

## Appendix 1 – Summary of actions in the Laming Report

- 1 The Home Secretary and the Secretaries of State for Children, Schools and Families, Health, and Justice must collaborate in the setting of explicit strategic priorities for the protection of children and young people and reflect these in the priorities of frontline services.

*The guidance issued from the Cabinet Sub Committee will be aligned to our own organisational development. When the strategic priorities are set they will be aligned with our own plans*

2. A National Safeguarding Delivery Unit be established to report directly to the Cabinet Sub-Committee on Families, Children and Young People. It should have a remit that includes:-

- working with the Cabinet Sub-Committee on Families, Children and Young People to set and publish challenging timescales for the implementation of recommendations in this report;

*The guidance issued from the Cabinet Sub Committee will be aligned to our own organisational development. The timescales for implementation will be monitored carefully to ensure compliance.*

- challenging and supporting every Children's Trust in the country to implement recommendations within the agreed timescales, ensuring improvements are made in leadership, staffing, training, supervision and practice across all services;

*The guidance issued from the Cabinet Sub Committee will be aligned to our own organisational development. The agenda of the Children's Trust will contain reports that check compliance.*

- raising the profile of safeguarding and child protection across children's services, health and police;

*The guidance issued from the Cabinet Sub Committee will be aligned to our own organisational development. The Director has already visited the Police and the Health Authority and raised awareness of safeguarding.*

- supporting the development of effective national priorities on safeguarding for all frontline services, and the development of local performance management to drive these priorities;

*The guidance issued from the Cabinet Sub Committee will be aligned to our own organisational development. All National Performance Indicators have been assigned to a named Assistant Director who is accountable to the Director of Children, Families & Learning. The Directorate will have monthly performance challenge meetings. A similar arrangement has been agreed for performance challenge within the LSCB. Separate reports will be provided for Corporate Parenting Panel and the Children, Families and Learning Overview and Scrutiny Committee as appropriate.*

- leading a change in culture across frontline services that enables them to work more effectively to protect children;

*The guidance issued from the Cabinet Sub Committee will be aligned to our own organisational development. The fact that all children's services worker and partners contribute to safeguarding will be stressed.*

- having regional representation with expertise on safeguarding and child protection that builds supportive advisory relationships with Children's Trusts to drive improved outcomes for children and young people;

*The guidance issued from the Cabinet Sub Committee will be aligned to our own organisational development. There is a safeguarding advisor in the Government Office for the Eastern Region and contact with her has been made.*

- working with existing organisations to create a shared evidence base about effective practice including evidence-based programmes, early intervention and preventative services;

*The guidance issued from the Cabinet Sub Committee will be aligned to our own organisational development. Early intervention is a strong theme within our own developing practice; preventative services will be strengthened as appropriate.*

- supporting the implementation of the recommendations of Serious Case Reviews in partnership with Government Offices and Ofsted, and put in place systems to learn the lessons at local, regional and national level;

*The guidance issued from the Cabinet Sub Committee will be aligned to our own organisational development and we will take part in regional and national sub-groups as appropriate.*

- gathering best practice on referral and assessment systems for children affected by domestic violence, adult mental health problems, and drugs and alcohol misuse, and provide advice to local authorities, health and police on implementing robust arrangements nationally; and

*The guidance issued from the Cabinet Sub Committee will be aligned to our own organisational development and referral and assessment of practice will be kept under regular review.*

- commissioning training on child protection and safeguarding and on leading these services effectively for all senior political leaders and service managers across those frontline services responsible for safeguarding and child protection.

*The guidance issued from the Cabinet Sub Committee will be aligned to our own organisational development and training will be arranged.*

3. The Cabinet Sub-Committee on Families, Children and Young People should ensure that all government departments that impact on the safety of children take action to create a comprehensive approach to children through national strategies, the organisation of their central services, and the models they promote for the delivery of local services. This work should focus initially on changes to improve the child-focus of services delivered by the Department of Health, Ministry of Justice and Home Office.

*The guidance issued from the Cabinet Sub Committee will be aligned to our own organisational development keeping the child at the centre of developments.*

4. The Government should introduce new statutory targets for safeguarding and child protection alongside the existing statutory attainment and early years 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.

*The guidance issued from the Cabinet Sub Committee will be aligned to our own organisational development and any changes to the National Indicator set will be incorporated into our practice.*

5. The Department of Health must clarify and strengthen the responsibilities of Strategic Health Authorities for the performance management of Primary Care Trusts on safeguarding and child protection. Formalised and explicit performance indicators should be introduced for Primary Care Trusts.

*The guidance issued from the Cabinet Sub Committee will be aligned to our own organisational development. The Primary Care Trust will report on their own indicators to the LSCB.*

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.

*The guidance issued from the Cabinet Sub Committee will be aligned to our own organisational development and points of referral will be regularly reviewed by both the Director and the Deputy Director of Children, Family and Learning.*

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.

*The Deputy Director has significant direct Social Work experience. The Director has been a Director of Integrated Children's Services for more than 3 years.*

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.

*Opportunities for training will be taken up.*

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.

*The Children's Trust will review needs assessments, keep in regular contact with the Government Office regarding their reviews and access any national training.*

10. Ofsted should revise the inspection and improvement regime for schools giving greater prominence to how well schools are fulfilling their responsibilities for child protection.

*At the Director's briefings for Headteachers the increased attention of Ofsted to safeguarding in Schools will be discussed.*

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.

*The guidance issued from the Department for Children, Schools and Families will be incorporated into our practice when this report is revised.*

12. The Department of Health and the Department for Children, Schools and Families must strengthen current guidance and put in place the systems and training so that staff in Accident and Emergency departments are able to tell if a child has recently presented at any Accident and Emergency department and if a child is the subject of a Child Protection Plan. If there is any cause for concern, staff must act accordingly, contacting other professionals, conducting further medical examinations of the child as appropriate and necessary, and ensuring no child is discharged whilst concerns for their safety or well-being remain.

*The guidance issued from the Department of Health and the Department for Children, Schools and Families will be highlighted via the LSCB and Children's Trust.*

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.

*The Children's Trust will monitor the assessments and review the collection of evidence.*

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.

*This will be kept under review, however this also links to financial pressures.*

15. The Social Work Task Force should establish guidelines on guaranteed supervision time for social workers that may vary depending on experience.

*The guidance issued by the Social Work Task Force will be aligned to our own organisational development.*

16. The Department for Children, Schools and Families should revise *Working Together to Safeguard Children* to set out the elements of high quality supervision focused on case planning, constructive challenge and professional development.

*The guidance issued in this revision will be aligned to our own organisational development.*

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.

*The guidance issued from this study will be aligned to our own organisational development.*

18. Whether or not a national system is introduced, the Department for Children, Schools and Families should take steps to improve the utility of the Integrated Children's System, in consultation with social workers and their managers, to be effective in supporting them in their role and their contact with children and families, partners, services and courts, and to ensure appropriate transfer of essential information across organisational boundaries.

*The outcome of the review of this system will be aligned to our own organisational development.*

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:-

- 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;

*The guidance issued from the review of the document will be aligned to our own organisational development and the work of the Children's Trust.*

- 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

*The guidance issued will be aligned to our own policy on record keeping and the policy of the Children's Trust on record keeping.*

- formal procedures are in place for managing a conflict of opinions between professionals from different services over the safety of a child.

*The guidance issued will be aligned to our own organisational development and conflict resolution practice will be made clear both within the Local Authority, the LSCB and the Children's Trust.*

20. All police, probation, adult mental health and adult drug and alcohol services should have well understood referral processes, which prioritise the protection and well-being of children. These should include automatic referral where domestic violence or drug or alcohol abuse may put a child at risk of abuse or neglect.

*This is a matter for other agencies who are accountable via their work on the LSCB and the Children's Trust.*

21. The National Safeguarding Delivery Unit should urgently develop guidance on referral and 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.

*The guidance issued from by the National Safeguarding Delivery Unit will be aligned to our own organisational development and that of the Children's Trust.*

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.

*Representation will be invited before this becomes statutory.*

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.

*Information sharing guidance will be a regular item for review on the agenda of the Children's Trust.*

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;

- 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;
- 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 workloads of children's social workers; and
- 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.

*The guidance issued from the Social Work Taskforce will be incorporated in our own recruitment policies.*

25. Children's Trusts should ensure a named, and preferably co-located, representative from the police service, community paediatric specialist and health visitor are active partners within each children's social work department.

*Representation on the Children's Trust will be secured and attendance monitored.*

26. The General Social Care Council, together with relevant government departments, should:-

- work with higher education institutions and employers to raise the quality and consistency of social work degrees and strengthen their curriculums to provide high quality practical skills in children's social work;
- work with higher education institutions to reform the current degree programme towards a system which allows for specialism in children's social work, including statutory children's social work placements, after the first year; and
- put in place a comprehensive inspection regime to raise the quality and consistency of social work degrees across higher education institutions.

*The guidance issued from the General Social Care Council will be aligned to our own organisational development.*

27. The Department for Children, Schools and Families and the Department for Innovation, Universities and Skills should introduce a fully-funded, practice-focused children's social work postgraduate qualification for experienced children's social workers, with an expectation they will complete the programme as soon as is practicable.

*The guidance issued from the Department for Children, Schools and Families and the Department for Innovation, Universities and Skills will be aligned to our own organisational development.*

28. The Department for Children, Schools and Families, working with the Children's Workforce Development Council, General Social Care Council and partners should introduce a conversion qualification and English language test for internationally qualified children's social workers that ensures understanding of legislation, guidance and practice in England. Consideration should be given to the appropriate length of a compulsory induction period in a practice setting prior to formal registration as a social worker in England.

*This conversion qualification when implemented will be aligned to our own recruitment practice.*

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.

*The Children's Trust will develop a training policy.*

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.

*The Children's Trust will develop a training policy and name leads as appropriate.*

31. The General Social Care Council should review the Code of Practice for Social Workers and the employers' code ensuring the needs of children are paramount in both and that the employers' code provides for clear lines of accountability, quality supervision and support, and time for reflective practice. The employers' code should then be made statutory for all employers of social workers.

*The guidance issued from The General Social Care Council will be incorporated into our own employment practice.*

32. The Department of Health should prioritise its commitment to promote the recruitment and professional development of health visitors (made in *Healthy lives, brighter futures*) by publishing a national strategy to support and challenge Strategic Health Authorities to have a sufficient capacity of well trained health visitors in each area with a clear understanding of their role.

*The report will be a topic on the agenda of the Children's Trust.*

33. The Department of Health should review the Healthy Child Programme for 0–5-year-olds to ensure that the role of health visitors in safeguarding and child protection is prioritised and has sufficient clarity, and ensure that similar clarity is provided in the Healthy Child Programme for 5–19-year-olds.

*This will be an agenda item on the Children's Trust.*



34. The Department of Health should promote the statutory duty of all GP providers to comply with child protection legislation and to ensure that all individual GPs have the necessary skills and training to carry out their duties. They should also take further steps to raise the profile and level of expertise for child protection within GP practices, for example by working with the Department for Children, Schools and Families to support joint training opportunities for GPs and children's social workers and through the new practice accreditation scheme being developed by the Royal College of General Practitioners.

*This will be an agenda item on the Children's Trust.*

35. The Department of Health should work with partners to develop a national training programme to improve the understanding and skills of the children's health workforce (including paediatricians, midwives, health visitors, GPs and school nurses) to further support them in dealing with safeguarding and child protection issues.

*This will be an agenda item on the Children's Trust.*

36. The Home Office should take national action to ensure that police child protection teams are well resourced and have specialist training to support them in their important responsibilities.

*This will be an agenda item on the Children's Trust.*

37. The Care Quality Commission, HMI Constabulary and HMI Probation should review the inspection frameworks of their frontline services to drive improvements in safeguarding and child protection in a similar way to the new Ofsted framework.

*This will be an agenda item on the Children's Trust.*

38. Ofsted, the Care Quality Commission, HMI Constabulary and HMI Probation should take immediate action to ensure their staff have the appropriate skills, expertise and capacity to inspect the safeguarding and child protection elements of frontline services. Those Ofsted Inspectors responsible for inspecting child protection should have direct experience of child protection work.

*This will be an agenda item on the Children's Trust.*

39. The Department for Children, Schools and Families should revise *Working Together to Safeguard Children* so that it is explicit that the formal purpose of Serious Case Reviews is to learn lessons for improving individual agencies, as well as for improving multi-agency working.

*The guidance issued in the revision of the document will be aligned to our own organisational development*

40. The Department for Children, Schools and Families should revise the framework for Serious Case Reviews to ensure that the Serious Case Review panel chair has access to all of the relevant documents and staff they need to conduct a thorough and effective learning exercise.

*The guidance issued in the revision of the document will be aligned to our own organisational development*

41. The Department for Children, Schools and Families should revise *Working Together to Safeguard Children* to ensure Serious Case Reviews focus on the effective learning of lessons and implementation of recommendations and the timely introduction of changes to protect children.

*The guidance issued in the revision of the document will be aligned to our own organisational development*

42. Ofsted should focus its evaluation of Serious Case Reviews on the depth of the learning a review has provided and the quality of recommendations it has made to protect children.

*This is a matter for Ofsted. An invitation will be extended to Ofsted to discuss the learning from any Serious Case Reviews in Central Bedfordshire.*

43. The Department for Children, Schools and Families should revise *Working Together to Safeguard Children* to underline the importance of a high quality, publicly available executive summary which accurately represents the full report, contains the action plan in full, and includes the names of the Serious Case Review panel members.

*The guidance issued from the revision will be aligned to our own organisational development.*

44. Local Safeguarding Children Boards should ensure all Serious Case Review panel chairs and Serious Case Review overview authors are independent of the Local Safeguarding Children Board and all services involved in the case and that arrangements for the Serious Case Review offer sufficient scrutiny and challenge.

*Any Serious Case Reviews will have an independent author commissioned via the LSCB.*

45. All Serious Case Review panel chairs and authors must complete a training programme provided by the Department for Children, Schools and Families that supports them in their role in undertaking Serious Case Reviews that have a real impact on learning and improvement.

*Training will be arranged via the Regional Office and the LSCB.*

46. Government Offices must ensure that there are enough trained Serious Case Review panel chairs and authors available within their region.

*The Government Office has already begun to work on this. The Central Bedfordshire link Officer will be the Deputy Director.*

47. Ofsted should share full Serious Case Review reports with HMI Constabulary, the Care Quality Commission, and HMI Probation (as appropriate) to enable all four inspectorates to assess the implementation of action plans when conducting frontline inspections.

*This is a matter for Ofsted.*

48. Ofsted should share Serious Case Review executive summaries with the Association of Chief Police Officers, Primary Care Trusts and Strategic Health Authorities to promote learning.

*This is a matter for Ofsted.*

49. Ofsted should produce more regular reports, at six-monthly intervals, which summarise the lessons from Serious Case Reviews.

*This is a matter for Ofsted.*

50. The Department for Children, Schools and Families must provide further guidance to Local Safeguarding Children Boards on how to operate as effectively as possible following the publication of the Loughborough University research on Local Safeguarding Children Boards later this year.

*The guidance issued from the Department for Children, Schools and Families will be aligned to our own organisational development.*

51. The Children's Trust and the Local Safeguarding Children Board should not be chaired by the same person. The Local Safeguarding Children Board chair should be selected with the agreement of a group of multi-agency partners and should have access to training to support them in their role.

*This paper refers to the fact that partners will be asked to co-operate with the appointment for an Independent Chair for the LSCB. The contract with them will include the need for them to take up training.*

52. Local Safeguarding Children Boards should include membership from the senior decision makers from all safeguarding partners, who should attend regularly and be fully involved as equal partners in Local Safeguarding Children Board decision making.

*The LSCB will invite attendance from all bodies named in the guidance.*

53. Local Safeguarding Children Boards should report to the Children's Trust Board and publish an annual report on the effectiveness of safeguarding in the local area. Local Safeguarding Children Boards should provide robust challenge to the work of the Children's Trust and its partners in order to ensure that the right systems and quality of services and practice are in place so that children are properly safeguarded.

*The arrangements for the Children's Trust include reporting arrangements from the LSCB.*

54. The Department for Children, Schools and Families, the Department of Health, and the Home Office, together with HM Treasury, must ensure children's services, police and health services have protected budgets for the staffing and training for child protection services.

*This will be a matter for national debate for National Strategy and any regulation on protection of budgets will be incorporated into our organisational practice.*

55. The Department for Children, Schools and Families must sufficiently resource children's services to ensure that early intervention and preventative services have capacity to respond to all children and families identified as vulnerable or 'in need'.

*This will be a matter for national debate for National Strategy and any regulation on protection of budgets will be incorporated into our organisational practice.*

56. A national annual report should be published reviewing safeguarding and child protection spend against assessed needs of children across the partners in each Children's Trust.

*This will be a matter for national debate for National Strategy and any regulation on protection of budgets and against assessed need will be incorporated into our organisational practice.*

57. The Ministry of Justice should lead on the establishment of a systemwide target that lays responsibility on all participants in the care proceedings system to reduce damaging delays in the time it takes to progress care cases where these delays are not in the interests of the child.

*This will be an agenda item for the Children's Trust.*

58. The Ministry of Justice should appoint an independent person to undertake a review of the impact of court fees in the coming months. In the absence of incontrovertible evidence that the fees had not acted as a deterrent, they should then be abolished from 2010/11 onwards.

*This will be an agenda item for the Children's Trust*