



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.	Performance team to include in revised performance framework for Children and Young People's Plan 2009/10.	With immediate effect once guidance is available.	High Priority	Peter Worthington / Iain Melville	Comprehensive framework and regular reporting to all managers is in place
		Children's Trust to monitor performance	Quarterly	High Priority	All Assistant Directors	In place
		Current key indicators to be monitored by Children's Specialist Service Management Team	Weekly	High Priority	Martin Pratt / Children's Specialist Service Management Team	Weekly scrutiny by Assistant Director Children's Specialist Service and Head of Service since June 2009
		Performance reported to Children Families & Learning Management Team	Monthly	High Priority	Martin Pratt	
		Overview and Scrutiny receive regular monitoring reports	Quarterly			
		Children's Specialist Service Audit programme to be revised once new performance indicators are published.	Ongoing	High Priority	Rachel Deakin	1st audit conducted May/June 09. Future audits planned



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		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	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.
		Quality Assurance strategy to be signed off by Children's Specialist Service Management Team	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



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		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



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		Head of Service and Team Managers to produce and implement action plan in response to audit findings within 3 weeks of audit completion	July 2009 (first audit)	High Priority	Catherine Parry / Sacha Rymell	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
		Through the Stay Safe delivery group the Children and Young People's Plan priority in relation to domestic abuse will review referral processes	March 2010	High Priority	Martin Pratt	Stay Safe delivery group has met next meeting November 2009.
		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	Report at Operations Board (bimonthly)	Medium Priority	Sally Stocker / Sue Ioannou	Local Safeguarding Children Board Audit June 2009. Next audit Nov 2009.
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.	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	Completed	High Priority	Edwina Grant	Achieved



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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.	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	July 09 meeting Training Commissioning Group	Medium Priority	Martin Pratt and key partners from education, health, police and probation	Local Safeguarding Children Board training programme in place and evidence of good multi-agency attendance on courses.
		b) Encourage members with portfolios related to children to attend Local Safeguarding Children Board Safeguarding courses	September 09	High Priority	Martin Pratt	Assistant Director in discussion with Lead Member.
		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	To be identified when the courses have been developed by Department for Children, Schools and Families	Medium Priority	Martin Pratt / Heads of Service	Director of Children Families and Learning to undertake training scheduled for April 2010.



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		Through Regional Improvement Efficiency Partnership funded Eastern Safeguarding project to share best practice in relation to safeguarding training and workforce development across 11 authorities	Ongoing	Medium Priority	Martin Pratt Catherine Parry	Regional processes established. Central Bedfordshire to initiate implementation by Dec 2009
9	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.	Children and Young People's Plan to be produced for Central Bedfordshire Council by September 2009. This will include information on the needs of children and young people informed by the JSNA	September 2009	Medium Priority	Karen Ollerman / Iain Melville / Peter Worthington / Katherine Peddie	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. JSNA now disaggregated with a programme to improve data and analysis for use within Every Child Matters outcome delivery groups.

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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.	June 2009	High Priority	Martin Pratt / Katherine Peddie	Customer Service Centre Advice informed and mystery shopping exercise undertaken
		Undertake a mystery shopping exercise with Customer Services	Oct 2009	High Priority	Martin Pratt / Katherine Peddie	Information on Central Bedfordshire Council website reviewed and updated
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.	Ongoing	High priority	Catherine Parry / Team managers	Audit programme for September 2009 onwards agreed and will take account of factors listed
		(ii) Refer Recommendation 6. Audit of cases held by Intake and Assessment teams to include evidence of compliance with this recommendation	June 09	High priority	Martin Pratt / Catherine Parry	Audit completed June 2009



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		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	May 09	High priority	Eileen Moran	Local Safeguarding Children Board Training Commissioning Group monitoring take up and quality of training
		iv) link the above into Central Bedfordshire Council Children's Specialist Service training	September 2009	Medium Priority	Dale Cooper / Martin Pratt	Training programme published June 2009
		v) Review of Common Assessment Framework and Lead Professional	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.	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.		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.



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		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			Glen Denham / Pat Elliott	Audit and Review to be presented November 2009
15	The Social Work Task Force should establish guidelines on guaranteed supervision time for social workers that may vary depending on experience	Ensure that supervision policy is compliant once guidelines are published	To be advised Awaiting guidance	Medium Priority	Martin Pratt / Chris Gill/ Glen Denham	Guidance awaited
		Sample audit of social work practice in respect of supervision to be undertaken	November 2009	Medium Priority	Sue Ioannou	Planned for Nov 2009
		Council Workforce Survey will identify issues/ concerns	September 2009	Medium Priority	Martin Pratt / Heads of Service	To be reported on Autumn 2009
		Performance Development Review system to identify issues, concerns, learning and development needs.	September 2009	Medium Priority	All children's workforce managers and staff	Performance Development Reviews undertaken across Council by end of September 09



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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.	Take account of findings and implications for Integrated Children's System once report published.	Awaiting guidance	High priority	Martin Pratt / Ruth Pratt	Outputs for Integrated Children's System are being reviewed and amendments made.
		Guidance to authorities in relation to Integrated Children's System use of exemplars issued June 2009		High Priority	Ruth Pratt	
		Integrated Children's System project plan to be drafted July 2009	July 2009	High Priority	Ruth Pratt	Plan in place
		Information Communication Technology Governance Board to be established	Sept 2009	High Priority	Martin Pratt	Information Communication Technology Governance Board in place. First meeting Sept 2009
		Integrated Children's System practitioners/users group to be established	Sept 2009	High Priority	Ruth Pratt	Practitioner group in place and has met twice



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19	The Department for Children, Schools and Families must strengthen Working Together to Safeguard Children, and Children's Trusts must take appropriate action to ensure:					
	<ul style="list-style-type: none"> ●● 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 feedback to, the referring professional; 	Local Safeguarding Children Board and Children's Trust to implement revised guidance once published	Once guidance published	High Priority	Local Safeguarding Children Board and Children's Trust Board	Guidance awaited
		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.	Ongoing requirement in training	High Priority	Eileen Moran / Pat Elliott	Achieved through current Local Safeguarding Children Board training programme and Central Bedfordshire Council Learning and Development training



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		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"> ●● 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 	Compliance to be determined through specific audit of strategy meetings and core group activity	Jan 2010	Medium Priority	Rachel Deakin	Outcome of audits to be reported to Children's Trust Board and Local Safeguarding Children Board Strategic Board.
		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.	Ongoing	High Priority	Catherine Parry / Ken Harvey and Team managers / Review managers	

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		Log of issues raised to be compiled via Quality Assurance service and reported to Local Safeguarding Children Board	From October 2009	Medium	Sue Ioannou	
	●● formal procedures are in place for managing a conflict of opinions between professionals from different services over the safety of a child.	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	Further training scheduled for autumn 2009 Ongoing through audit programme	High Priority	Martin Pratt / Catherine Parry / Sue Ioannou	Training postponed pending review of Children In Need procedures and publication of revised 'Working Together'
		Escalation policy to be reviewed by Local Safeguarding Children Board	September 09	Medium Priority	Sally Stocker / Sue Ioannou	Agenda item at Local Safeguarding Children Board Operations Board September 2009
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.



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24	The Social Work Task Force should:					
	●● 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;	Children's Specialist Service to be aware of any updates that come from the Social Work Task Force and respond accordingly	To be advised.		Martin Pratt	Guidance awaited
		Preparation through Regional Improvement Efficiency Partnership Eastern Safeguarding Project to respond promptly to changes			Martin Pratt / Catherine Parry	
	●● 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;	Department to be aware of any updates that come from the Social Work Task Force	To be advised		Martin Pratt;	Guidance awaited
		Locally ensure career progression panels in place	Ongoing		Catherine Parry / Rachel Hobbs / Sue Cooper	Panel held in Sept 2009 and six monthly thereafter.
	●● 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	Children's Specialist Service to be aware of any updates that come from the Social Work Task Force	To be advised		Martin Pratt	Guidance awaited



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	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	
	●● 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.	Children's Specialist Service to be aware of any updates that come from the Social Work Task Force. Following national guidance Central Bedfordshire Council Children's Specialist Service to undertake staffing review	To be advised	Awaiting guidance	Martin Pratt	HoS safeguarding and Corporate parenting attended national meeting 1.10.09



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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.	Link in with the Children's Workforce Development Council, regular supervision and monitoring	To be advised	High priority	Martin Pratt / Patrick Shevlin (Chris Gill)	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
		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	July 2009		All Children's Specialist Service managers	



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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.	Current foundation training in place through Local Safeguarding Children Board; (group B practitioners)	Monthly throughout 2009/10	High Priority	Eileen Moran / Sue Ioannou	In place
		Local Safeguarding Children Board Training Manager to monitor and report attendance at courses at Board meetings.	Bi monthly	High Priority	Eileen Moran	In place and ongoing
		Local Safeguarding Children Board Training Strategy to be agreed by Training Commissioning Group.	July 2009	High Priority	Martin Pratt / Eileen Moran	Agreed at July meeting
		Local Safeguarding Children Board training programme to be monitored by Local Safeguarding Children Board Training Commissioning Group	Three monthly	High Priority	Martin Pratt / partner agencies	In place and actively monitored by Training Commissioning Group.
		Briefing of Head teachers and Chairs of Governors about the Laming Report and the implications for Schools	June 2009	High Priority	Martin Pratt / Catherine Parry	Delivered June/July 2009