

Central  
Bedfordshire  
Council  
Priory House  
Monks Walk  
Chicksands,  
Shefford SG17 5TQ



**TO ALL MEMBERS OF THE  
CHILDREN, FAMILIES & LEARNING OVERVIEW & SCRUTINY COMMITTEE**

29 October 2009

Dear Councillor

**CHILDREN, FAMILIES & LEARNING OVERVIEW & SCRUTINY COMMITTEE -  
TUESDAY 3 NOVEMBER 2009**

Further to the Agenda and papers for the above meeting, previously circulated, please find attached the following additional papers:-

**2. Minutes**

Attached are the minutes of the last meeting held on 6 October 2009.

**10. Central Bedfordshire Council Response to the  
Recommendations Arising from the Laming Report**

Also attached is a revised appendix A to the report, as it has been reformatted to make it easier to read.

Should you have any queries regarding the above please contact Sandra Hobbs on Tel: 0300 300 5257.

Yours sincerely

A handwritten signature in black ink that reads "Shobbs".

Sandra Hobbs  
Democratic Services Officer  
email: [sandra.hobbs@centralbedfordshire.gov.uk](mailto:sandra.hobbs@centralbedfordshire.gov.uk)

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**CENTRAL BEDFORDSHIRE COUNCIL**

At a meeting of the **CHILDREN, FAMILIES & LEARNING OVERVIEW & SCRUTINY COMMITTEE** held in Room 15, Priory House, Monks Walk, Shefford on Tuesday, 6 October 2009.

**PRESENT**

Cllr J Street (Chairman)  
Cllr Mrs D B Gurney (Vice-Chairman)

Councillors: P A Blaine  
D Bowater  
N B Costin  
I Dalgarno  
Dr R Egan  
A Shadbolt

Parental Co-optees: H Chapman  
D Landman  
B Sear

Church of England  
Co-optee: J Reynolds

Apologies for Absence: Cllrs P Hollick  
F Image  
K Janes

Substitutes: Cllrs Mrs A Barker

Members in Attendance: Cllrs Jamieson, Mrs Lewis and Male

CFL/09/25 **Minutes**

**RESOLVED**

***that the Minutes of the meeting of the Childrens, Families and Learning Overview and Scrutiny Committee held on 11 August 2009 be confirmed and signed by the Chairman as a correct record.***

CFL/09/26 **Members' Interests**

(a) **Personal Interests:-**

None.

(b) **Personal and Prejudicial Interests:-**

None.

(c) **Any Political Whip in relation to items on the agenda:-**

None.

CFL/09/27 **Chairman's Announcements and Communications**

The Chairman had no announcements or communications to make.

CFL/09/28 **Petitions**

The Chairman announced that no petitions had been referred to this meeting.

CFL/09/29 **Questions, Statements or Deputations**

There were no applications from members of the public to speak under the Public Participation Procedure allowed for under Part A4 of the Constitution.

CFL/09/30 **Call-In**

No matters were referred to the Committee for consideration at the request of a Member under Procedure Rule 3.1 of Part D2 of the Constitution.

CFL/09/31 **Requested Items**

No items were referred to the Committee for consideration at the request of a Member under Procedure Rule 3.1 of Part D2 of the Constitution.

CFL/09/32 **Joint Strategic Needs Assessment - Progress Report**

Members received a report that set out the progress made in developing the Joint Strategic Needs Analysis (JSNA) as it related to the Children and Young People living in Central Bedfordshire. The JSNA was a joint document between Central Bedfordshire Council and the Primary Care Trust (PCT) which described the health, care and well-being needs of the local population to enable agencies to set the strategic direction of service delivery to meet those needs. Members were informed that the Executive Summary contained with their agenda was a summary of the existing JSNA as at April 2009 and Officers were working with the PCT to produce a much stronger document.

Members supported the JSNA but highlighted areas where there were discrepancies such as repeated paragraphs, out of date data, figures not adding up and the need to list the sources of where the information had been retrieved from. Members stated that other hospitals needed to be included and not just the Luton and Dunstable Hospital as there were many hospitals over the border from Central Bedfordshire that residents went to such as Milton

Keynes, Stoke Mandeville etc. Members also felt there should be robust data for children with disabilities in Bedfordshire, children attending alternative education provision such as private schools, electively home educated etc and children who are looked after by a different authority but who live with foster parents or in residential homes in Central Bedfordshire.

It was stressed that whilst the JSNA provided a great deal of background information it did not adequately apply this information in a way that enabled Members to identify necessary service developments.

Members discussed the numbers of children in need and those subject to a child protection plan and were advised that since 1 April 2009 Central Bedfordshire were reviewing every case individually. As a result of this review the number of looked after children had increased from 131 children on 31 March 2009 to 161 children at the date of the meeting. Members queried whether it was possible to obtain any comparative data from neighbouring authorities on how many children were being looked after. The Portfolio Holder for Children's Services stated that when considering the budget for looked after children the priority was keeping children safe.

Members also discussed that anti-social behaviour and bullying were a huge concern especially when children could not share their concerns about being bullied with anyone. Officers advised that in a recent survey carried out with young people the key issue they raised was bullying, which had been reflected in the Children and Young People's Plan. Schools were dealing with bullying, but many problems occurred outside of school and this was a key element of the priority within the Children and Young People's Plan. Anti-bullying week was due to be held from 16 - 20 November 2009 and further details would be circulated.

Members were advised by Officers that the relevant sections of the JSNA would be presented to the Committee when they were looking at the outcome themes for the Children and Young People's Plan.

Members were advised that the JSNA would be available electronically in a web based format so that they could interrogate the data themselves which would assist them in determining priority issues for future work programmes and member task groups.

**NOTED**

***the progress made in developing the JSNA as it related to the Children and Young People in Central Bedfordshire.***

**RESOLVED**

***that Officers feedback the Committee's comment detailed above to the JSNA Executive and that a further item be submitted to the Committee outlining how the JSNA would be adopted in the future and how any changes proposed by the Committee would be addressed.***

**CFL/09/33 Monitoring Quarterly Performance**

Members received the first quarterly monitoring report that contained the performance information in relation to Children, Families and Learning.

Members noted that only two of the critical performance indicators related to monitoring leisure/sports/parks etc when 27% of the Children, Families and Learning budget was spent on these areas. The Portfolio Holder for Culture and Skills had requested that Officers reconsider this and include further local indicators for better performance monitoring.

Members discussed individual performance indicators as they had been agreed with the Central Bedfordshire Local Strategic Partnership Board and through the Local Area Agreement. Members requested further information on the following indicators:

- NI 9 – Use of public libraries;
- NI 10 – Visits to museums or galleries; and
- NI 13 – Migrants English language skills and knowledge.

Members were advised that Officers were waiting for the Government to set some national performance indicators for safeguarding children which will have to be reported on through the Comprehensive Area Assessment and therefore would make their way onto the quarterly performance report as appropriate.

Members were concerned that bullying was not being monitored more closely especially as it was a high priority in the Children and Young People's Plan. It was explained that this would be a key performance measure within the Children's Trust as part of the monitoring of the Children and Young People's Plan.

Members informed Officers that when the quarter two performance monitoring report is submitted to the Committee the pages should be printed in colour for ease of use. Members requested that where there was no target figure available that Officers include commentary to explain this. Members agreed that due to the number of indicators missing target data that they would consider all of the indicators relating to performance of critical indicators as part of quarter two performance monitoring. Members also requested that Officers recommend which targets are highly critical that should be monitored more closely through the quarterly monitoring reports.

**RESOLVED**

- 1) that officers recommend to a future meeting of the Committee a set of critical performance indicators for their areas that will enable the Committee to sufficiently monitor the delivery of services in the Children, Families and Learning Directorate**
- 2) that officers be requested to report to the Committee on national indicators 9, 10 and 13;**

- 3) ***that where there were no target figures available for performance indicators a sufficient commentary be included to explain this; and***
- 4) ***that Officers be requested to report specifically on how bullying was being monitored through the Children and Young People's Plan when they come to report on the Stay Safe theme.***

CFL/09/34

**Strategic Commissioning Framework for Children in Central Bedfordshire**

Members received a report which provided Members with the opportunity to comment on the draft Commissioning Framework which would guide the work of the Children's Trust prior to submission to the Executive.

Members supported the draft Strategic Commissioning Framework as a vehicle for delivering the Children and Young People's Plan, but raised concerns regarding the objectivity of the Commissioning Executive. It was suggested that the use of external experts and independent researchers, such as academics, might be an appropriate way of increasing the objectivity of the Commissioning Executive.

The Committee commented on the importance of ensuring that appropriate local data was made available to ensure that services were commissioned in an appropriate way relative to local demand. The Council should ensure that research, which had been carried out by other council services and partners was used to inform the policies that we develop locally.

It was also suggested that information needed to be shared across all Council services via procurement so that previous experience of procuring services from a provider could be used to inform future decisions regard the commissioning of services.

**RECOMMENDED**

***that the Executive approve the Strategic Commissioning Framework for Children in Central Bedfordshire subject to the comments above and the following recommendations:-***

- (i) ***that specific references be added to the Strategic Commissioning Framework regarding services for gifted and talented children and young people;***
- (ii) ***that the terminology used throughout the Strategic Commissioning Framework be reviewed to ensure that it is written in plain-English and that on each occasion it is clear who is being referred to as the 'Executive';***
- (iii) ***that the Membership of the Commissioning Executive be reviewed to ensure that it is able to function objectively; and***

- (iv) ***that it be ensured appropriate local data is made available across Council services, including previous experience of procurement, to inform decisions regarding the commissioning of services in Central Bedfordshire.***

CFL/09/35 **Work Programme 2009-2010**

Members considered the current work programme for the Children, Families and Learning Overview and Scrutiny Committee and the terms of reference for the Cultural Strategy Task Force.

Members requested that the Task Force looking at provision of facilities for youth commence as soon as possible before the child poverty Task Force. Members also suggested that whilst the terms and reference were being drawn up, Officers carry out research on what facilities there are within Central Bedfordshire for youths.

It was noted that the Portfolio Holder listed on the terms for reference for the Cultural Strategy Task Force should refer to Councillor Mrs C Turner (Assistant Portfolio Holder) and not Councillor Mrs P Turner.

Members raised concerns that the Committee meeting scheduled for September 2009 had been cancelled. The Chairman explained that he had been advised by the Portfolio Holder for Children's Services that there was no new information to be considered at this meeting. The Chairman was aware that some of the Members on the Committee were concerned about this and he confirmed that he had no plans to cancel any future meetings.

Members were advised that there were two items on the Executive Forward Plan which Members may wish to consider. These being the Lord Laming Action Plan and the Eligibility for Payments Policy.

**RESOLVED**

- 1) *that the Lord Laming Action Plan be included on the work programme for 3 November 2009; and***
- 2) *that the Eligibility for Payments Policy be included on the work programme for 1 December 2009***
- 3) *that the Developing a Strategy for Change for Central Bedfordshire Council be moved from the 3 November 2009 to 5 January 2010 when Members will be considering the theme of Enjoy and Achieve.***

(Note: The meeting commenced at 10.00 a.m. and concluded at 1.02 p.m.)





**Laming Recommendations 2009 – Children Families and Learning - Response and Action Plan – June 2009 and update on progress as at 1.10.2009**

Rec No	Recommendations for CFL	Action	Date for completion /Review	Priority	Responsible manager(s)	Progress as at 1.10.09
4	The Government should introduce new statutory targets for safeguarding and child protection alongside the existing statutory attainment and early year's targets as quickly as possible. The National Indicator Set should be revised with new national indicators for safeguarding and child protection developed for inclusion in Local Area Agreements for the next Comprehensive Spending Review.	<p>Performance team to include in revised performance framework for Children and Young People's Plan 2009/10.</p> <p>Children's Trust to monitor performance</p> <p>Current key indicators to be monitored by Children's Specialist Service Management Team</p> <p>Performance reported to Children Families &amp; Learning Management Team</p> <p>Overview and Scrutiny receive regular monitoring reports</p> <p>Children's Specialist Service Audit programme to be revised once new performance indicators are published.</p>	<p>With immediate effect once guidance is available.</p> <p>Quarterly</p> <p>Weekly</p> <p>Monthly</p> <p>Quarterly</p> <p>Ongoing</p>	<p>High Priority</p> <p>High Priority</p> <p>High Priority</p> <p>High Priority</p> <p>High Priority</p> <p>High Priority</p>	<p>Peter Worthington / Iain Melville</p> <p>All Assistant Directors</p> <p>Martin Pratt / Children's Specialist Service Management Team</p> <p>Martin Pratt</p> <p>Rachel Deakin</p>	<p>Comprehensive framework and regular reporting to all managers is in place</p> <p>In place</p> <p>Weekly scrutiny by Assistant Director Children's Specialist Service and Head of Service since June 2009</p> <p>1st audit conducted May/June 09. Future audits planned</p>



Rec No	Recommendations for CFL	Action	Date for completion /Review	Priority	Responsible manager(s)	Progress as at 1.10.09
		Local Safeguarding Children Board performance framework to include and reflect statutory targets. Revised framework to be adopted. Local Safeguarding Children Board will report annually to Executive	October 2009	High Priority	Sally Stocker / Sue Ioannou / Local Safeguarding Children Board partners	Awaiting guidance. Local Safeguarding Children Board chair attended national conference
6	Directors of Children's Services, Chief Executives of Primary Care Trusts, Police Area Commanders and other senior service managers must regularly review all points of referral where concerns about a child's safety are received to ensure they are sound in terms of the quality of risk assessments, decision making, onward referrals and multi-agency working.	Audit manager to undertake regular specific audits of referrals, assessments, decision making, multi-agency working and response within the Intake & Assessment team and unannounced small audits  Quality Assurance strategy to be signed off by Children's Specialist Service Management Team	First audit by June 2009. Thereafter 6 monthly or as required	High Priority	Rachel Deakin / Sue Ioannou	1st audit of Intake and Assessment completed and reported on June 2009. Next audit scheduled for Dec 2009.
			August 2009	High Priority	Sue Ioannou / Rachel Deakin	Signed off by Head of Service and Assistant Director Children's Specialist Service Sept 2009. Scheduled at Children Families & Learning Management Team Oct 2009



Rec No	Recommendations for CFL	Action	Date for completion /Review	Priority	Responsible manager(s)	Progress as at 1.10.09
		Senior peer audits to be undertaken as part of Quality Assurance Strategy	October 2009 and monthly thereafter	High priority	Martin Pratt / Rachel Deakin / All Children's Specialist Service Heads of Service	First audits to be undertaken Oct 2009
		Review of Emergency Duty Team responses to Central Bedfordshire Council referrals	Nov 2009	High Priority	Catherine Parry	Review scheduled for Oct 2009 reporting Nov 2009.
		Regular reporting of all audits to Children's Specialist Service Management Team ( i.e. senior peer audits/ audits of practice/ Individual Management Reviews)	First report to Children's Specialist Service Management Team and Children Families & Learning Management Team June 2009	High Priority	Rachel Deakin / Sue Ioannou	Next report Nov 2009



Rec No	Recommendations for CFL	Action	Date for completion /Review	Priority	Responsible manager(s)	Progress as at 1.10.09
		<p>Head of Service and Team Managers to produce and implement action plan in response to audit findings within 3 weeks of audit completion</p> <p>Through the Stay Safe delivery group the Children and Young People's Plan priority in relation to domestic abuse will review referral processes</p> <p>Local Safeguarding Children Board agencies to evidence and report that they are undertaking audits and responding to the findings of these audits in relation to their referral and response processes</p>	<p>July 2009 ( first audit)</p> <p>March 2010</p>	<p>High Priority</p> <p>High Priority</p>	<p>Catherine Parry / Sacha Rymell</p> <p>Martin Pratt</p>	<p>Action plan produced and disseminated to Team Managers in response to first audit findings. Follow up report to Children's Specialist Service Management Team Oct 2009 on progress</p> <p>Stay Safe delivery group has met next meeting November 2009.</p> <p>Local Safeguarding Children Board Audit June 2009. Next audit Nov 2009.</p>
7	All Directors of Children's Services who do not have direct experience or background in safeguarding and child protection must appoint a senior manager within their team with the necessary skills and experience.	<p>Martin Pratt, Assistant Director Specialist Service is also Deputy Director for Children Families and Learning for Central Bedfordshire Council and has safeguarding /child protection experience</p>	<p>Report at Operations Board (bimonthly)</p> <p>Completed</p>	<p>Medium Priority</p> <p>High Priority</p>	<p>Sally Stocker / Sue Ioannou</p> <p>Edwina Grant</p>	<p>Achieved</p>



Rec No	Recommendations for CFL	Action	Date for completion /Review	Priority	Responsible manager(s)	Progress as at 1.10.09
8	The Department for Children, Schools and Families should organise regular training on safeguarding and child protection and on effective leadership for all senior political leaders and managers across frontline services.	<p>a) Local Safeguarding Children Board Training Commissioning Group to consider with key partners the development of a programme for managers across frontline services following training needs analysis and in relation to findings of multi-agency audits</p> <p>b) Encourage members with portfolios related to children to attend Local Safeguarding Children Board Safeguarding courses</p> <p>c) Following introduction of Department for Children, Schools and Families training prioritise attendance of team managers / Head of Service / Assistant Director / Director for Children Families and Learning</p>	<p>July 09 meeting Training Commissioning Group</p> <p>September 09</p> <p>To be identified when the courses have been developed by Department for Children, Schools and Families</p>	<p>Medium Priority</p> <p>High Priority</p> <p>Medium Priority</p>	<p>Martin Pratt and key partners from education, health, police and probation</p> <p>Martin Pratt</p> <p>Martin Pratt / Heads of Service</p>	<p>Local Safeguarding Children Board training programme in place and evidence of good multi-agency attendance on courses.</p> <p>Assistant Director in discussion with Lead Member.</p> <p>Director of Children Families and Learning to undertake training scheduled for April 2010.</p>



Rec No	Recommendations for CFL	Action	Date for completion /Review	Priority	Responsible manager(s)	Progress as at 1.10.09
9	<p>Every Children's Trust should ensure that the needs assessment that informs their Children and Young People's Plan regularly reviews the needs of all children and young people in their area, paying particular attention to the general need of children and those in need of protection. The National Safeguarding Delivery Unit should support Children's Trusts with this work. Government Offices should specifically monitor and challenge Children's Trusts on the quality of this analysis.</p>	<p>Through Regional Improvement Efficiency Partnership funded Eastern Safeguarding project to share best practice in relation to safeguarding training and workforce development across 11 authorities</p> <p>Children and Young People's Plan to be produced for Central Bedfordshire Council by September 2009.</p> <p>This will include information on the needs of children and young people informed by the JSNA</p>	<p>Ongoing</p> <p>September 2009</p>	<p>Medium Priority</p> <p>Medium Priority</p>	<p>Martin Pratt Catherine Parry</p> <p>Karen Ollerman / Iain Melville / Peter Worthington / Katherine Peddie</p>	<p>Regional processes established. Central Bedfordshire to initiate implementation by Dec 2009</p> <p>All outcome groups have met since April 2009. Children and Young People's Plan has been adopted by Children's Trust Board and Central Bedfordshire Council Executive and Council Oct 2009.</p> <p>JSNA now disaggregated with a programme to improve data and analysis for use within Every Child Matters outcome delivery groups.</p>



Rec No	Recommendations for CFL	Action	Date for completion /Review	Priority	Responsible manager(s)	Progress as at 1.10.09
11	The Department for Children, Schools and Families should revise Working Together to Safeguard Children to set out clear expectations at all points where concerns about a child's safety are received, ensuring intake/duty teams have sufficient training and expertise to take referrals and that staff have immediate, on-site support available from an experienced social worker. Local authorities should take appropriate action to implement these changes.	Ensure Central Bedfordshire Council Customer Service Centre operators are aware of process to transfer callers to duty desk and training them to obtain sufficient information for a call-back to be made by the Duty Desk if the number is busy at the point of transfer.  Undertake a mystery shopping exercise with Customer Services	June 2009	High Priority	Martin Pratt / Katherine Peddie	Customer Service Centre Advice informed and mystery shopping exercise undertaken
13	Children's Trusts must ensure that all assessments of need for children and their families include evidence from all the professionals involved in their lives, take account of case histories and significant events (including previous assessments) and above all must include direct contact with the child.	(i) Head of Service and Team Managers to ensure through supervision that these are undertaken.  (ii) Refer Recommendation 6. Audit of cases held by Intake and Assessment teams to include evidence of compliance with this recommendation	Oct 2009  Ongoing  June 09	High Priority  High priority  High priority	Martin Pratt / Katherine Peddie  Catherine Parry / Team managers  Martin Pratt / Catherine Parry	Information on Central Bedfordshire Council website reviewed and updated  Audit programme for September 2009 onwards agreed and will take account of factors listed  Audit completed June 2009





Rec No	Recommendations for CFL	Action	Date for completion /Review	Priority	Responsible manager(s)	Progress as at 1.10.09
		<p>iii) Multi-agency safeguarding training is available via the Local Safeguarding Children Board foundation course on evidenced based report writing. Specific input around the importance of chronologies, accurate and comprehensive history taking and evidence based practice and the importance of wider family involvement to be strengthened within the training</p> <p>iv) link the above into Central Bedfordshire Council Children's Specialist Service training</p> <p>v) Review of Common Assessment Framework and Lead Professional</p>	May 09	High priority	Eileen Moran	Local Safeguarding Children Board Training Commissioning Group monitoring take up and quality of training
			September 2009	Medium Priority	Dale Cooper / Martin Pratt	Training programme published June 2009
			September 2009	Medium Priority	Glen Denham	Review to be reported on Oct 2009
14	Local authorities must ensure that 'Children in Need', as defined by Section 17 of the Children Act 1989, have early access to effective specialist services and support to meet their needs.	<p>Resource panels allow access to services at early stage. Commissioning Strategy being produced for Central Bedfordshire Council. Review of services available via panels and commissioning.</p>		High Priority	Martin Pratt / Glen Denham / Sylvia Gibson	Principles of Commissioning Strategy adopted by Children's Trust Board and strategy to be presented to Executive Oct 2009.





Rec No	Recommendations for CFL	Action	Date for completion /Review	Priority	Responsible manager(s)	Progress as at 1.10.09
15	The Social Work Task Force should establish guidelines on guaranteed supervision time for social workers that may vary depending on experience	<p>Audit of outcomes for children and families who have received services at an early intervention stage and clear understanding of thresholds in relation to Children In Need policies and procedures</p> <p>Ensure that supervision policy is compliant once guidelines are published</p> <p>Sample audit of social work practice in respect of supervision to be undertaken</p> <p>Council Workforce Survey will identify issues/ concerns</p> <p>Performance Development Review system to identify issues, concerns, learning and development needs.</p>	<p>To be advised Awaiting guidance</p> <p>November 2009</p> <p>September 2009</p> <p>September 2009</p>	<p>Medium Priority</p> <p>Medium Priority</p> <p>Medium Priority</p> <p>Medium Priority</p>	<p>Glen Denham / Pat Elliott</p> <p>Martin Pratt / Chris Gill/ Glen Denham</p> <p>Sue Ioannou</p> <p>Martin Pratt / Heads of Service</p> <p>All children's workforce managers and staff</p>	<p>Audit and Review to be presented November 2009</p> <p>Guidance awaited</p> <p>Planned for Nov 2009</p> <p>To be reported on Autumn 2009</p> <p>Performance Development Reviews undertaken across Council by end of September 09</p>



Rec No	Recommendations for CFL	Action	Date for completion /Review	Priority	Responsible manager(s)	Progress as at 1.10.09
17	The Department for Children, Schools and Families should undertake a feasibility study with a view to rolling out a single national Integrated Children's System better able to address the concerns identified in this report, or find alternative ways to assert stronger leadership over the local systems and their providers. This study should be completed within six months of this report.	<p>Take account of findings and implications for Integrated Children's System once report published.</p> <p>Guidance to authorities in relation to Integrated Children's System use of exemplars issued June 2009</p> <p>Integrated Children's System project plan to be drafted July 2009</p> <p>Information Communication Technology Governance Board to be established</p> <p>Integrated Children's System practitioners/users group to be established</p>	<p>Awaiting guidance</p> <p>July 2009</p> <p>Sept 2009</p> <p>Sept 2009</p>	<p>High priority</p> <p>High Priority</p> <p>High Priority</p> <p>High Priority</p> <p>High Priority</p>	<p>Martin Pratt / Ruth Pratt</p> <p>Ruth Pratt</p> <p>Ruth Pratt</p> <p>Martin Pratt</p> <p>Ruth Pratt</p>	<p>Outputs for Integrated Children's System are being reviewed and amendments made.</p> <p>Plan in place</p> <p>Information Communication Technology Governance Board in place. First meeting Sept 2009</p> <p>Practitioner group in place and has met twice</p>



Rec No	Recommendations for CFL	Action	Date for completion /Review	Priority	Responsible manager(s)	Progress as at 1.10.09
19	<p>The Department for Children, Schools and Families must strengthen Working Together to Safeguard Children, and Children's Trusts must take appropriate action to ensure:</p> <ul style="list-style-type: none"> <li>●● all referrals to children's services from other professionals lead to an initial assessment, including direct involvement with the child or young person and their family, and the direct engagement with, and the feedback to, the referring professional;</li> </ul>	<p>Local Safeguarding Children Board and Children's Trust to implement revised guidance once published</p> <p>Ensure partner agencies are clear about when to make a referral. This is being done through Children In Need procedures training and Common Assessment Framework training.</p>	<p>Once guidance published</p> <p>Ongoing requirement in training</p>	<p>High Priority</p> <p>High Priority</p>	<p>Local Safeguarding Children Board and Children's Trust Board</p> <p>Eileen Moran / Pat Elliott</p>	<p>Guidance awaited</p> <p>Achieved through current Local Safeguarding Children Board training programme and Central Bedfordshire Council Learning and Development training</p>



Rec No	Recommendations for CFL	Action	Date for completion /Review	Priority	Responsible manager(s)	Progress as at 1.10.09
		All referrals to be acknowledged in writing within agreed timescales.	Existing requirement	High Priority	Catherine Parry / Sacha Rymell / Ken Harvey / Tom Murphy	Audit of Intake and Assessment cases June 2009 identified remedial action in relation to feedback is being given to the referrers. Being addressed in Intake and Assessment Action plan and re audit December 2009
	<ul style="list-style-type: none"> <li>● core group meetings, reviews and casework decisions include all the professionals involved with the child, particularly police, health, youth services and education colleagues. Records must be kept which must include the written views of those who cannot make such meetings; and</li> </ul>	<p>Compliance to be determined through specific audit of strategy meetings and core group activity</p> <p>All managers to review attendance at meetings and report concerns to agency safeguarding representatives when compliance not achieved. Monitoring forms to identify issues of non attendance at child protection conferences.</p>	Jan 2010	Medium Priority	Rachel Deakin	Outcome of audits to be reported to Children's Trust Board and Local Safeguarding Children Board Strategic Board.



Rec No	Recommendations for CFL	Action	Date for completion /Review	Priority	Responsible manager(s)	Progress as at 1.10.09
		Log of issues raised to be compiled via Quality Assurance service and reported to Local Safeguarding Children Board	From October 2009	Medium	Sue Ioannou	
	<ul style="list-style-type: none"> <li>formal procedures are in place for managing a conflict of opinions between professionals from different services over the safety of a child.</li> </ul>	<p>Procedure currently in place on 'Closure of Cases' this is being disseminated through Children In Need procedure multi-agency training. Efficacy of this needs to be checked through Children's Specialist Service audit and Local Safeguarding Children Board multi-agency audits</p> <p>Escalation policy to be reviewed by Local Safeguarding Children Board</p>	<p>Further training scheduled for autumn 2009</p> <p>Ongoing through audit programme</p> <p>September 09</p>	<p>High Priority</p> <p>Medium Priority</p>	<p>Martin Pratt / Catherine Parry / Sue Ioannou</p> <p>Sally Stocker / Sue Ioannou</p>	<p>Training postponed pending review of Children In Need procedures and publication of revised 'Working Together'</p> <p>Agenda item at Local Safeguarding Children Board Operations Board September 2009</p>
21	The National Safeguarding Delivery Unit should urgently develop guidance on referral and	Take account of findings and implications once guidance is published	To be advised		Martin Pratt	Awaiting guidance



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	assessment systems for children affected by domestic violence, adult mental health problems, and drugs and alcohol misuse using current best practice. This should be shared with local authorities, health and police with an expectation that the assessment of risk and level of support given to such children will improve quickly and significantly in every Children's Trust.	Children and Young People's Plan to reflect priorities in respect of key areas	September 2009	High Priority	Martin Pratt	Children and Young People's Plan priorities reflect key areas i.e. children and young people experiencing domestic violence. Stay Safe delivery group are actively addressed these key areas of activity
22	The Department for Children, Schools and Families should establish statutory representation on Local Safeguarding Children Boards from schools, adult mental health and adult drug and alcohol services.	Once Working Together has been revised an invitation to be extended to Director of Adult Social Care and Housing Central Bedfordshire Council and Health to determine the appropriate representation from Adult Services for shadow Local Safeguarding Children Board in Central Bedfordshire Council.	By December 2009	Medium	Edwina Grant / Maggie Blythe / Martin Pratt	Awaiting guidance
23	Every Children's Trust should assure themselves that partners consistently apply the Information Sharing Guidance published by the Department for Children, Schools and Families and Department for Communities and Local Government to protect children.	Local Safeguarding Children Board Multi-agency audit and audits within Children's Specialist Service to check compliance with local protocols and national guidance	Quarterly Local Safeguarding Children Board audit	High risk	Sally Stocker / Sue Ioannou / Rachel Deakin	One multiagency audit conducted to date, second planned for Nov 2009.



Rec No	Recommendations for CFL	Action	Date for completion /Review	Priority	Responsible manager(s)	Progress as at 1.10.09
24	<p>The Social Work Task Force should:</p> <ul style="list-style-type: none"> <li>● develop the basis for a national children's social worker supply strategy that will address recruitment and retention difficulties, to be implemented by the Department for Children, Schools and Families. This should have a particular emphasis on child protection social workers;</li> <li>● work with the Children's Workforce Development Council and other partners to implement, on a national basis, clear progression routes for children's social workers;</li> <li>● develop national guidelines setting out maximum case-loads of children in need and child protection cases, supported by a weighting mechanism to reflect the complexity of cases, that will help plan the</li> </ul>	<p>Children's Specialist Service to be aware of any updates that come from the Social Work Task Force and respond accordingly</p> <p>Preparation through Regional Improvement Efficiency Partnership Eastern Safeguarding Project to respond promptly to changes</p> <p>Department to be aware of any updates that come from the Social Work Task Force</p> <p>Locally ensure career progression panels in place</p> <p>Children's Specialist Service to be aware of any updates that come from the Social Work Task Force</p>	<p>To be advised.</p>		<p>Martin Pratt</p> <p>Martin Pratt / Catherine Parry</p> <p>Martin Pratt;</p> <p>Catherine Parry / Rachel Hobbs / Sue Cooper</p> <p>Martin Pratt</p>	<p>Guidance awaited</p> <p>Guidance awaited</p> <p>Guidance awaited</p> <p>Panel held in Sept 2009 and six monthly thereafter.</p> <p>Guidance awaited</p>



Rec No	Recommendations for CFL	Action	Date for completion /Review	Priority	Responsible manager(s)	Progress as at 1.10.09
	workloads of children's social workers; and	Team Managers to regularly review caseloads in supervision and report on caseloads allocations and weighting to Head of Service where these give rise to concern.	Ongoing	High priority/risk	Team Managers	Ongoing
		Head of Service to review caseload tracking sheets	Monthly		Catherine Parry / Ken Harvey	Ongoing
		Guidance in relation to Newly Qualified Social Worker to be implemented.	Awaiting advice and guidance		Catherine Parry	
	<ul style="list-style-type: none"> <li>●● develop a strategy for remodelling children's social work which delivers shared ownership of cases, administrative support and multi-disciplinary support to be delivered nationally.</li> </ul>	<p>Children's Specialist Service to be aware of any updates that come from the Social Work Task Force.</p> <p>Following national guidance Central Bedfordshire Council Children's Specialist Service to undertake staffing review</p>	To be advised	Awaiting guidance	Martin Pratt	HoS safeguarding and Corporate parenting attended national meeting 1.10.09





Rec No	Recommendations for CFL	Action	Date for completion /Review	Priority	Responsible manager(s)	Progress as at 1.10.09
29	Children's Trusts should ensure that all staff who work with children receive initial training and continuing professional development which enables them to understand normal child development and recognise potential signs of abuse or neglect.	<p>Link in with the Children's Workforce Development Council, regular supervision and monitoring</p> <p>Children's Specialist Service to employ Children's Workforce Development Council induction scheme and develop clear training pathways for Newly Qualified Social Worker and practitioners new to the authority</p>	<p>To be advised</p> <p>July 2009</p>	High priority	<p>Martin Pratt / Patrick Shevlin (Chris Gill)</p> <p>All Children's Specialist Service managers</p>	<p>Common Induction programme for NQT's and teaching assistant's and Local Safeguarding Children Board multi agency safeguarding training covers these key themes since April 2009</p>



Rec No	Recommendations for CFL	Action	Date for completion /Review	Priority	Responsible manager(s)	Progress as at 1.10.09
30	All Children's Trusts should have sufficient multi-agency training in place to create a shared language and understanding of local referral procedures, assessment, information sharing and decision making across early years, schools, youth services, health, police and other services who work to protect children. A named child protection lead in each setting should receive this training.	<p>Current foundation training in place through Local Safeguarding Children Board; (group B practitioners)</p> <p>Local Safeguarding Children Board Training Manager to monitor and report attendance at courses at Board meetings.</p> <p>Local Safeguarding Children Board Training Strategy to be agreed by Training Commissioning Group.</p> <p>Local Safeguarding Children Board training programme to be monitored by Local Safeguarding Children Board Training Commissioning Group</p> <p>Briefing of Head teachers and Chairs of Governors about the Laming Report and the implications for Schools</p>	<p>Monthly throughout 2009/10</p> <p>Bi monthly</p> <p>July 2009</p> <p>Three monthly</p> <p>June 2009</p>	<p>High Priority</p> <p>High Priority</p> <p>High Priority</p> <p>High Priority</p> <p>High Priority</p>	<p>Eileen Moran / Sue Ioannou</p> <p>Eileen Moran</p> <p>Martin Pratt / Eileen Moran</p> <p>Martin Pratt / partner agencies</p> <p>Martin Pratt / Catherine Parry</p>	<p>In place</p> <p>In place and ongoing</p> <p>Agreed at July meeting</p> <p>In place and actively monitored by Training Commissioning Group.</p> <p>Delivered June/July 2009</p>