious case review which identified agency shortcomings.

Impact for Children and Young People

Agency does not work directly with Children and Young People but actions against objectives have helped tighten procedures in our work with adult offenders who pose a risk to children.

Objectives for 2010/11

1. Full implementation of revised agency guidance on child safeguarding (by 31.05.10.)
2. Improved implementation of systems for management oversight of all offender cases where there is identified risk to children (by 30.07.10.)
3. Conduct of a formal offender case audit relating to child safeguarding with existing Local Delivery Unit Child Safeguarding Action Plan to be updated on basis of findings (by 30.09.10.)
4. Conduct of an agency section 11 review (by 31.03.11)

13.6 **Base 25**

Objectives for 2009/10

- Ensure that all staff and volunteers in direct contact with children and young people have an enhanced CRB check.
- Training is provided to all staff and volunteers re CAF, Safeguarding, contribution to case conferences.
- Secure funding for continuation of the SAFE project – working with young people aged 12-16 who have been identified as being perpetrators of domestic violence.
- Contribute to the work of the sub groups of the Safeguarding Children Board
 - a) Hidden Harm
 - b) Policy and Procedures
 - c) Missing and Compromised Children's Intervention Panel

Achievements against the Objectives:

Objectives for 2009/10 have been met.

In addition, links have been made with the Private Fostering Service and joint work has been undertaken with a young person accessing Base 25 services.

Improvement Plans where barriers have existed

Further work needs to be undertaken to ensure staff are confident to raise and take the lead on CAFs.

Impact for Children and Young People

Example from the Safe Project:

- Family with a history of domestic violence, 3 siblings, the youngest charged with assaulting his mother (Child A). The children are subject to a Child Protection Plan.
- Child A has not attended school for 18 months.
- Anti social behaviour in the local area.
- Living with aunt.
- Child A attended group work sessions followed by intensive one to one support.
- Contact with mother and aunt via telephone and home visits to support and explore progress Mum and Aunt have highlighted that the Safe Project has been a support to them, has been effective in influencing change in Child A's behaviour.
- The turning point with Child A was identifying his behaviour as a 'choice' and not an anger issue; with work done around his choices highlighting implications for his future.
- His relationship with his mother has improved and he is due to move back to the family home. He is attending school full time.

Objectives for 2010/11

- Continue to ensure that all staff and volunteers in direct contact with children and young people have an enhanced CRB check.

- Staff and volunteers continue to access the multi agency training calendar including domestic abuse in teenage intimate relationships. Children and young people who go missing and Stop it Now and the impact of parental mental health.
- Continue to deliver the Safe Project.

13.7 **Royal Wolverhampton Hospitals NHS Trust**

Objectives for 2009/10

- To meet Care Quality Commission and other criteria of service and participation in Safeguarding Children.
- To continue to improve mandatory training (Level 1, basic awareness) uptake in Safeguarding children.
- To develop Level 2 and Level 3 training strategy, based on Royal College of Paediatrics and Child Health recommendations (mirrored by CQC), and commence such training.
- Respond to service audit requests and undertake clinical audit.
- Respond to requests for Individual Management Review for any Serious Case Reviews.
- Update agency guidance on Safeguarding matters.
- Have combined plan for Safeguarding Children between Hospital Trust and WCPCT.
- Increase the profile of Safeguarding within the agency.

Achievements against the Objectives:

- Assessed current standards and participation (e.g. in LSCB business) against CQC standards (e.g. Outcome 7, Regulation 11 of Health & Social Care Act 2008), and by internal audit by Bentley Jennison. Most standards met, some policies being updated to better reflect standards required.
- Mandatory training uptake is 91% (March 2010).
- Training strategy developed and approved by the hospital trust by summer 2009. Enhanced programme for Level 2 and 3 was established in 2009 with 3 training sessions so far. As yet training uptake less than 50% but programme only recently commenced. Assisted Primary Care Trust in Delivery of Safeguarding Training to GPs.
- Responded to Healthcare Commission Child Safeguarding Review (Mar 2009); Core Standards for Better Health (including Safeguarding) 09-10 (Jun 2009); CQC Safeguarding Children questionnaire (Aug 09); Ofsted questionnaire on service standards (Mar 10).
- Audits undertaken: clinical audit of Child Sexual Abuse documentation, measured against good guidance standards; Bentley-Jennison internal audit of child protection arrangements; West Mids Strategic Health Authority audit of Safeguarding Children. Audit of own services also undertaken against NICE publication When to Suspect Child Maltreatment. To improve quality assurance of clinical work in child protection examinations, there are monthly meetings to discuss cases seen, and quarterly meetings to review evidence in sexual abuse medicals.
- Three Individual Management Review requests were received for the year with responses submitted within the time requested. The SCR reports were received and reviewed for actions required.
- All hospital policies regarding safeguarding children have been reviewed and updated (or in process of update being finalised).
- Joint Health Safeguarding Children Committee (comprised of relevant senior practitioners and managers from hospital trust and PCT) meets 3 monthly to discuss safeguarding issues within healthcare.
- Information about Safeguarding Children now more easily available to all staff from front page of hospital intranet. Information on Safeguarding Children updated in Junior Doctor Handbook.
- Safeguarding declaration was published on trust website Oct 09.

Improvement Plans where barriers have existed

- Time needed for Safeguarding roles has increased in last three years whilst adjusting timetables for staff involved in safeguarding are being reviewed to adjust job plans to allow more time for the roles.

- Single agency audit of service (as opposed to process) is less revealing than a multi-agency audit: this has been discussed at WSCB and plans commenced for Safeguarding Board-led multi-agency audit.

Impact for Children and Young People

- Increased awareness of safeguarding issues helps better detect families where child welfare at significant risk.
- Process audits help identify potential weaknesses in systems so they can be addressed.
- Joint Health Safeguarding Children Committee forces review of safeguarding issues (at senior practitioner and manager level) every 2-3 months.
- Clinical case discussion meetings amongst practitioners in child abuse are a peer review of practice, a form of quality assurance. Such meetings also used for education by trainee doctors attending.

Objectives for 2010/11

- Appoint Safeguarding Officer (manager) to oversee the process arrangements (appointed June 2010).
- Increase frequency of Joint Health Safeguarding Children Committee meetings to two monthly for more timely response to any new Safeguarding issues.
- Develop for processes for clinical supervision.
- Increase uptake of level 2 and 3 training and relevant Local authority training.
- Develop performance reporting format for Safeguarding children.

13.8 **Connexions [Prospects Services Ltd]**

Objectives for 2009/10

Prospects Services delivering Connexions in Wolverhampton

Prospects is committed to safeguarding the welfare of the young people and vulnerable adults we work with. We will ensure that safeguarding underpins the way we organise, deliver and manage services including the deployment of our staff. Our Action Plan identifies actions for the year to support the delivery of safe outcomes for the young people we work with.

1. Ensure appropriate child protection referrals are made and concerns raised and responded to
2. All staff to receive Level 1 Child Protection Training as a minimum. Managers and LDD PAs to receive Level 2 Training in addition to Level 1.
3. Ensure all cases and concerns are reviewed and matters arising shared and good practice disseminated.
4. Ensure that appropriate links and referrals are made with BCCX and local partner organisations as appropriate.
5. Respond to local Safeguarding issues and concerns in particular outcomes from Serious Case Reviews.
6. Respond to Corporate Safeguarding requests for information and feed back local issues.

Achievements against the Objectives:

1. **Ensure appropriate child protection referrals are made and concerns raised and responded to**
 - Policy development: NSPCC consultant commissioned to advise the Company on the review and development of an updated Safeguarding Policy.
 - New Policy framework and guidelines introduced to all staff in all local areas including Wolverhampton Autumn 2009.
 - Staff updated quarterly on the number and types of CP referrals to support staff awareness and training.

- All cases updated on the Company Team space site.
 - Safeguarding site reviewed to reflect Corporate recording requirements in line with policy framework.
 - SMT updated on case progression and outcomes quarterly.
- 2. All staff to receive Level 1 Child Protection Training as a minimum.**
- Managers and LDD PAs to receive Level 2 Training in addition to Level 1.**
- Child Protection Level 1 Training included in the induction schedule for all new staff.
 - Review undertaken of Managers and LDD PA attendance at Level 2 training.
 - All local and sub regional safeguarding training recorded for all staff on Cascade HR records.
- 3. Ensure all cases and concerns are reviewed and matters arising shared and good practice disseminated.**
- Cases reviewed quarterly by internal safeguarding managers' group and report produced for SMT.
 - Full annual case review report produced in Quarter 4 for SMT.
 - Outcomes from reviews used to determine training support needs for 2010/11.
- 4. Ensure that appropriate links and referrals are made with BCCX and local partner organisations as appropriate.**
- Safeguarding cases reported to BCCx [Black Country Connexions].
 - Personal Advisers working in partner sites required to link with Safeguarding contacts and to be aware of relevant partner Safeguarding procedures.
 - Safeguarding group responded to new OFSTED guidance for visitors to schools to share their CRB details. Personal Adviser CRB number and when last checked shared with schools. Embedded process into Partnership Agreements.
- 5. Respond to local Safeguarding issues and concerns in particular outcomes from Serious Case Reviews.**
- Contributed to City wide development of an exit from service Risk Assessment.
 - Connexions Policy framework and procedures for working with Teenage mothers reviewed and developed.
 - Staff training on roles and responsibilities at child protection case conferences undertaken.
 - Operations Manager attendance at Safeguarding Board meetings and away day.
- 6. Respond to Corporate Safeguarding requests for information and feed back local issues**
- Corporate log for safeguarding incidents embedded across the Company and used by Prospects Corporate safeguarding group to monitor activities and to influence change and development of the company's approach to Safeguarding.

Improvement Plans where barriers have existed

- Development of Profile database drop down menu regarding closed cases.
- Local guidance notes on closed cases to be included on the Company safeguarding team space site.
- Company on line safeguarding training to be sourced.
- Standard letter to accompany any referrals to Social Care, seeking feedback on the referral.
- ID cards to include a statement about CRB clearance.

Impact for Children and Young People

- Robust framework and processes in place for staff to identify, respond and report on concerns raised by young people and others.
- Personal Advisers and their managers are trained and are able to respond appropriately to young people's needs and concerns.

Objectives for 2010/11

Prospects is committed to safeguarding the welfare of the young people and vulnerable adults we work with. We will ensure that safeguarding underpins the way we organise, deliver and manage services including the deployment of our staff. This Action Plan identifies actions for the coming year to support the delivery of safe outcomes for the young people we work with.

1. Ensure appropriate child protection referrals are made and concerns raised and responded to
2. All staff to receive Child Protection Training All staff to receive Level 1 Child Protection Training as a minimum. Managers, LDD PAs and Targeted/Intensive PAs to receive Level 2 Training in addition to Level 1.
3. Ensure all cases and concerns are reviewed and matters arising shared and good practice disseminated.
4. Ensure appropriate links and referrals are made into local Safeguarding Boards/LAs and partner organisations.
5. Ensure that cases are recorded appropriately and kept securely.
6. Respond to Corporate Safeguarding requests for information and feed back local issues.

14 Budget

The following information relates to the annual income and expenditure of the Board for the financial year.

Income		Expenditure	
Local Authority	£110,840.00	Staffing	£116,446.59
WCPCT	£32,140.00	Training	£51,982.25
West Midlands Police	£10,250.00	SCR	£12,206.39
National Probation Service	£3,000.00	Promotions	£4,408.25
CAFCASS	£558.82	Development Day	£1,904.30
Connexions	£2,000.00	Website Development	£8,000.00
CFWD	£30,000.00	Other	£9,612.89
Transfer	£15,000.00		
Training	£2,500.00	Under spend	1728.15
Total	£206,288.82	Total	£206,288.82

15 Summary of Challenges ahead for 2010/2011

It is anticipated that this year the Board will recruit and select an Independent Chair for the Board in early 2011. To date the Director of Children and Young People's Service has undertaken that role. Under the new Working Together 2010 it is anticipated that the Director will be a member of the Board but not the Chair. The existing arrangements will remain in place until a new chair has been selected. Arrangements will be put in place for the Independent Chair to regularly meet with the Director of Children's Services and possibly the Chief Executive of the Council to whom they will be directly accountable. The Board will also recruitment lay members for the Board during the year 2010/2011.

The Board has developed closer links with the Children's Trust in 2010. However, that relationship will be more closely aligned in 2011 as the Board will gather its quantitative data and qualitative data to begin to develop a clearer understanding of safeguarding across the city to inform the Children's Trust in its service of commissioning and delivery. This year the following have been identified as key priorities for the Children's Trust in collaboration with the Board.

There continues to be capacity issues in terms of the Board's ability to manage the additional work pressures of reviews of near misses and to have the opportunity to learn from those events through development of good practice. Additionally there has been an increased demand for child protection

training due to the impact of increased awareness, new duties and requirements from schools related to Ofsted inspections. Alongside the ever increasing demand for services to safeguard and protect children from harm This year the Board will have to work on improvement of professional and agency understanding of thresholds to ensure consistency in approach and in making referral's appropriate and therefore effective for children and families.

Priority 1 Children missing from home, care and education.

Children Missing from Home and a need to develop service delivery to those children returning from running away from home. There is a connection between children missing and children subject to sexual exploitation, this is an area of work the Board in collaboration with the Children's Trust will need to prioritise in 2010/11. Furthermore, it cannot be underestimated the fact that children are trafficked into the UK and whilst we have appropriate protocols and processes in place this work is likely to increase as unscrupulous people are prepared to disregard the borders of EU countries . A further challenge for 2010/11/12 is the arrival of the Olympics and the potential increase risk for children and young people to be caught up in the trafficking around the country. Locally we need to look at engagement with the organising bodies to ensure that the safety and protection of children is considered in the arrangements currently being developed and rehearsed.

Priority 2 How Safe is our Safeguarding

The Board has also agreed to focus on the monitoring of effectiveness of service delivery in the city by implementing and following through the programme for interrogating service delivery through the approach "*How Safe is our Safeguarding*" There is in place a comprehensive quality assurance framework which has been developed to enable that process. The Board will receive reports through the Quality, Performance and Audit sub group as it completes this work. It is anticipated that this will provide recommendations to improve and develop practice. The aim is to provide the Board with a strategic overview of the quality of services in the city. Complete a programme of Section 11 and Section 175 audits to analyse duty to safeguard children in agencies and schools.

Priority 3 Embedding the Common Assessment Framework

The effective assessment of the needs of vulnerable children across the city is an important component in managing the flow of work to Social Care. The Board needs to understand and challenge the impact of the implementation of CAF in this area of work. Early intervention and involvement of CAF if properly embedded should eventually lead to a reduction in higher level referrals. Nevertheless, the Board has seen a continuing increase in referrals. It may be that there should be an integrated approach to CAF by placing coordinators of the CAF with practitioners who manage frontline child protection referrals. This could give greater opportunity to divert referrals at source to the CAF process with referrers feeling reassured that the issues they have raised can be managed. There is evidence from other authorities that this approach reduces higher levels of referrals and increases and embeds the use of CAF.

Priority 4 Risk Management and Early Intervention

The management of risk is a key component in the safeguarding of children. The Board will this next year scrutinise the effectiveness of agencies in managing those risks to keep children safe, this will include evaluation of early response and interventions with respect to children suffering from neglect and the role of various agencies and Children's Centres. It would be hoped to run a conference in 2010/2011 on Neglect and to look at models of assessment and intervention with respect to neglect. This will also include looking at the management and response to E-Safety and general use of technology and the impact on cyber-bullying. It would be expected that the Children's Trust include this work in their plan for 2010/11

Priority 5 Multi Agency protocol for assessment, support and case management of children where there are additional unmet needs in their parents/carers.

It is clear that there needs to be a more joined up approach in meeting the needs of children and their families. There were clear messages in the Children Act 2004 that services needed to work together around the needs of children and their families. The needs of parents and children should not be seen in isolation. Any additional needs of a parent will invariably impact on the parenting of the child/ren. The additional needs could be as a result of parental mental health problems, substance misuse, a disability, learning difficulty or other needs. The level of unmet need may not meet the threshold across the range of adult services but still needs to be a consideration in the context of both assessing and meeting children's' needs. It is important that the needs of the child are considered and that in recognising the needs of the parent carer, the needs of the child are not ignored. There is a duty on all professionals in all services to give paramount consideration to the welfare and safety of children and vulnerable adults to ensure that early and appropriate intervention takes place. This is an area of development for the

Board in 2010/11 and the Children's Trust along with Adult Services across the city to create a Multi-Agency Protocol for the assessment, support and case management of children and families where there are additional unmet needs in their parents/ carers.

Priority 6 Learning and Development Strategy

The Business Plan of the Board will work on the development of a Learning and Development Strategy to underpin the development of the Children's Workforce in conjunction with the Children's Trust. This will work towards identifying clear standards and clear learning and competence outcomes for staff working in WSCB partner agencies and within contracted services. Continue to enhance training and development activity in line with Working Together 2010. We will review the Media and Communications Strategy.

Priority 7 Domestic Violence

Maintain a focus on Domestic Violence and continue to support co-location of a team to support those suffering from Domestic Violence.

Priority 8 Effectiveness

A partnership body such as the WSCB must ensure in its operation it adds value. The outcomes approach to the Business Plan seeks to be clear on the role and impact of the Board.

16 Conclusion

One of the biggest risks this year to the longer term operation of the Board will be the potential reduction in public spending and so this could affect the contributions from partner agencies. There will also be additional costs related to the funding of an Independent Chair from January 2011. This year the Board will seek to mitigate this risk through a clear business plan, which will identify where limited board funding will be used to best effect. Clearly the Board will need to reflect in the autumn, once the Spending Review by the Government has been published, to evaluate from all agencies perspectives the potential impact that will have on financial support to the Board. The task in promoting the safety and protection of children cannot be underestimated we all have a part to play as safeguarding is everybody's business.

"Every child matters every action counts"



Attendance at Sub Groups

Policy, Procedure and Best Practice

Lois Wagstaffe	(Chair) Head of Service, Children in Need and Child Protection, WCC
Ron Birks	Safeguarding Review Manager, WCC
Luisa Blackwell	Named Nurse, Safeguarding Children WCPCT
Michelle Earp-Gaskell	SE Locality Team Manager, WCC
Janet Meredith	Project Co-ordinator, Base 25
DS Karen Payne	PPU West Midlands Police
Ben Whitney	Team Leader Attendance & Child Welfare, WCC

Child Death Overview Panel

Jane Evans	(Chair) Assistant Director C&FS. PCT, Walsall
Cath Boneham	Head of Children & Young Peoples Partnership Commissioning, Walsall
Dr Iain Darwood	Consultant Paediatrician, Manor Hospital
DCI Julian Harper	PPU West Midlands Police
Elaine Hurry	Designated Nurse for Safeguarding Walsall
Dr Deepak Kalra	Consultant Paediatrician RWH Trust
Dr Angela Moore	Consultant Paediatrician RWH Trust
DCI Sue Parker	West Midlands Police
Dr Vidya Rao	Consultant Paediatrician Walsall NHS
Elaine Storey	Operations Manager, Review and Child Protection
Jan Toplis	Head of Service, Safeguarding, Wolverhampton
Dr Uma Viswanathan	Locum Consultant in Public Health

Quality and Performance Audit

Rob Willoughby	(Chair) Chief Children's Service officer, Trust, Partnership Development & Youth
Neil Appleby	Head of Probation, Wolverhampton
Steve Dodd	Youth Organisations Wolverhampton Co-ordinator
Vivien East	Head of Service, SEN and Disabilities, WCC
Mark Edwards	Director for Children, Young people and Family Services, WCPCT
DCI Julian Harper	PPU West Midlands Police
Sally Nash	Head of Service, YOT, WCC
Elizabeth Norris	Deputy Head of Service, Safeguarding, WCC
Esther Obi	Quality and Safety Governor Support - RWHT
Damian Rainford	Performance Review Officer, WCC
Janet Toplis	Head of Service, Safeguarding, WCC
Susan Wilkinson	GOWM

Safer Recruitment

Janet Toplis	(Chair) Head of Service, Safeguarding, WCC
Jo Britton	Acting Safeguarding Business Support Manager, WCC
Jo Farley	Resources manager, Central HR Services, WCC
Colin Lancaster	HR Services, WCPCT
Wendy Mills	Governor Services Manager
Gillian Ming	WSCB Training Coordinator
Ann O'Neill	Central HR Services, WCC

E-Safety Task And Finish Group

Janet Toplis	(Chair) Head of Service, Safeguarding, WCC
Richard Anderson	E-Learning Co-ordinator Wolverhampton City Learning Centre, WCC
Clare Bishton	Elective Home Education Co-ordinator, WCC
Patrick Flynn	Engage Learning Platform Support Officer-E-Services, WCC
Janet Kerr	Access & Student Support, WCC
Doug Lewis	Independent Foster Home Reviewing Officer, Safeguarding, WCC
Gillian Ming	WSCB Training Coordinator
Sue Morris	Pidgeon Learning Technologies Consultant W'ton Learning Technologies Team
Julie Nomicas	Online Resources/Systems Manager/E-Services Team, WCC
Mike O'Neil	Head of Service, NotSchool.Com, WCC
Tony Proctor	Principal Consultant/WARP Manager Wolverhampton University
Simone Richards	Wolverhampton City Learning Centre, WCC

Training

Mandy Viggers	(Chair) Designated Senior Nurse Safeguarding Children WCPCT/RWHT
DS Matt Horton	PPU West Midlands Police
Caroline Lane	Work Force Development, WCC
Maggie Levans- Harris	Safeguarding Review Manager, WCC
Martine McFadden	Project Co-ordinator- Stop It Now
Gillian Ming	WSCB Training Coordinator
Janet Toplis	Head of Service, Safeguarding, WCC
Ben Whitney	Team Leader Attendance and Child Welfare, WCC

Serious Case Review

Janet Toplis	(Chair) Head of Service, Safeguarding, WCC
Lynne Noble	Deputy Head of Service, Children in Need and Child Protection, WCC
Dr Angela Moore	Designated Doctor for Safeguarding Children, Consultant Paediatrician WCPCT/RWHT
Sally Nash	Head of Service, YOT, WCC
Elizabeth Norris	Deputy Head of Service, Safeguarding, WCC
Lalita Patel	Senior Probation Officer, West Midlands Probation Service

DI John Smith	PPU West Midlands Police
Mandy Viggers	Designated Senior Nurse Safeguarding Children WCPCT/RWHT

Missing & Compromised

Elizabeth Norris	(Chair) Deputy Head of Service, Safeguarding, WCC
Alison Blackwood	Manager, Upper Pendeford Farm, WCC
Kusam Bali	Safeguarding Review Manager, WCC
Steve Cox	Operational Manager - LAC, WCC
DCI Julian Harper	PPU West Midlands Police
Sarah Hayes	Sex and Relationships Advisor, WCC
Joanne Heaney	Wolverhampton PCT Subs, YP Drug and Alcohol Team Manger
Janet Meredith	Project Co-ordinator Base 25
Carol Rowe	Safeguarding Review Manager, WCC
Ravi Seehra	Substance Misuse Development Officer, WCC
Janet Toplis	Head of Service, Safeguarding, WCC
Ben Whitney	Team Leader for Attendance and Child Welfare, WCC

Hidden Harm

Ravi Seehra	(Chair) Development and Substance Misuse Officer, WCC
Jan Barlow	Parenting Strategy Officer, WCC
Debbis Bayliss	Schools Drug Advisor, WCC
Jo Britton	Acting Safeguarding Business Support Manager, WCC
Kam Dhanjal	Assistant Educational Psychologist, WCC
Wendy Edwards	Manager Blakenhall Family Resource Centre, WCC
Juliet Grainger	Substance Misuse Commissioning Officer, PCT
William James	
Helen Kilgallon	Manager, Aquarius
Patrick McCrorie	SUIT
Roger Marsh	Information Officer, WCC
Janet Meredith	Project Co-ordinator, Base 25
Gillian Ming	WSCB Training Coordinator
Elsje Poulton	CAF Coordinator, WCC
Mark Sheldon	Substance Misuse Data Manager, WCC
Allison Stuchfield	Community Team Manager
Jan Toplis	Head of Service Safeguarding, WCC
Dave Wallace	SOCS Coordinator, PCT
Anita Wright	Team Manager WHIN
Nicola	SUIT

Domestic Violence

Kathy Cole-Evans	(Chair) Strategy Co-ordinator Wolverhampton DV Forum
Malcolm Bateman	Addition Services Wolverhampton City PCT
Jo Britton	Acting Safeguarding Business Support Manager, WCC
Gayle de Souza	Bingley Children's Centre
Mark Edwards	Director for Children, Young People and Family Services, WCPCT
Louise Ellis	Wolverhampton City PCT
Karen Esson	Healthy Schools Team, WCC
DCI Julian Harper	PPU West Midlands Police
Sue Hudson	West Midlands Probation Service
Jin Jowett	Equalities and Diversity Manager, Wolverhampton Homes
Anne Kavanagh	Soroptomists International of Wolverhampton
Helen Kilgallon	Manager, Aquarius
Gillian Ming	WSCB Training Co-ordinator
Diane Miller	Family Centre Manager , WCC
Mike Murdoch	West Midlands Probation Service
Elizabeth Norris	Deputy Head of Service- Safeguarding, WCC
Wendy Richards-McGrath	Star & Crescent Children's Centre
Lesley Roberts	Chief Executive, Wolverhampton Homes
Lesley Shore	Director of Mental Health, WCPCT
Gerald Thorne	Thornes Solicitors
Janet Toplis	Head of Service, Safeguarding, WCC
Anthony Walker	Homelessness Strategy and Implementation Officer Wolverhampton Homes
Chris Woodrow	Deputy Clerk to the Justices, HMCS
Beth Wyn-Williams	Commissioning Officer, Children and Young Peoples Service WCC
Councillor Peter Wilson	Council Representative
Dr Canan Zaimoglu	Specialist Registrar, Paediatrics, RWHT

Safeguarding Disabled Children Guidance ' Task & Finish' Group 2010

Julie Hatton	(Chair) Team Manager, Disabled Children and Young People's Team, WCC
Yvonne Bayo	Manager, Windmill Lane Short Break Centre, WCC
Luisa Blackwell	Named Nurse Safeguarding Children WCPCT
Caroline Lane	Workforce Development Officer, WCC
Maggie Levans-Harris	Safeguarding Review Manager, WCC
Jayne Lord	Early Years Team, WCC
Mel McGarth	Shared Care Co-ordinator (on behalf of Fostering & Adoption Team), WCC
Dave Parry	Deputy Headteacher, Teacher , Penn Hall School, WCC
Ann Ryding	Head of Service, Sensory Inclusion, WCC

David Stringfellow	Team Manger, Duty & Assessment Team, WCC
Rob Siarkiewicz	Project Manager, Short Breaks and Palliative Care, WCC
Dr Claire Thomas	Consultant Paediatrician, RWHT
Janet Toplis	Head of Service, Safeguarding, WCC
Vida Vytellingum	Practice Manager, Looked After Children's Team, WCC
DC Sharon Walker	PPU West Midlands Police
Kerry Webb	Team Manager, SW Locality Team, WCC
Ersuline Whittle	CAF Co-ordinator, WCC