



Norfolk Safeguarding Children Board

Local Safeguarding Children Group Symposium

May 2016

The Brief

- Key messages from the NSCB
 - Board Priorities
 - Learning from Serious Case Reviews
 - Locality working
- Threshold Guide update
- Signs of Safety
- Early Help and next steps



Board Priorities 2014 – 16

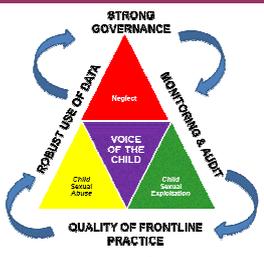
PRIORITIES

- Neglect
- Child Sexual Exploitation
- Child Sexual Abuse

CROSS CUTTING THEMES:

- Voice of the Child
- Quality of frontline practice

Practice underpinned by Signs of Safety:
Philosophical approach to Social Care in its widest sense

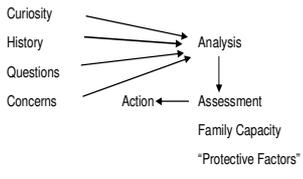
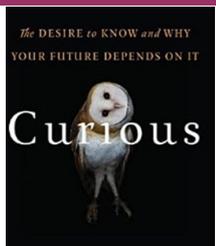



Learning from Serious Case Reviews: Emerging Themes




Combined Learning

Professional curiosity


Combined Learning, cont.

Fora for Discussion
Where & how do we share information?

- MASH
- Strat Meeting
- Assessment
- ICPC
- Professional Meeting
- MAPPA
- MARAC
- Talk – pick up the phone





Combined Learning, cont.

Collaborative working & decision making



HOW DO WE MANAGE UNCERTAINTY?

- Supervision and reflective practice
- Building a wider picture – the sum of the parts – recorded in effective assessments
- Responding to the lived experience of the child – staying emotionally switched on

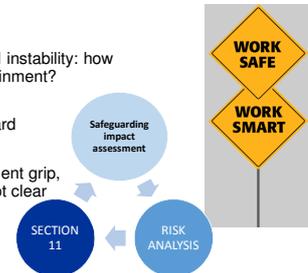


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Combined Learning, cont.

Ownership & Accountability

- Context of working in organisational instability: how do we achieve organisational containment?
- The workforce feels safe to safeguard
- Agencies to demonstrate management grip, particularly where thresholds are not clear



Mechanisms for achieving change

- Policy & Procedure
- Locality working/sector specific working – through:
 - LSCGs and
 - Education, Health and District Council Advisory Groups
 - From June 2016 Early Years Advisory Group will be established
- Audit and data: testing impact of actions
- Workforce development and training

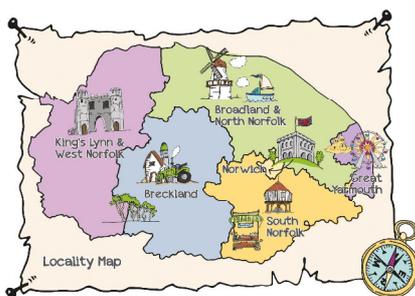
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Ensuring lessons learned reach the workforce

- Through:
- LSCGs & Advisory Groups
 - Children's Services colloquium & partners internal comms systems
 - NSCB website and Best Practice events
 - Conferences/events and links to:
 - Board priority strategies and
 - Overarching strategic framework: Signs of Safety, Early Help and revised approach to the Threshold Guide

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Locality Working



The NSCB links with LSCGs

- Supporting LSCG events to develop partnership working and networking opportunities
- Developing LSCG specific web pages to include:
 - Calendar
 - Contacts
 - Local news items/LSCG updates
- LSCG Chairs meet regularly with NSCB Chair and Business Manager
- Co-ordinating performance management functions by drilling down into local data and commissioning LSCG audits

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The Norfolk Threshold Guide: A Framework for Making Decisions

Threshold Guide Development

- Consultation events held locally Nov 2015
- Staff survey on revised Guide
- Tightened up sections on Early Help and Children in Need: more specifics
- Consulted with service users on look and feel of the document
- Commissioned an illustrator to produce a family friendly final product

Ensuring that children & young people are receiving the right services at the right time and for the right duration

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Norfolk's Vision

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Right Service, Right Time, Right Duration

UNIVERSAL EARLY HELP CHILD IN NEED CHILD PROTECTION

Changing the way we work with families

- Most children and families **welcome help and support** from professionals involved in their lives, but...
- We need to recognise that **for some children and families who are struggling**, professional intervention can add an extra layer of stress which they find challenging, shameful or difficult.
- **Working with children and families should therefore be regarded as a privilege as well as a skilled task** and our principles of practice must ensure we do not delay in offering help where it is needed and might avoid problems escalating.

Signs of Safety: principles of practice

The SoS Framework Questions

1. What are we worried about? • understand present and past concerns;
2. What's working well? • recognise existing strengths and safety;
3. What needs to happen? • be clear about what needs to happen;
4. How worried are we on a scale of 0 – 10? • scale risk and to discuss any disagreement.

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Signs of Safety: principles of practice, cont.

This approach has many advantages. It:

- Is grounded in collaboration and partnership
- Promotes shared responsibility and flexibility
- Recognises the unique needs of each individual child and family
- Reduces bias of individual professionals and agency decisions

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Early Help

- Aligned with Signs of Safety Framework
- Locality working supports development of EH offer, through EH hubs, co-locating staff and dedicated officers, such as Community capacity co-ordinators
- Local briefings and training available
- Early Help promoted throughout the revised Threshold Guide
- Clear guidance on EH referrals and Family Support Process now highlighted in Threshold Guide



Next Steps

- Commissioning a three minute animation on Threshold Guide
- LSCG website pages going live next month
- Threshold Guide events planned for June
 - South LSCG on 27 June & City LSCG on 29 June
 - Flyer on website: www.norfolkscb.org
- Board will be looking at impact of new way of working as part of its scrutiny function



Any questions?

Contact details:

abigail.mcgarra@norfolk.gov.uk

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Thank you

