



Derby and Derbyshire Safeguarding Children Partnership
Local Child Safeguarding Practice Review RDS 20
Summary of Multi-Agency Action Plan

Recommendation A

The practice of creating and sharing of Public Protection Notices did not work in this case and led to a missed opportunity for a referral to Children’s Social Care. A review of the process is underway by the police and the Partnership should satisfy itself that the review is concluded, and the outcome is clearly communicated to all relevant agencies.

All Derbyshire Police Officers and Police Staff who work in the Safeguarding Coordination Hub have received threshold and referral training to ensure that all Public Protection Notices are assessed accurately.

The Safeguarding Coordination Hub now fully assess all Public Protection Notices that are submitted. This process has resulted in an increase in the number of referrals to Children’s Social Care and ensures that relevant referrals are always made and that none are missed.

The Safeguarding Coordination Hub and Domestic Abuse Referral Team within Derbyshire Police review and process all Public Protection Notices and check the notices for data quality before submitting them to the relevant Local Authority. This quality assurance check ensures that the details of any children that are not documented on the Public Protection Notice and should have been, are added to the notice prior to submission to the Local Authority. The Safeguarding Co-ordination Hub Managers regular conduct quality assurance checks of Public Protection Notices prior to them being shared with the local authority to ensure consistency in quality of information and accuracy in terms of children linked.

Derbyshire Police, Derbyshire County Council and Derby City Council are working collaboratively to develop the criteria to clearly define which Public Protection Notices have met the threshold for submission to the Local Authority.

Recommendation B

That the Safeguarding Children Partnership considers how best to promote and embed the Think Family agenda and seeks information from each agency about how they evaluate the effectiveness of the initiative.

The Derbyshire Community Health Services NHS Foundation Trust Safeguarding Team and Starting Point Health Team promote a 'Think Family' focus throughout all safeguarding work.

The Derbyshire Community Health Services NHS Foundation Trust Safeguarding Team provides an advice line for practitioners which is open from Monday – Friday 9am-5pm. Practitioners have access to an Adult and / or a Child Safeguarding Specialist for advice and support where a quality conversation is had to explore the concerns identified and consider any decision making in line with the DDSCP threshold guidance.

The Derbyshire Community Health Services NHS Foundation Trust ensures that all staff are compliant with their safeguarding training in line with the Intercollegiate Documents for Children 2019, Adults 2018 and LAC 2020 ensuring a 'Think Family' approach. A 'Think Family' approach includes the importance of gathering the voice of the child and /or adult so that their experience is heard, to understand their lived experience and ensure that safeguards are in place and made personal. Compliance and impact of training is captured through audit and also the Strategic and Organisational Self-Assessment Section 11 Audit.

The Derbyshire Community Health Services NHS Foundation Trust Safeguarding Children Policy was updated in 2021 and further updates are completed every three years or sooner, if required. The policy is linked to the Derby and Derbyshire Safeguarding Children Partnership and therefore any updates are aligned to any changes within the Partnership. All staff working for or on behalf of DCHS FT must comply with the Derby and Derbyshire Safeguarding Children Partnership procedures. The Derbyshire Community Health Services NHS Foundation Trust work within the 'Think Family' agenda which includes a joint Derbyshire Community Health Services Safeguarding Supervision policy and 'Was Not Brought' policy. The Derbyshire Community Health Services NHS Foundation Trust safeguarding supervision policy identifies those staff groups who require safeguarding children supervision, and also those staff who require a Think Family Safeguarding Supervision which is jointly facilitated between the Safeguarding Children and Adult teams.

Derbyshire Community Health Services NHS Foundation Trust has an up-to-date audit plan which incorporates a number of audits where electronic health records are reviewed to ensure the Voice of the Child and a Think Family approach is captured e.g. the quality of referrals made by practitioners into Children's Social Care, the quality of safeguarding supervision delivered by the Safeguarding Children team, quality of the safeguarding supervision paperwork completed by both the 0-19 children's practitioner and Safeguarding Children team and

Derbyshire Community Health Services NHS Foundation Trust's record keeping audits.

Derbyshire Children's Services relaunched the 'Stronger Families Safer Children' practice model in January 2022. This included an updated version of the 'Stronger Families Safer Children' handbook, practice toolkit and training for all staff. This activity explicitly promotes a collaborative family approach where everybody is listened to, with the child placed first. In practice, it specifically states that practitioners should always 'Think Family' whilst ensuring the child and their voice takes priority and is at the centre of everything we do.

It is expected that practitioners from Derbyshire Children's Services use genograms to understand who is in the network of relationships surrounding a child, who we should involve in the completion of assessments and plans being developed and the quality of those relationships. The use of genograms is promoted through many of our core training courses including the 'Stronger Families Safer Children' training, our systemic courses, and staff induction. The use of chronologies is one of our core practice modules that is repeated routinely.

The family justice reforms promote the importance of family meetings, to support and enable families to make their own plans, where this is safe to do so and Derbyshire Children's Services have reminded staff of the expectation of utilising these within any pre-proceedings work.

Derbyshire Children's Services quality assurance programme provides assurance that the 'Stronger Families Safer Children' practice model is making a positive difference and supporting the engagement of the wider family.

The 'Think Family' agenda continues to be embedded across Derbyshire Constabulary and has been promoted via the organisation's recent drive to raise the profile of vulnerability. This was achieved by releasing a series of video logs across the constabulary along with designing and distributing a 'Child Protection Frontline Practitioners Guide' across the work force which highlighted the key messages relating to 'Think family.'

'Think Family' is an element in all safeguarding training throughout the Derby and Derbyshire Integrated Care Board and within training for Primary Care Teams including GPs and Practice Nurses.

The Derby and Derbyshire Integrated Care Board Safeguarding Team conduct a Joint Safeguarding Assurance Framework with General Practice annually to seek assurance on safeguarding arrangements and practice. The Joint Safeguarding Assurance Framework requires that 'Think Family' is an element that must be considered when focusing on the safeguarding and protection of children. Assurance is sought from GP practices demonstrating that the practices know how to act upon any concerns, in line with local policies and procedures and understand their statutory safeguarding responsibilities. The Joint Safeguarding

Assurance Framework is monitored through the Derby and Derbyshire Integrated Care Board and support and training is offered to any practice when required. The Joint Safeguarding Assurance Framework is completed by all GP practices across Derby and Derbyshire.

The 'Think Family' agenda has been a Derbyshire Healthcare NHS Foundation Trust priority since 2014 and a Level 3 training course was developed and delivered over a two-year period to all clinical staff as a mandatory competency. [Safeguarding Children and Young People: Roles and Competencies for Healthcare Staff](#), the intercollegiate *document* provides a clear framework which identifies the competencies required for all healthcare staff. Levels 1-3 relate to different occupational groups, The 'Think Family' agenda is a golden thread that runs through all the work carried out by the Trust, and it is covered in children and adults safeguarding training, supervision, and advice. Compliance for staff working within the mother and baby unit is 78.9% for level 3 training. New starters are included in this figure and are booked onto dates.

Derbyshire Healthcare NHS Foundation Trust has also established a 'Think Family Think Tank', which is made up of a variety of professionals from across the organisation which helps to ensure that the principles are at the centre in all that we do. Articles, guidance, and any legislation relating to 'Think Family' are cascaded to all staff via our internal processes, a monthly safeguarding report via monthly meetings, at team meetings and via multi-disciplinary meetings. Additionally, a 'Think Family' conference has been held for all staff, and the Trust intend to launch another conference.

Derbyshire Healthcare NHS Foundation Trust provides services to adults and children and those services continually assess and manage risk relating to vulnerabilities such as, domestic abuse, mental health, substance misuse and learning disabilities. It is vital therefore for all staff to understand the impact of such risks across the family network. The Section 11 Audit, compliance around 'Think Family' has been met fully by the Trust. The mother and baby unit have appointed a social worker and health visitor to the team to support the family inclusive way of thinking and assessment.

The Perinatal Clinical Lead for the perinatal service arranges on going inhouse training across the perinatal services and 'Think Family' forms part of the programme.

Quality assurance work conducted by Derbyshire Healthcare NHS Foundation Trust has provided examples of good practice relating to 'Think Family' and demonstrates that staff have developed the new think family culture.

The Information Technology used across Derbyshire Healthcare NHS Foundation Trust is designed to ensure family relationships remain up to date to ensure staff have access to all the details of the family. This has improved since the introduction of System 1 which is the Trust electronic patient record.

Recommendation C

This Review indicates that the value of an Early Help assessment was not well understood by the agencies working with this family. The Partnership should obtain assurance that all agencies, including adult services, are fully engaged with the use of Early Help assessment.

Derbyshire Community Health Services NHS Foundation Trust 0-19 Children's Service monitors the intervention that the Service provides to children and young people. Single agency Early Help is provided under the Universal Plus caseloads and multi-agency Early Help which may or may not include the Local Authority is provided under the Partnership Plus caseloads. Early Help provision is part of the 0-19 Children's Service audit plan. Furthermore, the Derbyshire Community Health Services NHS Foundation Trust 0-19 Children's Service is developing practice guidance for practitioners in relation to the provision of Early Help. Early Help information is routinely included in the weekly newsletter and monthly governance update which is circulated to all staff in the Derbyshire Community Health Services NHS Foundation Trust 0 – 19 Service.

The Derbyshire Community Health Services NHS Foundation Trust provides an advice line for practitioners which is open from Monday – Friday 9am-5pm. This enables practitioners to have access to specialist advice and support and have quality conversations to explore threshold decision-making. The threshold document has been disseminated to all of the Derbyshire Community Health Services NHS Foundation Trust staff through the governance pathway. This document is a tool which is used to assist safeguarding decisions, including Early Help, and it is utilised within safeguarding supervision, training and for advice and support. The completion and the offer of Early Help assessments and intervention is promoted through the Derbyshire Community Health Services NHS Foundation Trust training, supervision, and advice from the Safeguarding service.

Furthermore, this is captured through audit of electronic health records where there is a review to ensure the Voice of the Child is captured and threshold decisions are in line with guidance e.g., audit of the quality of referrals made by practitioners into Childrens Social Care, the quality of Safeguarding Supervision delivered by the Safeguarding Children team and quality of the safeguarding supervision paperwork completed by the 0-19 Children's Practitioner and record keeping audits.

Derbyshire Children's Services provides targeted early help intervention for children and families and works in partnership with schools, health agencies and other universal support teams who can offer information, advice, and practical support.

The targeted early help offer from Derbyshire Children's Services includes:

- 0 to 5 and children's centres teams, working closely with health visitors and early years providers, support with speech and language development, healthy eating, parenting and school readiness

- targeted early help teams for family and youth support providing parenting groups, youth groups and individual family focussed support, including parenting routines and family relationships, reducing conflict, healthy lifestyle choices and reducing risks of exploitation

The Early Help Teams also support in circumstances where children and young people are:

- not in education, training, or employment after the age of 16
- at risk of exploitation into criminal activity, drug, or substance misuse, vulnerable to be groomed into sexual exploitation (including online grooming)
- carers for other family members

As part of the Early Help Review in 2019, a team was established to support partner agencies, who are predominantly schools, to develop and deliver their own early help interventions. This team is known as the Early Help Development Team. Early Help advisors within the team support partners to undertake early help work, to deliver evidenced-based interventions, undertake Early Help assessments and conduct Team Around the Family (TAF) meetings in order to capture the voice of the child. The Advisors don't work directly with families – they are in place to help support schools and other partner agency practitioners to work with families.

The advisors have developed a programme of briefing sessions to support partners. The briefing sessions cover areas including: -

- Child Exploitation
- Genograms and Ecomaps
- Early Help Assessments and Team Around the Family meetings
- Graded Care Profile
- Understanding Thresholds
- Voice of the Child
- Autism awareness

Early Help provision within Children's Services is routinely audited through an annual quality assurance programme. Outcomes of this activity demonstrate the positive impact of service provision and that Early Help Assessments are completed in a responsive and timely manner.

The importance of the Early Help assessment forms part of safeguarding training within the Derby and Derbyshire Integrated Care Board. The Named GPs for Safeguarding Children include Early Help when conducting training with GPs and the General Practice teams. A case study is used to highlight the importance of the Early Help Assessment and GP's have access to an information leaflet which includes contact details of Early Help advisors to help support the process. When appropriate, GP's will work closely with other partners including schools and Child

and Adolescent Mental Health Service (CAMHS) as part of the Team Around the Child when an Early Help Assessment is in progress.

Derbyshire Healthcare NHS Foundation Trust provides an advice line for practitioners which is available 24/7. This enables practitioners to have access to specialist advice, support and case discussion around threshold decision making, including early help assessments. The Threshold Document has been disseminated to all the DHCFT staff and is covered in safeguarding training. The Trust continues to deliver comprehensive training relating to Early Help Assessments, as part of the safeguarding Children Level 3 course. This training helps professionals understand the need for Early Help Assessments to be completed, how to complete the assessments and the support available to help complete them, and the thresholds relating to these assessments. Assurance, annual Section 11, work carried out by the Trust has provided examples of Early Help Assessments being conducted and demonstrates that Trust staff are compliant with the process both from a community and inpatient perspective. The rolling inhouse training programme arranged by the Perinatal Clinical Lead within the Trust facilitates an opportunity for bespoke training around Early Help assessments and processes related to the Perinatal context. This is supported further by the newly appointed social workers with the team.

Recommendation D

In order to ensure the voice of the child is not lost in the midst of parent's mental health crisis and medical treatment, the Partnership should engage in discussion with commissioners of service about developing and strengthening the team working on the mother and baby unit. The introduction of different skills and experience will help to ensure a multi-disciplinary approach to risk assessment.

Derbyshire Healthcare NHS Foundation Trust appointed a Social Worker to the mother and baby inpatient unit on 18/07/22 and a Health Visitor was appointed to the unit on 17/11/22 which will help to strengthen the team working on the unit and ensure that the voice of the child is heard.

A cascade model of safeguarding supervision is in place at the mother and baby inpatient unit and the ward manager and all the staff who have safeguarding supervision responsibilities are trained to level 4 in safeguarding supervision. The Assistant Director for Safeguarding Children supervises the unit manager and is also trained to level 4.

To offer further support around supervision a Named Doctor for Safeguarding Children who is an Adult Psychiatrist and also trained to level 4 in safeguarding supervision has also been put in place.

Recommendation E

That the Child Safeguarding Partnership seeks assurance from the Derbyshire Healthcare Foundation Trust that an effective protocol is in place which addresses the response to a medical emergency. All staff must be familiar with the content and its application within their working environment.

All staff at the mother and baby unit and individual Derbyshire Healthcare NHS Foundation Trust staff who have a duty to respond to a medical emergency on site, receive mandatory annual training in both adult and paediatric resuscitation, this is 100% compliant.

Derbyshire Healthcare NHS Foundation Trust's leads for estates and resuscitation continue to work collaboratively to ensure that in the event of an emergency the attending emergency services have immediate access to the relevant buildings.

The resuscitation policy and procedure was updated in May 2021.

The Resuscitation Lead at Derbyshire Healthcare NHS Foundation Trust who is responsible for resuscitation training within the Trust, and advises on policy, has given assurance that all of the staff who may be required to attend to emergency situations involving children have all been trained in basic paediatric life support skills. The first meeting to discuss will be held in December 22. This training will be further supported by new, bespoke sessions of 'in situ' simulations within the mother and baby unit, scheduled to commence in January 2023 and continue on a quarterly basis.

The training will also include specific scenarios regarding maintaining and responding to a deteriorating infant and has been designed to ensure that the training is embedded amongst colleagues who have a responsibility to react in emergency situations.

The team have also accessed training from The Perinatal Quality Network regarding 'Spotting the sick mother and baby'.