



Derby and Derbyshire Safeguarding Children Partnership
Local Child Safeguarding Practice Review LDS 19 / OD 20
Summary of Multi-Agency Action Plan

Introduction

The Derby and Derbyshire Safeguarding Children Partnership made the decision to review two cases alongside each other to ensure that sufficient focus was given to the lived experience of the children and the systemic improvements needed across the local safeguarding system.

The Derby and Derbyshire Safeguarding Children Partnership updated the partnership priorities to include strengthening safeguarding arrangements to improve the safety and welfare of babies.

The *Keeping Babies Safe Strategic Lead* was established and has overseen the delivery of a multi-agency action plan to improve safeguarding arrangements to keep babies safe.

Derby City Council and Derbyshire County Council reviewed all open cases of children aged under one during January and February 2021 to assure themselves that appropriate action was being taken to keep the children safe including appropriate levels of face to face visiting. This assurance was reported to and endorsed by the Derby and Derbyshire Safeguarding Children Partnership.

The Derby and Derbyshire Safeguarding Children Partnership carried out a multi-agency audit during 2021 to obtain assurance of the quality of services provided to families to keep babies safe. The findings from the cases showed us, for example:

- There had been good consideration of baby when the focus of work is with older children
- There were some good examples of tenacious work to engage reluctant fathers and professional curiosity that identified risks that were either previously not known or well understood
- There were multiple examples across all agencies of regular and effective communication enabling a robust package of support for vulnerable families

The audit also identified areas for further strengthening, such as:

- Careful consideration the assessment of large and complex families along with continued engagement with all adults who are significant in the life of the child and their siblings
- Continued consideration of the impact of domestic abuse on a household

The Derby and Derbyshire Safeguarding Children Partnership, the Child Death Overview Panel and the Keeping Babies Safe Steering Group published the *Keeping Babies Safe Strategy: Three Steps for Baby Safety*. This was widely distributed amongst the partnership and launched at the *Keeping Babies Safe Conference* held in June 2021.

A *Keeping Babies Safe* briefing was published to capture and promote learning.

Across the partnership over 100 *Keeping Babies Safe Champions* have been trained in Safer Sleep, Safe Handling and Safe Space. The champions promote awareness of the vulnerabilities of babies and provide a source of advice to their colleagues to promote best practice.

Specific feedback has been received from practitioners and *Keeping Babies Safe Champions* to demonstrate the impact of the developments upon practice and outcomes for children.

The Derby and Derbyshire Safeguarding Children Partnership developed a specific e-learning course *Protecting Babies from Harm* and a more in-depth virtual course *Keeping Babies Safe (Level 3)* for practitioners from all agencies.

Practitioners who have attended these training courses have provided evidence that demonstrates the positive impact that the learning is having on their practice and the safety of babies.

A new assessment tool for practitioners to use in partnership with parents to discuss the risks associated with co-sleeping and bed sharing has been launched in June 2022. Early draft versions of the assessment tool were shared with some families to see how helpful they found the information. Their comments have helped improve the assessment tool and the final version.

A sample of parents/carers has provided some assurance that the messages of how to keep babies safe are being understood and used by parents/care givers. Safer sleep messages appear to be well established and understood by most parents/carers who responded to the survey. Parents and carers were able to give examples of what they do in practice with their baby.

The Derby and Derbyshire Safeguarding Children Partnership has policies and procedures which help keep babies safe. These have all been reviewed and updated following both a serious case review and a child safeguarding practice review which focussed on learning arising from harm to babies. Organisations provided feedback in November 2021 about the positive impact these documents had made.

Recommendation 9.1

A universal risk assessment tool to guide professional practice in safeguarding infants should be developed.

The multi-agency *Keeping Babies Safe Steering Group* have consulted with parents and worked with front-line professionals to develop a set of local resources under the heading ***Every Baby Matters***.

The aim is to support all practitioners who work with families to understand the lived experience of the baby in the family and to assist in the early identification of any vulnerabilities so that early support can be provided in a timely way.

The resources include:

- ***Every Baby Matters*** a poster to promote awareness of the vulnerability of babies
- ***Every Baby Matters: a vulnerability assessment tool*** to help good quality conversations and observations with parents and families
- ***Every Baby Matters: Guidance*** to support practitioners who come into contact or work with families who have infants under a year old.

During the summer of 2022 teams within children's social care and health services tested the use of the resources and obtained feedback from parents. The final versions will be launched in January 2023.

All agencies have described how they will be including the ***Every Baby Matters*** vulnerability assessment and guidance within their training programmes following its launch.

The East Midlands Ambulance Service will be looking at implementing the *Every Baby Matters* toolkit across its service to sit alongside other assessment tools that are used.

The East Midlands Ambulance Service is including the *Safer Sleep guidance* (from the Lullaby Trust) for relevant ambulance staff following approval by the Joint Royal Colleges Ambulance Liaison Committee.

Multi-agency *Safer Sleep Quality Conversations Guidance* and the *Co-sleeping and Bed Sharing Assessment Tool* was launched and shared across the partnership. Over 100 of Derbyshire's children's services staff have completed the *Safer Sleep* training since its launch in March 2022. Derby children's services staff carry out *Keeping Babies Safe* visits for all children under 1 and complete the home safety checklist. A "voice of the child" tool has been created for children under 1 and the pre-birth protocol now includes the allocation of a family visitor.

The University Hospitals of Derby and Burton NHS Foundation Trust have *Keeping Baby Safe Champions* and it is hoped that that number will increase and ensure that Queens Hospital Burton is included in those numbers.

The Derbyshire police child abuse operational lead, who attends the *Keeping Babies Safe Steering Group*, ensures learning is disseminated across the organisation and within specialist teams.

Recommendation 9.2

Identify and / or develop guidance on key elements to strengthen supervision arrangements and promote learning through training and development activity. This should include -

- **Supporting professionals in respectful but assertive practice and ways of engaging with resistant families**
- **Support early decision making around intervention and escalation**
- **The impact of supervision on providing better outcomes for children**

The Derby and Derbyshire Integrated Care Board designated professionals for safeguarding children and looked after children provide regular supervision to the safeguarding named professionals who work for the main health providers across Derby and Derbyshire. The designated professionals are also available when they are required to provide advice on challenging and complex cases or for cases where support is needed to escalate a concern.

The Derbyshire Healthcare Foundation Trust safeguarding training, supervision, multi-disciplinary meetings, and internal advice system promotes assertive practice, approaches to engaging with resistant families and effective early decision making and escalation. Their supervision model is delivered by the safeguarding team down to frontline staff. The named nurses provide support and challenge to promote safeguarding practice and staff with supervision roles and responsibilities within the clinical teams have all received *Level 4 Safeguarding Supervision* training.

Health visitors and school nurses have one to one safeguarding supervision which is facilitated by a named nurse. CAMHS practitioners receive supervision from a specialist safeguarding nurse advisor in a combination of one to one safeguarding supervision and via teams meeting. The safeguarding team provide support and challenge to promote safeguarding practice and staff with supervision roles and responsibilities within the clinical teams have all received *Level 4 Safeguarding Supervision* training. The safeguarding service completed a further audit in October 2022 around safeguarding children supervision to look to improve practice and ensure that there is evidence of effective information sharing and learning from reviews.

Derbyshire Community Health Services Foundation Trust has an up to date *Think Family Safeguarding Supervision* policy which identifies those staff groups who require safeguarding children supervision, safeguarding adult supervision and joint Think Family adult and children supervision. Health visitors and school nurses have one to one safeguarding supervision which is facilitated by a specialist practitioner safeguarding children. *Think Family Safeguarding Supervision* is jointly

facilitated between the safeguarding children and adult team for professionals in specialist areas that work with adults and children.

Experienced clinicians within the safeguarding service work within level 4 of the competency framework for safeguarding and protecting children to deliver safeguarding supervision and have all received *Level 4 Safeguarding Supervision* training.

Derbyshire Community Health Services Foundation Trust safeguarding supervision allows the practitioner to explore cases and consider strategies on how to work and engage those families who may be resistant. The safeguarding service routinely carries out audits of safeguarding supervision to improve practice and ensure that there is evidence of effective information sharing and learning from reviews.

The University Hospitals of Derby and Burton NHS Foundation Trust uses a model of supervision for community midwives based on the Kolb Reflection cycle. All supervisors have received approved training that is kept up to date. An annual audit of supervision is carried out and includes observations of by senior leads. It is planned that *Every Baby Matters* vulnerability tool will be built into practice, and all named midwives will receive child protection plans and minutes for scrutiny and discussion in supervision.

The East Midlands Ambulance Service crews have safeguarding supervision as part of their annual appraisal. Crews are offered opportunities for safeguarding supervision/reflection/learning when gaps are identified, or learning has been shared following *Child Safeguarding Practice Reviews*. Additional staff are offered wellbeing and emotional support following incidents if they have experienced a traumatic, or potentially traumatic, event via divisional managers.

Derbyshire children's services have a policy and expectation that supervision is prioritised and provided regularly to all staff. Supervision is quality assured on a routine basis by senior managers and as part of reflection following case reviews and within practice learning days. Alongside formal supervision, managers also provide regular informal supervision where additional guidance and support is needed, and team reflective supervision is embedded to support critical thinking and analysis. The supervision framework supports learning, development, and staff welfare.

Derby children's services have a supervision process in place that includes an underpinning strengths-based practice model. Supervision policy has been reviewed and there has been investment in senior practitioners to maximise opportunities for reflection and peer learning. Supervision is regularly monitored by senior management through internal audits.

Derbyshire police has a robust quality assurance and performance framework. These are governed by the Deputy Chief Constable via the *Vulnerability and Performance Assurance Boards*. Feedback is fed directly to staff and supervision for continual development. All officers have vulnerability and safeguarding included within their annual objectives and vulnerability and safeguarding understanding is

tested within promotion and work-based assessment processes. Specialist teams have bespoke training into Child death and Specialist Child Abuse Investigation Development Programme (SCIDAP). In October 2022 a vulnerability training programme is being delivered across the Constabulary and will form part of an annual refresher training package.

Recommendation 9.3

Child safeguarding learning programmes across all agencies should address the need for practitioners to be knowledgeable about the roles of all professionals involved in child safeguarding and to have more of an insight into the concerns of each agency.

The Derby and Derbyshire Safeguarding Children Partnership launched an e-learning course, *Protecting Babies from Harm*, in 2021 and around 300 professionals have completed the course with consistent positive evaluations of the content. Professionals have reported an improved understanding of areas of concern, that they have improved confidence in being able to talk to parents and obtain the information they need to identify vulnerabilities or concerns. They additionally report that the course has helped them consider what else may be occurring within the household - a “*Think Family*” approach.

Since April 2021, around 180 professionals have completed the virtual online learning course *Keeping Babies Safe*. Participants have reported that the content of the course good or excellent. The Derby and Derbyshire Safeguarding Children Partnership multi-agency *Learning, and Organisational Development subgroup* has an ongoing programme of monitoring feedback and provides assurance to partner agencies on the impact of the training on practice.

The *Learning, and Organisational Development subgroup* has promoted the need for individual organisational learning programmes address the need for practitioners to be knowledgeable about the roles of all professionals involved in safeguarding children and to have the skills to obtain insight into the concerns of professionals in other agencies. Routine assurance is carried out to ensure that individual organisations can demonstrate how learning from case reviews is improving practice.

The Derby and Derbyshire Integrated Care Board safeguarding team provide a comprehensive training programme for all staff including independent contractors. The named GPs for safeguarding children provide regular focused training through the GP safeguarding leads meetings.

The Derbyshire Healthcare Foundation Trust safeguarding children trainer and the assistant director for safeguarding children have regular meetings to ensure that courses are updated following new legislation, guidance, and recommendations from reviews.

The DHCFT safeguarding trainer is a member of The *Learning, and Organisational Development subgroup* which ensures individual organisational learning programmes address the need for practitioners to be knowledgeable about the roles of all professionals involved in safeguarding children and to have the skills to obtain insight into the concerns of professionals in other agencies. This is captured within The Trust internal training. All training and practice have 'think family' as its golden thread.

The Derbyshire Community Health Services Foundation Trust ensures that staff are compliant with their safeguarding training in line with national requirements. The *Think Family* training approach allows the different disciplines to explore their own roles and responsibilities with other agencies which allows for reflective discussion and learning amongst professionals. All levels of training include the importance of keeping the child at the centre of professional focus and the roles of other agencies.

The University Hospitals of Derby and Burton NHS Foundation Trust includes extensive use of case discussion and detailed sections on child protection medicals and the vulnerability of babies in mandatory level 3 training.

The East Midlands Ambulance Service safeguarding training is face to face level three for all new staff and covers multiagency safeguarding, the role of EMAS as part of the multiagency response and has *Think Family* at its core.

Derbyshire children's services deliver a monthly induction day for new professionals that includes specific reflection on the importance of working together and partner engagement in safeguarding. There has been a recent re-launch of Derbyshire's operating model *Stronger Families Safer Children*. Key elements of this model are *Think Family* and promoting *Quality Conversations*. A review of all learning and development courses within Derbyshire children's services has emphasised the importance of *Think Family* and partnership working.

Derby children's services use the practice model *Stronger Families Resilient Children* which includes routine learning and development opportunities for frontline practitioners that includes the roles of different agencies. An annual training programme is informed by a training needs analysis and includes learning from local reviews. Lunchtime learning sessions are in place and have proved effective at enabling a wide range of topics to be accessed including many that specifically focus on safeguarding children.

Derbyshire police ensures that all staff who work within Specialist child investigation teams undergo the Specialist Child Abuse Investigators Development Programme (SCAIDP), a national training package designed and delivered by the College of Policing, along with bespoke child death training. Special Child abuse Investigators are also expected to be conversant with the 'Working Together' guidance and other mandatory reads. All police officers receive initial training on safeguarding and signs of vulnerability and neglect. Staff are expected to complete mandatory child neglect, domestic abuse, and missing persons E-Learning packages.

Derbyshire police have implemented the forces new training package on vulnerability. This training will be provided to all police officers and police staff and will deliver key points relating to multi-agency roles and responsibilities in safeguarding children. Specialist staff, who have specific roles linked to safeguarding children, are increasingly participating in the Derby and Derbyshire Safeguarding Children Partnership training that promotes an understanding agency roles and responsibilities.

Recommendation 9.4

Obtain assurance about the effectiveness of safeguarding arrangements at all levels of partnership working to keep babies safe.

This should include,

- **The use of senior professionals to chair multiagency meetings for cases involving babies**
- **Senior level leadership to provide overview and challenge to strengthen partnership working**
- **Multi agency plans should be shared with all agencies working with the family so that practitioners visiting the family are clear about all risk factors and vulnerabilities and information about each interaction should be shared effectively**
- **Professionals working with the family should be aware of and pay attention to stress factors in the family home that could trigger a harmful response**

The Derby and Derbyshire Integrated Care Board strategic lead for *Keeping Babies Safe* is the Designated Nurse Safeguarding Children and Chair of the Child Death Overview Panel. The strategic lead has ensured that the *Keeping Babies Safe Strategy* and action plan have been delivered effectively across the partnership. A quarterly report has been provided to the Derby and Derbyshire Safeguarding Children Partnership to report on the progress and impact of the *Keeping Babies Safe Strategy*. This senior level leadership has strengthened the delivery of the action plan and engaged senior leaders across the partnership. The Derbyshire Healthcare Foundation Trust, Derbyshire Community Health Services Foundation Trust, University Hospitals of Derby and Burton NHS Foundation Trust, children's services in both Derby and Derbyshire and Derbyshire police have all been actively represented at a senior level in the *Keeping Babies Safe Steering Group* and consistently in other partnership subgroups.

Derbyshire police have a dedicated head of public protection who attends all strategic multiagency meetings and who is responsible for safeguarding within Derbyshire. They are supported by strategic and operational leads for child abuse, child neglect and child exploitation, who are responsible for ensuring multi-agency learning is shared across the organisation. Both the head of public protection and strategic lead are held accountable both internally and externally by partners. The *Keeping Babies Safe* resources have been distributed to all specialist teams and published internally so that the materials can be accessed by all staff. Other

guidance material relating to resolving difference of professional opinion, escalation policy and the *Every Baby Matters* resources are similarly accessible to all staff.

The use of senior professionals to chair multi-agency meetings for cases involving babies has been promoted across the partnership as a key learning point from the review. Derbyshire children's services have ensured that multi-agency meetings are chaired by suitably experienced professionals and the escalation and dispute resolution procedure has been re-launched within children's services to help drive professional challenge and strengthen partnership working.

Derby children's services have ensured that reviewing officers for children in need chair multi-agency meetings where there are additional complexities that could increase the risk of harm. Casework meetings are chaired by suitably qualified and experienced professionals.

Derbyshire children's services have strengthened the management oversight of children in need casework through the introduction of weekly meetings that track the progress of activity and action has been taken to strengthen the sharing of plans with agencies and the family.

Derby children's services ensure that minutes from meetings are shared where plans are reviewed, enabling the network of agencies involved in the case to understand the input and outcomes achieved against the plan.

The development of the **Every Baby Matters** suite of resources, along with the update of training resources and the briefing from the review have all contributed to improving awareness of stress factors in the family home that could trigger a harmful response.

The Derby and Derbyshire Safeguarding Children Partnership has promoted extensively the key messages to improve the visibility and understanding of the vulnerability of babies. This focus will continue to be delivered through practice across Derby and Derbyshire.