



Bi-Annual
REPORT
2020 - 2022



GREENWICH
**Safeguarding
Children**
PARTNERSHIP



The report should also include **evidence of the impact of the work of the safeguarding partners and relevant agencies including training, on outcomes for children and families** from early help to looked-after children and care leavers, **an analysis of any areas where there has been little or no evidence of progress on agreed priorities, a record of decisions and actions taken to implement the recommendations of any local and national child safeguarding practice reviews** by the partners in the report's period (or planned to be taken) including any resulting improvements and **ways in which the partners have sought and utilised feedback from children and families to inform their work and influence service provision.**

Working Together to Safeguard Children, 2018

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1. Foreword

This report covers the work of the Greenwich Safeguarding Children Partnership (GSCP) during the period April 2020 to March 2022 and outlines what the Partnership achieved on behalf of Greenwich's young residents throughout perhaps one of the most challenging periods for public services in recent history. Though the Covid-19 pandemic has undoubtedly changed the world we live in, our responsibilities to ensure that our actions to prevent harm, abuse and neglect to Greenwich's young residents were in place remained.

The Covid-19 pandemic had a profound impact in Greenwich. Like workers all over the UK, many practitioners across the partnership suffered bereavements or had family abroad who they were unable to visit. Many partners report that in a post-Covid-19 world they are seeing more staff sickness, more staff taking early retirement and they are struggling to recruit.

During the reporting period, there were eight child deaths leading to four Local Child Safeguarding Practice Reviews. This is an unusually high number for Greenwich. Each child death is a tragedy and as a partnership we worked hard to learn the lessons, implement change and prevent future tragedies.

Whilst the impact of the pandemic presented many new challenges to our work, staff across the partnership adapted existing ways of working together, found collective solutions to problems that ensured we could continue to help protect some of the borough's most vulnerable residents.

The commitment from practitioners from all agencies through these difficult times has been incredibly uplifting and we would like to thank all our partners for all their work and dedication across the last two years.

During this reporting period, the partnership also experienced some changes to its personnel. Over the last two years the Lead Safeguarding Partner for the Police changed. We also had changes to chairing arrangements and, most recently, have made some changes to the oversight of the Business Support Unit.

The opportunity to look back over the 2020-22 period has given us a chance to reflect on areas for further development. We will be directing our attention to actions we need to take to prevent issues from escalating. We are also committed to ensure that our audit and learning functions are strengthened.

As we emerge from the immediate effects of the pandemic we now very much look forward to leading Greenwich Safeguarding Children Partnership and to continuing our close working across agencies to make Greenwich a safer place for its young residents.

2. Report of the Independent Scrutineer

This last two years has seen the new Greenwich Safeguarding Children Partnership arrangements embedded following the changes introduced by the Children and Social Work Act 2017 and Working Together 2018. It has been a period of unprecedented challenge for all agencies and schools in responding to the Covid-19 pandemic, working to provide services to children and young people to protect and promote their welfare, as well as keeping staff safe. Covid 19 and the subsequent lockdowns has put increasing pressure on the Partnership to work together effectively to safeguard children and their families.

Agencies across Greenwich rose to this challenge and put in place enhanced intra- and interagency communication and coordinated multi-agency responses to the Covid-19 pandemic. The Partnership was able to build on a history of strong collaborative arrangements at a strategic and operational level.

Early in the pandemic, it introduced virtual practitioner working and used existing Partnership structures to share information and ensure vulnerable children were tracked and seen during lockdowns. I believe that the strength of working relationships amongst Safeguarding Partners and relevant agencies improved as a result of the adaptations introduced as a result of the pandemic, with more frequent and regular meetings, proactive communication and sharing of data and information. There was a sense of a shared predicament and less bureaucratic processes. The Safeguarding Partnership moved most of its face-to-face training to a virtual model and all of its meetings. It was noted that attendance and participation, after the initial teething problems with IT, improved.



Nicky Pace
Independent Scrutineer

The Partnership needs to review what aspects of this new way of working we should maintain because it worked well and what needs to return. Clearly one of the major considerations over this period was the concern around hidden harm within families – not having eyes into certain situations with children not at school, and the increase in domestic violence and mental health issues. There were also challenges about workers ability to accurately assess risk through virtual means or doorstep visits and sometimes families using Covid-19 to avoid contact with professionals.

How does the Partnership know how well it's doing?

This has been strongly tested by the pandemic, but the development of different forms of quality assurance has been built upon this year as it was recognised that this was a gap in out arrangements and the Performance and Quality Assurance group was introduced to address this. As a direct result of the pandemic and the capacity in agencies and the business unit, the audit schedule has not been able to deliver the same number of audits from the audit programme.

There have also been more limited deep dives undertaken by myself as the independent scrutineer. The deep dives in particular areas of multi-agency practice (see below) have resulted in challenges about how agencies work together, and changes implemented as a result. The development of the scrutineer role to act as the critical friend to the Partnership has been a real opportunity to offer challenge to agencies about their responses or select areas for further scrutiny or audit. The number of children being harmed leading to LCSPRs undertaken during this period has increased

substantially.

Areas of development in this area has been to harness more effectively the voice of children and young people and their families into this process and learn from their experiences as service users. This has continued to be an area that needs further development, and the Partnership are proposing introduction of young scrutineers to support this process. The Partnership continues to strengthen its Quality assurance and audit focus to be able to evidence more strongly the impact of the Partnership on improving outcomes for children and young people.

Delivery of priority areas

The Annual Report details the activity to address these priority areas and how these are monitored and progressed by the subgroups of the Partnership.

Training still has a high priority for agencies and continues to be well supported and attended. The development of virtual models to provide training has been a strength, as well as working across borough boundaries to deliver joint training.

Serious case reviews (SCRs)/Local Child Safeguarding Practice Reviews (LCSPR)

The Partnership is still expected to undertake LCSPR following the changes introduced in Working Together 2018, with the responsible for undertaking SCRs. This involved introducing new processes to notify the when there is a serious incident involving a child death or has been seriously abused.

The Partnership has continued to ensure that learning from these reviews and recommendations arising from them, are monitored through to completion and that it continues to audit to evidence changes to everyday practice as a result.

The Partnership has identified that different, more collaborative methods of undertaking reviews, which identifies learning more swiftly and quicker dissemination is an area for development.

Independent scrutiny

The GSCP agreed that scrutiny in Greenwich will be focussed on learning as its outcome and will be positive in its approach. The Partnership's aim is to build a culture where everyone involved in safeguarding children from the front line up to the Executive Board, welcomes scrutiny and actively participates in it; trusting and learning from each other as well as taking accountability. Its aim was to achieve improvement by developing and spreading good practice based on what we know works well and is evidenced based.

In practice this will involve using tools such as appreciative inquiry to conduct audits, seeking to normalise peer to peer challenge and ensuring that the work of the Partnership is strengths based, consistently asking about how partners can learn from positive practice and the experiences of children and families, as well as where things don't go so well.

As part of the arrangements, a rolling programme of deep dives focussed on multi-agency activity and agreed by the Partnership

was established, which have been undertaken by the independent scrutineer. These have included focussing on individual children's cases, meeting front line staff, teams and individuals including attending panels and establishments and involved service users.

The recommendations from these have been presented to the Executive Board, who discuss the findings arising from the review and develop an action plan to address the recommendations. Once recommendations are agreed by the Executive they are monitored through to completion.

Due to the Covid-19 pandemic and a series of lockdowns the areas of scrutiny have been more limited and were undertaken remotely.

The areas covered during this period are multi-agency involvement in the Child protection process, but this evolved to look at how well families and other professionals were responding to the implementation of the virtual meetings. This piece of work started in March 2020 but was interrupted with the start of lockdown with the Coronavirus pandemic.

Two further areas of independent scrutiny were Domestic Abuse due to the rise in incidents during the pandemic and Everyone's Invited following the letter from Indra Harris (previous Government Minister for Children and Families).

In conclusion, the last year of the Partnership has been a challenging one with safeguarding partners having to adapt and change their ways of working due to the pandemic.

partners having to adapt and change their ways of working due to the pandemic. However, there is growing evidence of the effectiveness of this partnership working and the quality of joint working and practice improving and effective escalation processes in place when this fails.

I can confirm with that the Multi-Agency Safeguarding Arrangements for Greenwich Safeguarding Children Partnership are compliant with Working Together 2018. The arrangements ensure that children in Greenwich are safeguarded, and their welfare promoted.

This Annual Report 2020 – 2022 was also scrutinised and I can confirm that this is compliant with the requirements of Working Together 2018.

Nicky Pace
Independent Scrutineer



3. Covid-19

Overview

3. Covid-19 Overview

It is impossible to write about the work of the Partnership during this period without considering the impact of Covid-19.

Between 23rd March 2020 when the Prime Minister ordered schools to close and told people to stay at home and the 21st February 2022 when he announced that we must ‘learn to live with this virus’, the country experienced the single longest period of change to the way we live, work and socialise in the past eighty years.

At a distance of only two years it is difficult to remember, but in the earliest days of the pandemic our focus had to shift almost overnight from what in retrospect seemed a simple concern ‘how do we work together to safeguard children from abuse and neglect?’ to the much more complicated and complex ‘how do we continue to safeguard children from abuse and neglect when we cannot see them and how do we ensure that their education and social skills are not damaged while protecting them from a deadly virus?’

The first months were characterised by fear and uncertainty. It was not clear how the virus was transmitted or how deadly it was. New words and phrases became commonplace: lockdown, bubbles, PPE, lateral flow tests, the new normal, social distancing and contact tracing were quickly added to the vocabulary.

At a time when government operating guidance was subject to regular and rapid change (for Early Years providers it was 26 times in 23 months) members of the Partnership committed to:

- Use our professional judgement, skills and expertise to determine what response is most likely to keep a child safe, create change and be in the best interests of the child or young person.
- Have discussions between practitioners, seek advice, support and consultation regularly within and between agencies.
- Encourage dialogue and conversations with safeguarding leads and other professionals to ensure that responsibility is shared, and practitioners are supported in their decision making.

When in-person attendance at school was limited, Children’s Social Care shared lists of all children who were vulnerable with schools. The Senior Assistant Directors for Social Care and Education wrote individual letters to the parents of all children

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Partnerships across the Royal Borough of Greenwich have responded well to the restrictions and challenges posed by the Covid-19 pandemic.

Many of the staff have been directly affected by bereavement and loss.

Senior leaders have adapted working conditions with compassion while retaining a focus on the most vulnerable children.

Ofsted Focused Visit, 2021

who were on a Child in Need or Child Protection Plan to reassure them that it was safe for their children to attend school and outlining the benefits. Schools were flexible and responsive and permitted children to attend even when they didn't quite fit the criteria if it was in the child's best interests.

The Greenwich Community Hub was established and acted as a source to get food and medicines to people. Children's Centres remained in telephone contact with all families with a baby aged 3-6 months and those with an early help worker or on a Child in Need or Child Protection Plan. Staff in Children's Centres recognised that while the internet is full of videos aimed at young families, many people would benefit from seeing familiar faces. The production of these 'amateur', videos proved to be a real success and aided engagement.

Training quickly went online and provided a multi-agency space where workers across the partnership could connect.

There were initial concerns that the lockdown and isolation would cause an increase in domestic violence and abuse. New operational guidance involving Social Care, Early Help and the voluntary sector was issued and a weekly report was produced to identify and monitor emerging trends in relation to contacts and referrals.

While many of the initial concerns proved unfounded and the latter half of the Covid-19 period had fewer dramatic effects, it

did bring its own changes and challenges to the way the Partnership worked together to safeguard children. The aftereffects of the Covid-19 pandemic continue to be felt. While families experienced the pandemic in very different ways, the negative impacts on children's development and mental health from changes are more likely for disadvantaged children and children with Special Educational Needs and Disabilities, as well as vulnerable children.

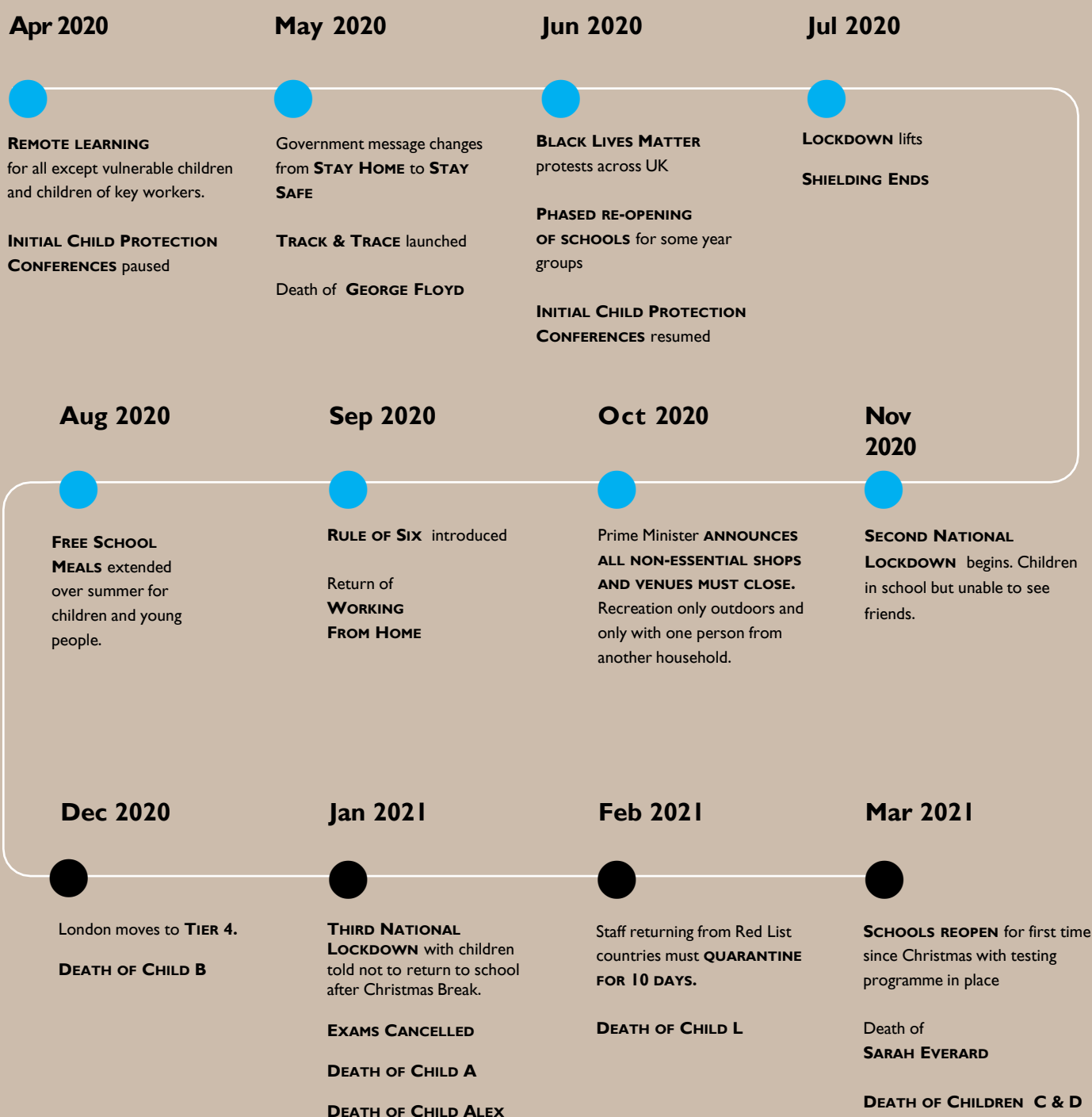
Like workers all over the UK, many practitioners suffered bereavements or had family abroad who they were unable to visit. Many partners report that in a post-Covid-19 world they are seeing more staff sickness, more staff taking early retirement and they are struggling to recruit.

The timeline on the following pages shows the unfolding of events during the period covered by this report.

L was a child in primary school on a Special Guardianship Order with a diagnosis of conduct disorder. His carers contacted Children's Social Care as they were finding it increasingly difficult to cope with his behaviour without the structure and respite of school. While he did not meet the Government criteria of a vulnerable child, the school immediately agreed for him to start attending again. This flexible child centred approach is likely to have prevented a family breakdown.

Two Years of Working Together to Safeguard Children in a Time of Crisis and Challenge

A month by month review of the circumstances of the last two years as experienced by children, young people, families and the safeguarding partners.



Apr 2021



RULES RELAXED
but still no indoor
mixing between
households.

May 2021



**QUARANTINE
HOTEL FOR
FAMILIES OPENS**
with one week's
notice.

Jun 2021



Ofsted publishes
report on **SEXUAL
ABUSE IN
SCHOOLS**

Jul 2021



DEATH OF CHILD E

Aug 2021



**600 REFUGEE
FAMILIES INCLUDING
UNACCOMPANIED
CHILDREN** arrive from
Afghanistan.

Sep 2021



PLAN B (FACEMASKS)
announced

**VACCINATION
PROGRAMME IN
SCHOOLS** Begins

Oct 2021



**DEATH OF CHILD
BETH**

Broadwalk
**CHILDREN'S HOME
RATED
OUTSTANDING** for
sixth consecutive year

**Nov
2021**



Secondary Pupils
'strongly advised' to
wear **FACE MASKS** in
schools.

Dec 2021



**OMICRON VARIANT
IDENTIFIED.** Facemasks
compulsory in indoor
venues.

Jan 2022



**DEATH OF
CHILD F**

Feb 2022



Prime Minister
announces we must
**LEARN TO LIVE WITH
COVID-19**

Mar 2022



First '**ANNUAL**' **GSCP
SAFEGUARDING
CONFERENCE** since
October 2018 attended
virtually by over 130
people.

4. The Royal Borough of Greenwich

Statistics

2020/21		2021/22
8247	Contacts to Combined Front Door	10440
662	MASH Process	672
3024	Referrals to Social Care	3424
635	Contacts with Outcome of 'FaASS'	866
2944	Total Child and Family Assessments	3388
98%	Timeliness of Assessments	97%
277	ICPCs	285
60.5%	ICPCs within 15 days	71.2%
697	Reviews	537
223	Children in Need on 31 st March	226
209	Children Subject to CP Plan on 31 st March	164
93%	Timeliness of CP Visits	93%
418	Children in our Care on 31 st March	462
300	Care Leavers on 31 st March	378
632	Incidents - Missing from Care	445
206	Incidents - Missing from Home	261
93%	Timeliness of CP Visits	93%

34%

Of children in Greenwich schools have English as an additional language



68,000

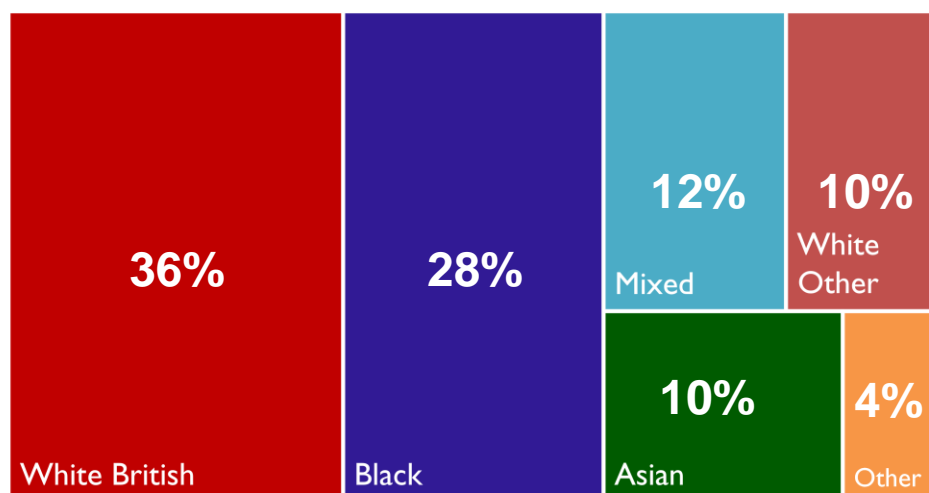
Approximate number of children aged 0-18 living in the Royal Borough of Greenwich

94%



of RBG schools were rated Good or Outstanding as of March 2022

Ethnicity of Children in Greenwich



OF THE PUPILS IN GREENWICH SCHOOLS

3.6%

HAVE AN EHCP

14.7%

RECEIVE SEN SUPPORT

24%



ARE ELIGIBLE FOR FREE SCHOOL MEALS

Ofsted described safeguarding arrangement as **“effective”** in

100%

of Greenwich Schools inspected during the period of this report.

Partnership Structures, Funding and Governance

Greenwich was an early adopter of the new safeguarding arrangements, officially moving from a Board to a Partnership in June 2019.

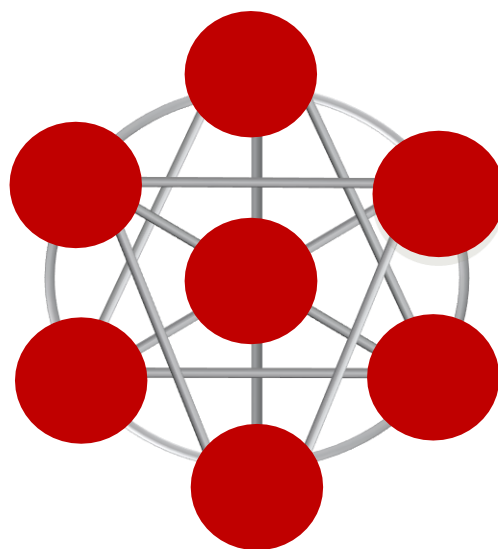
In setting out its new arrangements, the Partnership used the McKinsey Seven S Framework outlining how the seven components of an organisation (Shared Values, Structures, Strategy, Style, Systems, Skills and Staff) are interdependent and need to be aligned if the goal of making excellent safeguarding practice the norm across all agencies in Royal Greenwich was to be achieved.

Structures were built upon existing subgroups but simplified to reduce the amount of time spent in meetings and to try to move the focus to a more agile organisation with learning and improvement at its centre.

The three leads from the Safeguarding Partners formed the Executive, supported by a Development, Monitoring and Challenge Group involving all relevant agencies and an Audit Group, Learning from Practice Group, Strategic Multi- Agency Child Exploitation Group and Schools Safeguarding Network.

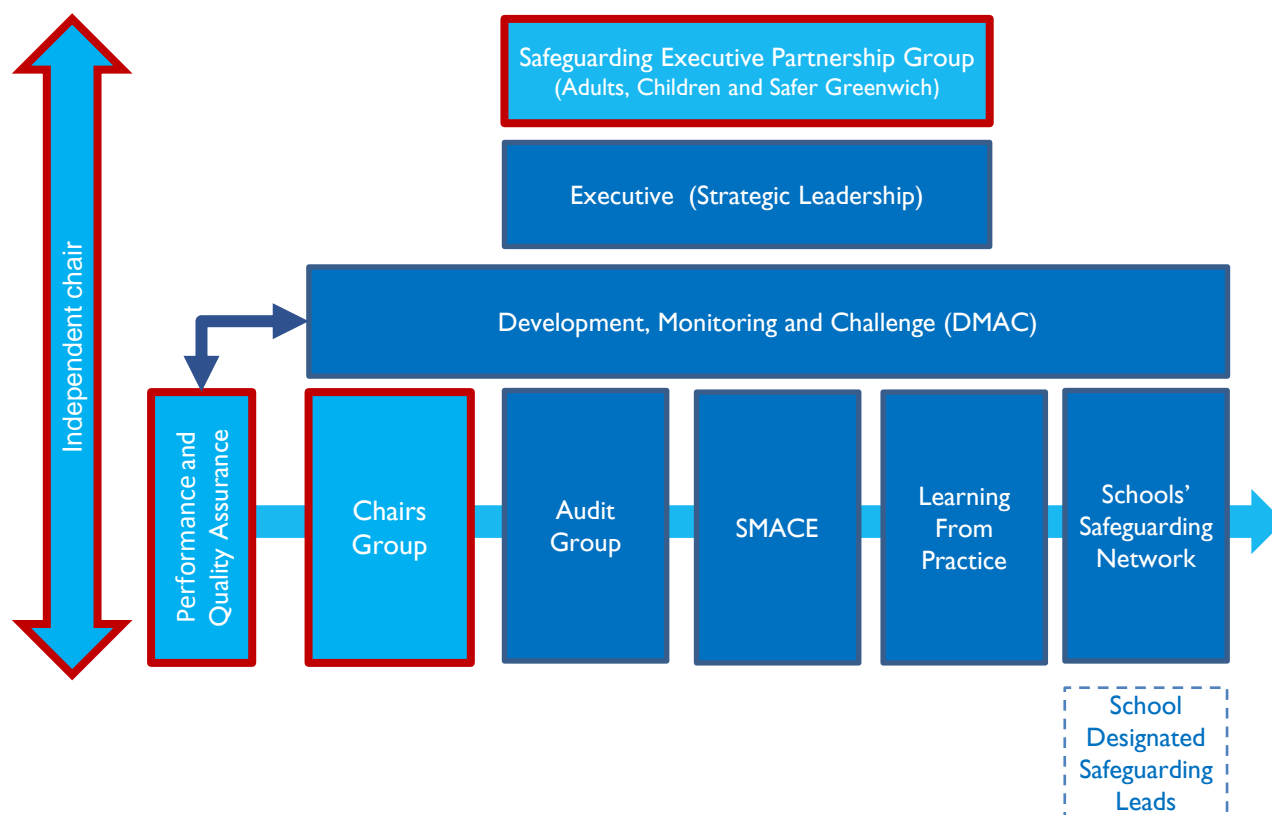
A model of Independent Scrutiny provided by a single individual with a view to generating usable learning for system improvements was adopted.. The Scrutineer has the remit of providing assurance in judging the effectiveness of services to protect children, assisting when there is disagreement between agencies and supporting the GSCP to be a learning organisation. A Business Unit provided professional, managerial and administrative support to oversee the day-to-day functioning of the Partnership.

There was never an expectation that these were the ideal structures. The original document noted that *“In designing the new arrangements, we have sought to ensure that all activity is tested against the likelihood that it will promote and improve the quality and impact of practice so that that outcomes for children improve. ...Our focus on sustained improvement means that our arrangements, as outlined in this document are subject to change.”*



4.2

In response to identified needs, two additional sub-groups were created. A Performance, Quality and Assurance (PQA) Group was suggested by the Scrutineer and approved by the Executive in December 2020, with its first meeting in April 2021. The PQA is responsible to the Partnership for establishing, co-ordinating, implementing and monitoring quality assurance activity and performance issues on a multi-agency basis to safeguard children and young people. After four meetings, the group is establishing itself, but the lack of infrastructure to support the data compilation and analysis has become apparent. In 2020 a Chairs' Group was established to bring together Chairs of all subgroups to report on progress, share good practice, coordinate activity and problem solve.



The Greenwich Partnership, like many others, has struggled with the inherent difficulty of having three Safeguarding Partners who have equal and joint responsibility for safeguarding, while at the same time they have different structures, remits, cultures, statutory guidance and governance arrangements, while working to different inspection regimes.

The Executive meetings were expanded to include a wider membership. However, this was an area of mixed benefit; while it ensured a wide ranging knowledge and understanding of issues and expert advice, roles and responsibilities were not sufficiently clear and the expanded membership diluted some of the strategic focus of Executive Meetings.

4.2

Eight child deaths leading to four new commissioned Local Child Safeguarding Practice Reviews placed additional strains upon the Business Unit and reduced the capacity to focus on implementing learning and analysing the impact of activity. Consequently, while there is considerable evidence of activity, the Partnership can be less confident that the activity has led to the desired change in behaviours and more effective multi-agency working. In some cases, it has not been possible to progress on key areas identified for improvement (e.g. understanding of information sharing identified in the 2020/21 Section 11 audit).

Funding for the Partnership has not been reviewed, because it has been sufficient to meet the existing structure, however the disparity in contributions from the police is a recognised issue across the country and particularly in London. .

Organisation	2020/21	2021/22
South East London Clinical Commissioning Group	61,323	61,323
Lewisham and Greenwich NHS Trust	14,309	14,309
London Community Rehabilitation Company Ltd		1,000
London Probation		1,100
Mayors Office for Policing and Crime (MOPAC)	5,000	5,000
Metropolitan Police Service	5,000	5,000
Oxleas NHS Foundation Trust	14,309	14,309
Superkidz Community Trust		240
Royal Borough Of Greenwich	119,000	119,000
Total	218,941	221,281

Working Together to Safeguard Children (2018), noted that safeguarding arrangements are 'expected to change over time if the local arrangements are to work effectively for children and families'. While there is clearly no 'perfect' structure, the Partnership has recognised that it needs to adapt to improve. After three years of experimentation and learning, the Partnership plans to revisit the agreed structures, and after discussion and consultation will republish its arrangements in 2022.

At the Executive Meeting in February 2022, the Executive received a proposal that suggested a number of changes. One of the key suggestions was to appoint an Independent Chair. At the request of the Executive, the Scrutineer agreed to undertake this role for the year beginning April 2022. This is the first of a number of changes and improvements that will be implemented in the coming year.

Whatever the outcome of our review, **we will continue to judge our effectiveness as a Partnership on the degree to which makes a difference for families and children.**

5. The Child's Journey

Early Help

Prevention

The Early Help Strategy 2019–2023 is clear that responsibility for early help in Greenwich is shared among all Partners, and to be effective, it is dependent upon:

- Excellent universal services (e.g. Voluntary and Community groups, Children’s Centres, Youth Service, Health Visitors, Schools and School Nurses) that take responsibility for the delivery of meaningful, purposeful early help responses and ‘go the extra mile’ for families.
- Leaders within all services who champion early help, good quality interventions, continuous improvement and learning from feedback.
- A competent workforce, provided with the appropriate skills to identify and respond to children and young people in a timely way.
- Robust supervision, management oversight and quality assurance.

Health visitors are co-located within Children’s Centres to promote integrated working. A new provider took up the contract in April 2021 following delays caused by readiness, IT and Covid-19. The service moved with significant vacancies and in May 2021, concerns were raised about the quality and safety of the health care provision for families with children aged 0–4. Leaders responded quickly by commissioning Bromley Healthcare to provide this service in June 2021.

Schools are active participants in the Partnership and provide a range of services to identify and address early need. They know when to seek appropriate support when the threshold for safeguarding has been reached.

Intensive early help is provided by the Local Authority’s Family and Adolescent Support Service (FaASS) comprising eight units of systemically trained practitioners. In 2021-22 they received 866 contacts and on average worked with families for six months delivering goal focused support plans.

The MASH

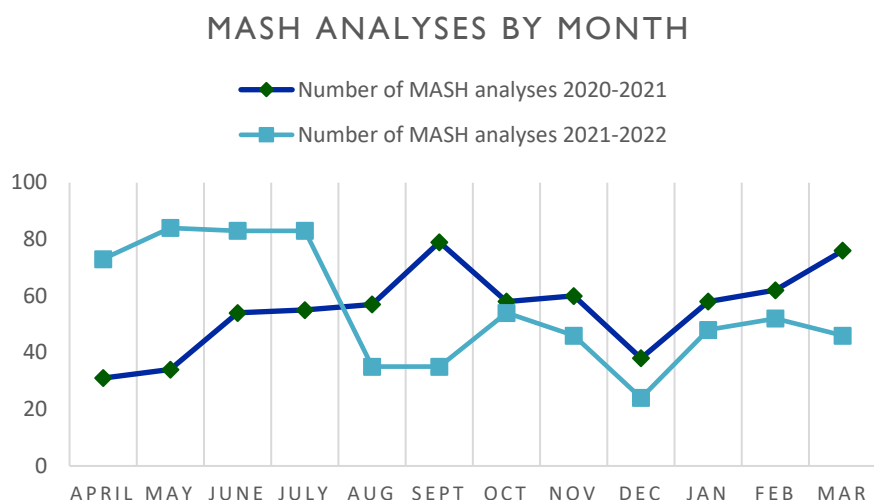
Historically, there is a good understanding of thresholds across all partners and contacts into the MASH are progressed in a timely way. The ILACS inspection in 2019 noted that ‘Decisions reached at strategy discussions and meetings are appropriate, but some strategy discussions do not include all of the relevant agencies, particularly health professionals.’



5.1

A CCG commissioned review of health provision in MASH was undertaken and the results published in March 2022. The review recommended an increase of one full time equivalent member of staff along with suggesting the implementation of new ways of working. This will be considered by the Executive for implementation in 2022/23.

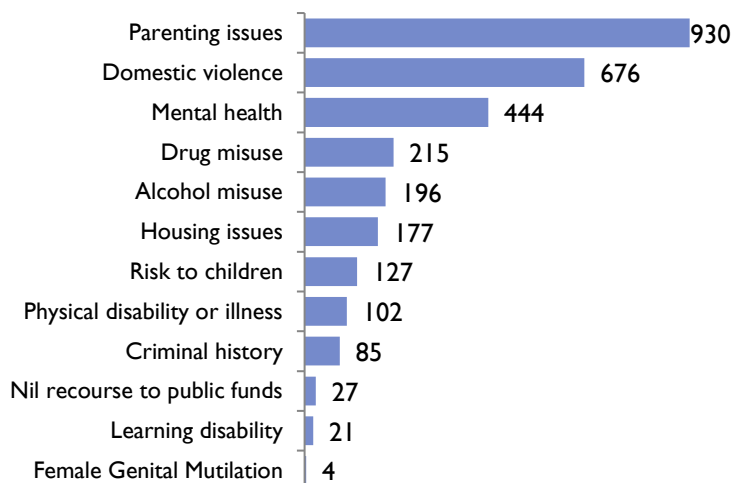
Beginning in August 2021, reduced police staffing in the MASH caused by sickness absence resulting in a reduction in the number of cases receiving a full MASH analysis meaning that there were times when single agency decision making was necessary to ensure that timescales were met.



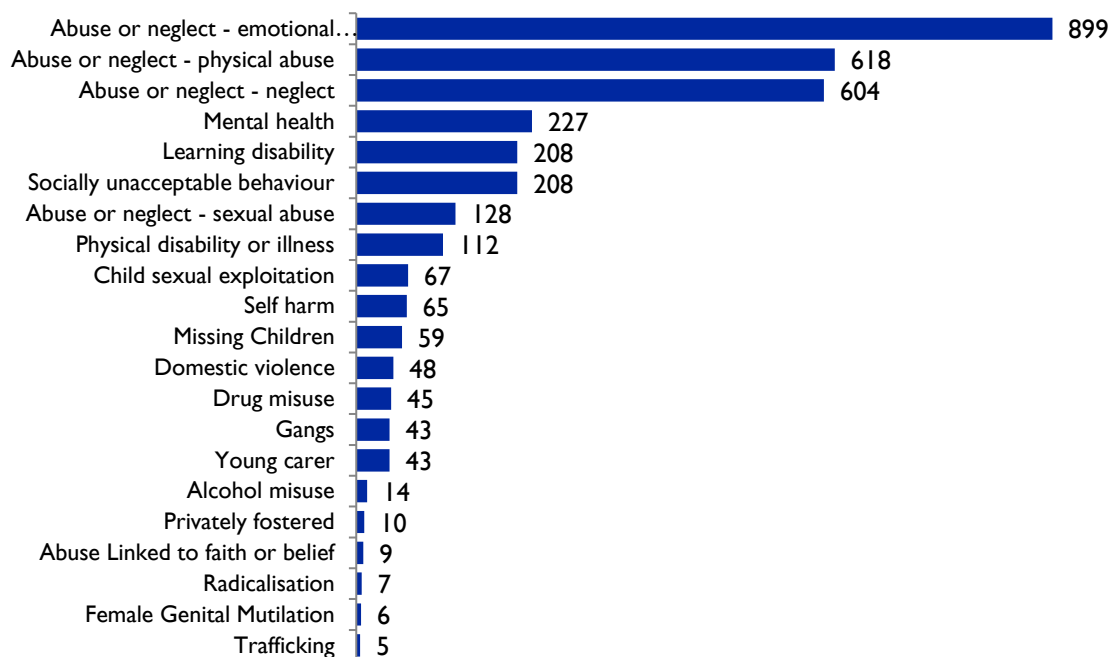
While decision making in the Front Door continued to be sound, this was not best practice and the Safeguarding Partners have taken action to ensure that the Front Door will be fully staffed by July 2022.

Contacts into increased year on year from 8247 to 10400 which was a return to pre-Covid-19 levels with 33% going on to a Child and Family Assessment. Presenting needs of both parents and children remained consistent with previous years.

Reasons for Contact to MASH Relating to Parenting as Recorded by MASH 2021/22



Reasons for Contact to MASH Relating to Child's Needs as Recorded by MASH 2021/22



Children in Need and Subject to a Child Protection Plan

As of 31st March 2022, there were 223 Children in Need and 164, subject to a Child Protection Plan, compared to 226 and 209 in the previous year. During the Covid-19 pandemic, Children in Need and Subject to a Child Protection Plan were prioritised for support. Laptops were delivered to support their learning, families received food parcels and regular virtual visits took place,

During April and May 2020, Initial Child Protection Conferences were suspended, as the technology was not available to support quorate decision making.

When virtual Child Protection Conferences were resumed, the Partnership asked the Scrutineer to review the effectiveness of the new way of working and, in particular, to consider the impact for parents.

She met with Child Protection Chairs, examined 15 cases spoke with two parents and two advocates from the Independent Advocacy Service who were able to speak about the experience of eight parents they had supported.

Her report, published on the GSCP website, concluded that on balance, there were more negative implications for families and that the virtual conferences could potentially exacerbate disadvantage. She made a number of recommendations to address this which were adopted.

The number of children on a Child Protection Plan has dropped significantly and there have been no escalations of disagreements related to decision making, which would seem to indicate that decision making continues to be sound. However, this is an area the Partnership may wish to explore in 2022/23.

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Visits to children on child protection plans and on child in need plans have been prioritised and maintained. A mix of video calls and virtual meetings and effective work with partner agencies has allowed social workers to maintain contact with children and develop new opportunities to engage with them.

Ofsted focused visit, 2021

”

Children's voices, interests and aspirations for the future are largely included in plans, reviews and reflected in management decisions.

Ofsted focused visit, 2021

Children in Our Care

As of March 31st 2022, there were 462 children in the care of the local authority compared to 418 at the same time in 2021.

Greenwich has historically had more children per 10,000 than the London or national average. This recent increase follows a period of slow but safe reduction in the number of Children in Our Care.

This increase was partly driven by an increase in the number of unaccompanied asylum-seeking children in our care, which was 29 on 31st March 2022 compared to 13 on 31st March 2021.

88% of the Children in Our Care have up to date immunisations. Completed dental checks have shown a significant improvement, rising from 60% in 2020/21 to 83% in 2021/22. There has been a slight decrease in completed health assessments and development assessments for the under 5's. Work has been taken to address this and the Executive is monitoring.

Children in Our Care benefit from a strong and supportive Virtual School.

PEPs are completed promptly and attendance is closely monitored with plans put in place quickly to address any persistent absence. Although 32% of the Children in Our Care have an Education, Health and Care Plan (compared to 3% of Greenwich children) children attain well and thirty-two young people are being supported in higher education.

As part of the "Building Better Outcomes Together" programme, a sustained campaign to increase the number of local foster carers is underway. Result are highly promising, meaning that more children will be able to remain closer to home and be supported by local schools and GPs and foster carers can benefit from the peer support provided by the Mockingbird model. Foster Carers are considered part of the Partnership and in 2021/22 38 of them accessed GSCP training, in addition to the in house training offer.

Greenwich has one Children's Home, Broadwalk, which has consistently been rated as outstanding by Ofsted, including the last inspection in 2021.

”

Staff are tenacious in supporting children with their education. They take children to school and listen to their worries. They lead on discussions with other professionals and family members to consider different measures to help children to learn and be educationally stimulated.

*Ofsted Broadwalk Inspection,
2021*

Care Leavers

The number of Care Leavers has grown and is projected to increase even more over the next few years. To ensure that our young people are supported as they grow into adulthood, an additional Care Leavers Team is being established in the Permanence Service.

We knew that Care Leavers' mental health was likely to suffer during the pandemic. Contacts from Personal Advisers were increased and a range of support and activities were arranged; from lunch with Tinie Tempeh to a Christmas bonus.

89% of care leavers are in suitable accommodation and there is a close partnership between Children's Services and Housing.

Although the Council offers a guaranteed interview for any Care Leaver who wishes to access the Council apprenticeship scheme, some of our young people have told us that they want to focus on immediate employment. Working collaboratively across the Council and with local organisations we are setting up a 'Job Club' to help them develop skills and access employment.

The Children in Our Care Council and Care Leaver Forum contribute actively and thoughtfully with regard to plans for any developments.

Some children leave care with unresolved immigration status.

The Care Leavers Service has worked with the Home Office to allow young people to progress their applications through virtual interviews at The Woolwich Centre.

This means they are able to access appropriate technology and have the support of their Personal Advisor .



6. Priorities and Specific Needs

Pregnancy and Early Infancy

Parental Mental Health

A key part of the Partnership's commitment to protecting and nurturing during pregnancy and early infancy is being responsive to the mental health needs of parents.

Working together, Mums Aid and BLG Mind provide a stepped-care approach, including one-to-one therapy and the Mindful Mums Resilience Programme.

Individual therapy, using an evidence based interpersonal therapy model is offered to women during and after pregnancy with mild to moderate perinatal mental health issues. Sessions take place in Children's Centres and community venues across the borough, ensuring support is available where people live.

The Mindful Mums Resilience Programme was co-designed and is led by women with live experience of perinatal mental health issues and delivered as a five week programmes in Children's Centres and local venues.

	Annual Target	2019- 20	2020-21	2021-22
One to One Therapy	1104 weekly 1- 1 sessions	1116	718	1383
	100 new and pregnant mums	117	108	115
Mindful Mums Resilience Programme	12 groups meeting every 5 weeks	8	8 (plus 39 drop-in sessions)	13
	130 mothers supported	75	131	98

Vulnerable Infants

In 2020, the Audit Group of the GSCP undertook a survey to identify areas for improvement in front line practice aiming to explore training, how well frontline professionals can identify vulnerabilities and whether current practice arrangements are robust enough to ensure that services intervene promptly and effectively in order to prevent harm to young babies.

There was evidence of good practice in linking parents with a variety of appropriate resources for information and support in relation to safer sleeping and coping with crying. Almost all respondents considered the health needs, including mental health, of the parents they worked with and explored the parents' support networks.

All respondents indicated that they would take action if they found bruising on a baby, but only 68% would make a referral to Children's Social Care. This led to the development of a Seven Minute Briefing and Guidance B for multi-agency staff (Bruising Protocol), as well as feedback to individual agencies where concerns were raised about safeguarding supervision. An interagency audit of fractures in children was completed and informed the bruising baby protocol.



At a Tri-Borough level the Bexley, Lewisham and Greenwich Safeguarding Partnerships brought together key resources identified by multi-agency professionals relating to “keeping Babies Safe” and shared them on their respective websites. These pages signposted parents and carers to resources from both ICON, the Lullaby Trust, Cry-sis, The NSPCC and NHS.

Safeguarding Adolescents

The Greenwich Safeguarding Children Partnership recognises that adolescence can be a confusing and challenging time for many young people, their parents and the professionals working with them. It also recognises that many of the existing safeguarding services and structures were designed to address familial risks, while young people's needs and experiences may be very different.

Young people in Greenwich benefit from an extensive universal and targeted offer of support provided by Young Greenwich. Even during lockdown, youth sessions, delivered in partnership with other organisations, offered subjects as diverse as dance, drama, discussion, mentoring and education support.

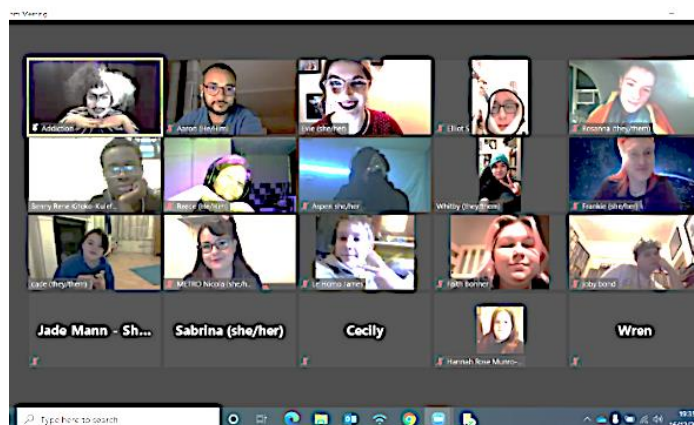
There were group discussions, quizzes, games, film clubs and art activities with boxes of materials to take part delivered to the home address of the young people.

Young Greenwich ran a four week summer camp for children aged 8–16, from three sites across the borough providing daily learning sessions to prepare and encourage young people to return to school in September.

Part of the programme was to provide support to children eligible to receive free school meals, so each child attending received a healthy breakfast on arrival and hot lunches were served.

The daily youth sessions and physical activity helped re-introduce socialising and helped with anxiety.

The mentoring team continued to deliver support and 45% of the children they worked with were Children in Need or subject to a Child Protection Plan.



The Greenwich Risk Adolescent Safeguarding & Prevention (GRASP) panel is a weekly multi-agency meeting that aims to achieve timely information sharing and to ensure that any issues of concern regarding children and locations are incorporated appropriately into existing multi-agency or single agency plans. It reviews all incidents that occurred in the previous seven days where children have been involved in violence, harmful sexual behaviour, child criminal exploitation, high risk individuals who have moved into Royal Greenwich, children at risk of CSE, high risk missing children and children on statutory orders to the Youth Offending Service, who are deemed to be at high risk of re-offending. Over 214 children were discussed at the GRASP panel during 2021/22.

Information from GRASP panels is collated, analysed and used to inform the quarterly Strategic Multi-Agency Child Exploitation (SMACE) meetings where senior representatives from across the Partnership provide strategic oversight. SMACE shares and analyses information from partner agencies in order to identify trends and emerging issues and agrees co-ordinated actions.

SMACE is a sub-group of the Partnership and is co-chaired by a Local Authority and police representative, as outlined in the London Protocol. In 2021, it revised its Terms of Reference to ensure that agendas and membership were focused on increased effectiveness. Like many other London boroughs, lack of consistent police representation has had an impact on the effectiveness of the SMACE.

Working with schools to develop safe cultures is particularly critical since their work overlaps so many of the contexts in which young people operate. Schools are often the first point of contact for parental concerns and can play a key role in supporting and educating parents about risk and how to deal with it. All secondary schools and PRUs have a named Safer Schools Officer (SSO). SSOs receive enhanced Metropolitan Police training and are vetted to CVGS (Children and Vulnerable Group Supervision) level and this is renewed every three years.

”

Greenwich Risk, Adolescent, Safeguarding & Prevention demonstrates a strong, multi-agency commitment to bringing together key professionals to address safeguarding in its broadest sense. Senior operational leaders from the police, housing, community safety, youth offending service, health and community trusts meet weekly to share information and consider children of concern. The approach is highly effective.

Ofsted focused visit, 2021

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Senior leaders and partner agencies have created sophisticated and effective systems to address risks to children outside of their family home, including knife crime and exploitation.

Ofsted focused visit, 2021

Children's Mental Health

The mental health of children was one of the agreed priorities for the Partnership before the pandemic and it took on added importance at the start of the first lockdown.

It was recognised that the interruption of educational routines, changes to social dynamics, social isolations and anxiety within the home could potentially have a profound effect on the mental health of children and young people in Greenwich.

The *Children and Young People's Mental Health and Wellbeing Symptoms and Services Guide* (available on the GSCP website) provides clear guidance about thresholds and services for professionals. In addition, supplemental guides were produced at the start of Covid-19.

These included:

- Covid-19 mental health resource packs for schools and community sector providers
- Positive Parenting Guidance
- Young People's Covid-19 Cheat Sheet
- Lived Experience Mental Health Pack

During the early days of Covid-19 there was a large decrease in referrals to Child and Adolescent Mental Health Services (CAMHS) but referrals returned to anticipated levels in 2021/22.

There are anecdotal reports of:

- Complexity of mental health presentation and crisis
- Children and young people presenting with mental health concerns at A&E departments
- Rise in disordered eating behaviours
- Children and young people reporting feelings of anxiety, depression and being unable to sleep

With the support of the Anna Freud Centre, a series of workshops were held bringing together schools across the borough, voluntary and community sector providers, universal and specialist services and commissioners to think about local mental health and wellbeing support and how to improve awareness and strengthen pathways.



Posts from Young Mental Health Ambassadors' Instagram account

Children With Additional Needs

The Partnership recognised that safeguarding and promoting the welfare of children with additional needs was a key area when setting its priorities on 2020. In the Business Plan, one of the key initial outputs was to have been a Conference which had to be delayed until February 2022. However, although Covid-19 delayed the agreed workplan, the Partnership undertook considerable activity around this priority.

Following the social distancing measures put in place in response to Covid-19, many families of children with SEND in Greenwich struggled to get out in the community with their children who were less able to understand the new rules.

Providers worked in partnership with Local Authority volunteers to put on alternative activities that families could access together, utilising free outdoor space for them to use for sports and games etc, this gave families the opportunity to spend some time outdoors in a safe, enclosed environment, with a booking system in place to ensure only one family or household used the space at a time.

Despite efforts from our providers to reduce risks, understandably many families chose not to access these services due to concerns about risks of their children contracting Covid-19. Prior to the pandemic, referrals into Short Breaks had been growing each year, with a 20% increase in registrations from 2019 to 2020. Since March 2021, the full Short Breaks offer has been resumed, and in the last 12 months all programmes have returned to, and in some cases exceeded, their pre-Covid-19 attendance levels.

The number of children with SEND in Greenwich is increasing. In January 2021, there were 1559 children with an Education Health and Care Plan (EHCP) and of the 44,448 children on roll across all year groups in Greenwich Schools, 7,889 are recorded as having a special educational need as highlighted at the Conference in February, which means that they have their own safeguarding needs.

”

Social workers in the disabled children's team clearly place the child at the centre of practice in the context of the wider needs of the family.

*Ofsted focused visit,
2021*

Domestic Abuse

Greenwich has historically had high levels of domestic abuse, ranking third among London Boroughs.

Many professionals had concerns that incidents of domestic violence, both reported and unreported, would rise during the pandemic and there were significant worries about the negative impact on children.

It is an indication of the concern about the risk posed to children that the Executive and Scrutineer agreed that although this had not been one of the identified priorities, that the Scrutineer would undertake an operational and strategic review of how the Partnership responded to domestic abuse.

Although the projected dramatic increase in cases did not materialise (referrals were 608 in 2020/21 and 676 in 2022/22) there was still significant pressure on services and domestic abuse remained number two on the list of 'Parental Factors' for referrals.

84 of the 96 schools in Greenwich are Operation Encompass Schools, with Designated Safeguarding Leads in schools receiving notifications prior to the start of the school day when a police officer has been called to a domestic abuse incident the evening before.

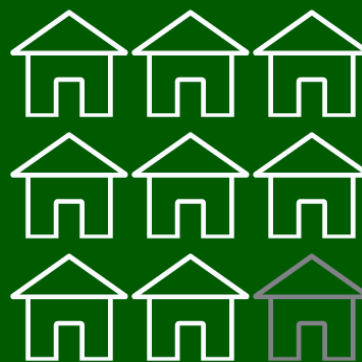
MARAC meets fortnightly to discuss an average of 27 cases. The Scrutineer reported that there was generally good multi-agency attendance but noted that the constraints imposed by national bodies (e.g. the MoJ initially did not allow virtual visits and because of social distancing only one quarter of the CRC staff could be in the office at any one time) which affected the ability to safeguard. She also noted that changes in police representation also had an impact.

Her report, published in May 2021, made twelve recommendations and suggestions for improvement and the Scrutineer concluded by saying that 'There is much good work happening across RBG and working together to address domestic abuse. However, this could be improved by considering how the links between the three 'planets' (domestic abuse, child protection and child contact), can join up more constructively.'

”

The Royal Borough of Greenwich continues to support an effective and impactful service where conflict and violence in families can be understood and resolved at an early stage.

*Ofsted focused visit,
2021*



89%

of Greenwich Schools
work with the police and
Social Care as part of
Operation Encompass

Safeguarding Children in a Digital World

For some time, parents, carers and professionals have been aware of both the benefits and potential risk of harm to children and young people through digital devices and media.

Both aspects were brought in stark relief beginning with the first lockdown in March 2020 and although this was not a previously agreed priority, the Partnership responded quickly.

The Partnership recognised that the internet and social media can give children access to information, knowledge and social interactions from a wide of sources increasing the diversity of their experience. At its best, it allows children to experience a much wider view of the world around them, increasing possibilities and aspiration. It can give individuals a voice and connect young people in a powerful way to bring about change.

Regardless of how distressing reading the testimonies on 'Everyone's Invited' might have been, it is positive that the website allowed children and young people, the agency and power to tell their own stories in their own way. In the process, they drew the attention to the whole country to the harassment, misogyny and sexual assault that were a part of their life experience.

The Children's Minister asked partnerships and schools about their local responses to Everyone's Invited and the Scrutineer undertook a piece of work to understand the effectiveness of current arrangements and what should be done to prevent sexual harassment, online sexual abuse and sexual violence through a whole school approach. Her findings, published in October 2021 (and summarised on page 41) have been used to drive a collective and coherent response.

Because the children who are not well connected to the digital world are often the poorest and most disadvantaged, the impact of Covid-19 increased the risk of social exclusion.

When schools were closed during lockdown and most learning was online, 20% of children told us that they had to share devices to access the internet either 'most days' or 'every day/almost every day' while 44% told us they didn't have to share 'at all'.

For many children, the internet and social media helped to sustain friendships and social interaction during lockdown. 67% of children responding to the SHUE survey agreed with the statement 'I have found easy ways of communicating with people (via internet) during lockdown'.



Greenwich provided laptops to 2000 children.

Sadly, we also know that there is evidence on how children’s use of the internet and social media can potentially undermine their well-being and increase their risk of harm.

The Schools Safeguarding Network prepared a survey of Children and Young People’s On-Line Safety in 2021 and received 2003 responses from children in Year 3 through Year 13. Although the survey was anonymous, children were told that if they would like someone at their school to come and speak about online safety, they could identify themselves 626 children responded.

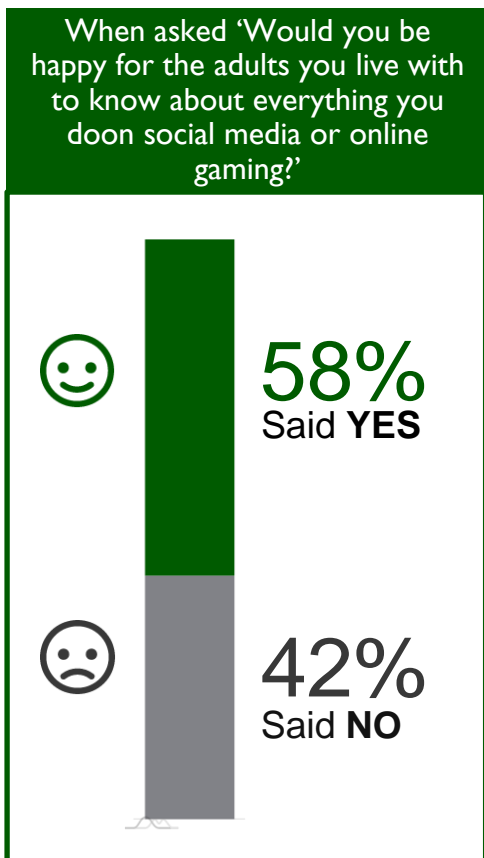
Some of the key messages were:

40%
of children who answered, told us that they had received something online that made them feel worried, uncomfortable or they thought was wrong.

549 children* reported that they had been asked to do something online that made them feel worried, uncomfortable or they thought was wrong

190 said they had done it

* Out of 2003 respondents



29% of children told us they had said something to someone online that they wouldn't say in person

All schools in Greenwich were sent a short survey.
29 schools responded.

Only **1** school said they did not have a clear process to help them deal with HSB in their schools

Only **68%** of schools felt confident that they or their staff feel able to intervene to prevent or respond to Harmful Sexual Behaviour.

“Every teacher and student should be aware of what sexual harassment and harmful sexual behaviour is.”

Schools told us that the GSCP could help by sharing resources, giving further guidance and training.

Everyone’s Invited

A Report by the Independent Scrutineer
October 2021

“Schools should offer a zero-tolerance approach.”



A pilot programme was completed in partnership with three secondary schools. Officers from the Family and Adolescent Support Service linked into the schools’ existing pastoral care meetings where vulnerable children are discussed.

This is now being extended to a further three secondary schools and then will then be rolled out more widely.



We have promoted the Traffic Light Tool to help practitioners identify levels of concern.

“Any behaviour that is sexually harmful should be viewed within a safeguarding context.”

*Following the Scrutineer’s recommendation, **links with the Designated Safeguarding Leads were strengthened** with face-to-face meetings being restarted in March 2022.*

7. Learning from Serious Incidents

Notifications to the Child Safeguarding Practice Review Panel and Local Child Safeguarding Practice Reviews

During the period covered by this report, eight incidents of significant harm where abuse was known or suspected were reported to the Child Safeguarding Practice Review Panel.

In the Rapid Reviews that followed, locally commissioned Child Safeguarding Practice Reviews were recommended for four incidents and alternative learning was suggested, as the appropriate response for the other four. The Child Safeguarding Practice Review Panel endorsed the recommendations in all eight cases.

Between April 2020 and March 2022, the Greenwich Safeguarding Partnership published the reports of four Local Child Safeguarding Practice Reviews.

	Date of Incident	Date Review Complete	Date Review Published
Child A	Sep 2019	Oct 2020	Dec 2020
Child DA	Mar 2020	Aug 2021	Nov 2021
Child Z	Apr 2018	Apr 2019	Nov 2021*
Child B	Dec 2020	Aug 2021	Jan 2022

**Delayed awaiting outcome of court proceedings*

The Partnership has not met the six month timescale recommended in Working Together in any of these cases, but believes that although there may be opportunities to improve timeliness, this needs to be balanced with ensuring meaningful analysis leading to an understanding of what improvements can be made to safeguard and promote the welfare of children. Delays to publication have not meant delays in learning.

Continuous Improvement

The Partnership wanted to ensure that the Rapid Review Process was more sharply focused on what learning could be drawn rather than whether or not the criteria for a Local Safeguarding Practice Review had been met. It was recognised that the content and quality of the discussion was paramount, but that adapting the Rapid Review template could help to shape that discussion and change the focus,

The Business Manager worked closely with local lead and revised the template to so that the focus was on analysis and review, capturing the immediate learning and next steps.

Reviews now lead more immediate learning and finding ways to inject that learning quickly into the system.

Child A

Child A was a 15 year old boy of black Caribbean ethnicity with an Education, Health and Care Plan who was fatally stabbed in another borough after responding to a message on social media to meet some friends.

There were indications that he was involved in child criminal exploitation at an early age, but his family experienced frequent moves between boroughs, disrupting his education and access to services and support. Information sharing between agencies was not always good enough and valuable information from housing was missed because housing services from another borough did not always attend multi-agency meetings.

Robust safeguarding assessments were not always carried out, professionals did not explore the early signs of criminal exploitation and it was not always clear that his vulnerabilities were recognised and acted upon promptly.

Actions:

- An additional child protection category (Exploitation Risk) was created to improve multi-agency awareness and response
- multi-agency Modern Slavery Awareness training was developed and run by the Safeguarding Partnership

Child Z

Child Z had additional health needs following her premature birth. She lived with her mother and siblings. Her father was heavily involved in the children's lives. A number of services were involved with the family and until a few weeks before her death and she was the subject of a Child Protection Plan.

She died at home in April 2018, aged two years and four months and neglect was believed to be a contributory factor to her death.

All agencies had extensive recording of their involvement with the family, however, there was a poor use of history and lack of analysis. Care to Child Z was delivered through a

combination of primary, secondary and tertiary health care services and there was input from obstetrics, midwifery and gastroenterology.

While medical and nursing information were shared, social information was often given less consideration. This meant that Child's Z's mother's mental health issues and lack of knowledge about her patterns of pregnancy, miscarriage and loss impeded professionals in gaining and understanding a holistic picture of the family.

Actions

- Provide guidance to partners on how to elicit children's views and include these in records
- Provide awareness training regarding mental health diagnoses (including PD) which may affect parents' ability to parent
- Revise escalation policies to include guidance on dispute resolution
- Ensure accurate, relevant information and outcomes from complaints is shared with partner agencies

Child DA

Child DA was a three month old baby who was admitted to hospital with a head injury in March 2020 which was confirmed to be consistent with a non-accidental injury. A cross-borough Child Safeguarding Practice Review was commissioned by Lewisham Safeguarding Children Partnership and Greenwich Safeguarding Children Partnership. Lewisham led on the review as the incident occurred in their borough although Child DA was ordinarily resident in Greenwich.

The review found that assessments had shown limited understanding of the impact of family trauma, parenting and safeguarding concerns on the mother's ability to parent. There was a lack of professional curiosity about fathers and male partners, with limited understanding of who the significant male adults were in the children's lives, what impact they had on the mother's parenting capacity, or what risk they might pose to the children.

There was no evidence about how the mother managed the emotional impact of caring for a child with specific health needs. There was a lack of clarity around the permanent address and where the family lived, meaning that the follow through from the assessment and subsequent plan was not made clear between the two boroughs.

Actions

- Guidance and learning activity for using genograms/ecomaps to be provided
- Develop a multi-agency learning activity around working with men and professional curiosity
- Provide guidance on recording adult details in case files
- Provide guidance on the process to transfer cases across boroughs at assessment stage
- Guidance to be provided regarding supporting parents with babies that have reflux and require medication
- Guidance regarding the requirement to record housing status and action the necessary report

Child B

Child B was a four years and eight months old when he was found dead in his home after his mother called police to say she had killed him. He drowned in the bath.

Child B's mother suffered her first serious mental health breakdown in 2011/12. She was diagnosed as suffering from an enduring mental illness and received follow up treatment and support. There were no indications in the period prior to Child B's death that his mother's mental health was deteriorating or that she would harm Child B.

Child B was identified by the Community Paediatrician as having global developmental delay and social communication needs, and subsequently diagnosed with ASD in November 2020.

The review highlighted the need for services provided to adults in families to be aware of the impact on parenting, as the mental health services were not part of discussions about Child B's developmental needs nor how his additional needs might impact on his mother's mental health. The review found that the Covid-19 lockdown did have a significant impact on providing services to vulnerable families as services were not all providing face to face responses and therefore the ability to assess risk was more limited. The understanding of cultural differences and how these might impact on a family coping with a disability diagnosis was also raised as an issue for greater understanding by agencies as part of this review.

Actions:

- Create a 'See the Child, See the Adult' Campaign to raise awareness of how parent's needs impact on children and give practitioners in adult and children's services an understanding of how to share information.
- Agencies to reflect on the impact of Covid-19 and give weight in their risk assessment.
- Ensure that the lead professional is known and the role understood when a case steps down from a Children in Need Plan.
- Historical information to be captured and shared when children move between settings e.g. early years to school.
- Develop cultural competence so that staff have the confidence and skills to ask children and adults about their culture and how this may inform their experience

7.5

Following the Rapid Review, there were two Sudden Unexplained Deaths in Infancy (SUDI) due to sofa sleeping that did not require a Local Child Safeguarding Practice Review to determine learning. Safer sleep posters were developed and promoted across the partnership. Alongside this the tri-Borough 'Keeping Babies Safe' campaign was rolled out which also included commissioning the Lullaby Trust to provide safer sleeping training sessions across the borough.

Each of these cases has brought learning that has been acted upon by the Partnership.

The Partnership has also identified that different, more collaborative methods of undertaking reviews, which identifies learning more swiftly and quicker dissemination is an area for development.

8. Developing and Supporting a Skilled and Safe Workforce

GSCP Multi-Agency Training

The provision of high quality and effective multi-agency training to support the collective understanding of local need and the services available to support children and young people is a key function of the Partnership.

Working Together 2018 states that Partnerships are responsible for 'how interagency training will be commissioned, delivered and monitored for impact'.

When making the transition from a Board to a Partnership, it was acknowledged that the training offer was historically extremely strong, well regarded and valued.

Although numbers attending initially declined because of the pandemic and the time it took to move from in-person to virtual training, satisfaction levels remained high. Many of the trainers are drawn from partner agencies and their understanding of the local context is used to inform the content. Even during the pandemic, trainers continued to be supported at the twice-yearly Trainers' Forum.

As in many other Safeguarding Partnerships, staff Children's Services in the local authority are the largest group of attendees, accessing training in disproportionately high numbers, while some agencies send very few staff.

In 2020-21

687

learners attended courses on

34

topics

In 2021-22

1026

learners attended courses on

45

topics

	2020/21	2021/2022
Charitable/Voluntary	126	199
Children's Centres	48	66
Early Years - Home Based	8	19
Early Years - Maintained/Private/Charitable	17	25
Education	44	119
Foster Carers	4	38
Health	45	51
Police	1	3
Probation	4	15
RBG - Children's Services	323	424
RBG - Other	35	25
Other	32	42
	687	1026

There is evidence of a good take up of high quality single agency safeguarding training provided by individual partners, but the Greenwich Partnership recognises that the conversations and joint problem solving that take place in a multi-agency space lead to a more holistic approach and an increased understanding of roles that benefits children.

The Business Unit is looking at ways to increase up-take by other agencies and find ways to reduce barriers for attendance.



8.1

Course	Attendees 2020/21	Attendees 2021/22
Adolescent Mental Health and Wellbeing; Understanding the Impact on Young People since Covid-19 Pandemic and Implications for Practice Interventions	18	12
Advanced Domestic Abuse	32	22
Allegations against Staff and Volunteers: Understanding the LADO process	8	30
Assessing and Supporting Parenting Capacity On Line Workshop	18	
Attachment, Trauma and Child Development On-Line Workshop	17	17
Attending & Presenting at Child Protection Conferences & Core Group Meetings	17	12
Basic Drug Awareness Workshop	10	
Child Sexual Exploitation and Child Sexual Trafficking Webinar	21	
Children's Mental Health and Holistic Wellbeing: Improving Awareness and Practice	16	18
Communicating with Children about Concerns. Having Difficult Conversations	16	14
Critical Thinking & Risk Assessments (A two-part on Workshop)		14
Cyberbullying Workshop Webinar	10	
Delivering Effective Early Help for Children, Young People and Their Families		18
Developing Authoritative Practice (for Safeguarding Practitioners)		18
Domestic Abuse Awareness and Safeguarding Children	26	28
Engaging Men in Safeguarding and Work with Vulnerable Children and Their Families		11
Freedom Programme Taster Session		17
Harmful Sexual Behaviour Webinar	18	
Hate Crime Awareness Webinar	16	
Having Difficult Conversations about Safeguarding Concerns: Building Positive Relationships with Families	16	15
Introduction to Neglect Workshop	15	12
Keeping Babies and Young Children Safe: Understanding Child Development to Build Strong Foundations	18	17
Keeping Children Safe Online	40	16
Lessons Arising from Child Safeguarding Practice Reviews	15	25
Neglect and Other Complex Cases: Assessing Parenting and Parental Capacity for Change	17	
Modern Slavery Awareness (Children Focused)		24
NVR (Non Violent Resistance) Introduction (a three part session)	31	49
Parental Mental Health: Impact on Adults, Parenting and Children's Safeguarding for Multi-Disciplinary Professionals	17	16

8.1

Physical Chastisement: Including Stress Positions and the links to Neglect		18
Promoting Joint Agency Working for Improved Safeguarding Responses (A two-part Workshop)		9
Promoting Positive Parenting Level 1/Level 2 (a two-part session)		12
Recording & Report Writing Skills in Safeguarding Children On-line workshop		17
Reducing Parental Conflict - Advanced Practitioner Training		14
Reducing Parental Conflict - CAMHS Practitioner session		7
Reducing Parental Conflict - Practitioner Training Workshop		64
Reducing Parental Conflict - Train the Trainer Session		22
Reducing the Risk of Child Online Sexual Exploitation and Abuse/ Grooming Virtual Workshop		37
Reflective Practice and Analytical Thinking in Child Protection On-Line Workshop		15
Safeguarding Children Across Culture and Faith	20	
Safeguarding Children Basic Induction (a two-part Workshop)	56	92
Safeguarding Children with Disabilities		26
Safeguarding Children Working Together (a two-part session)	49	73
Safeguarding Children: 1/2 day Basic Induction Refresher	34	46
Social Media and Mental Health	17	
The Resilient Practitioner: Self-Care Strategies for Helping Professionals Workshop	18	22
Understanding Analysis and Professional Curiosity in Reference to a Local Child Sexual Abuse Review	15	16
Understanding Personality Disorders & Implications for Child Development and Parenting	16	14
Understanding the Multi-Agency Risk Assessment Conference (MARAC) process.		20
Working with Child Sexual Abuse	11	
Working with Child Sexual Exploitation Workshop		16
Working with Families who are Hard to Help in Child Protection		13
Working with Parental Substance Misuse	12	16
Working with Young People who Self Harm	11	28
Workshop to Raise Awareness of PREVENT Briefing	13	9
Young Peoples Mental Health First Aid (A four part session)		15
TOTALS:	687	1026

GSCP Film Screening

The Business Unit oversees regular (every 6 to 8 weeks) lunchtime film screenings covering a range of topics relevant to practitioners who work with children, young people and families.

Prior to Covid-19 these were held in person but after a hiatus they were reinstated as 'virtual screenings' in April 2021.

Anyone can attend by watching at home or in the office and, if they want to, attend a debrief afterwards where they can chat, comment and share observations. For very emotive or sensitive topics, participants are offered the option of one to ones for reflection.

2021/22 Films

Month	Film Title	Theme
May	Roman Kemp: Our Silent Emergency	Young men and suicide
June	Abused by my Girlfriend	Domestic abuse by a female perpetrator
July	Banaz: An Honour Killing	Honour based violence
Oct	Mothers on the Edge	Post natal psychosis
Nov	Ian Wright: Home Truths	Family trauma and domestic violence
Jan	Dr Alex: Our Mental Health Crisis	Child and adolescent mental health
March	What is International Women's Day?	Gender equality

Website, Newsletter, Twitter and Seven Minute Briefings

The Business Unit recognised that with so many people working away from the office that regular and frequent contact was even more important to ensure that workers stayed connected with safeguarding news and practice.

It was also recognised that frontline staff received high volumes of information and that they found it difficult to make time to engage with all the information they received.

This was particularly true of staff in health and police, who might be working across different Partnerships and for whom safeguarding was a less prominent part of their role.

In March 2021 a newsletter was launched.

Published monthly, the newsletter replaces the need for non-stop mail outs, so that partners do not become overwhelmed with information. It brings together relevant national reports and reviews, changes in legislation and guidance, learning from serious incidents and seven-minute briefings.

All editions of the newsletter are published on the GSCP website, which was redesigned and relaunched when the Board became a Partnership. The Action Change Equality Group of young people helped with the design of the website which continues to be the single source of information relating to safeguarding for families and professionals, and also hosts the Twitter feed.

Cognisant of the fact that practitioners in all agencies were often busy and/or preferred to access learning in 'bite size' chunks, the Professional Advisors developed 'Seven Minute Briefings' to focus on learning from Child Safeguarding Practice Reviews. These are also available on the GSCP website.



Conference

The topic of this year’s Greenwich Safeguarding Children’s Partnership Conference (delayed because of Covid-19) was Children with Disabilities. Although most closely aligned to the priority ‘Safeguarding children with additional needs and promoting their welfare’ topics covered were linked to other areas being addressed by the Partnership, most notably adolescent safeguarding and mental health.

- Safeguarding children with special educational needs and disabilities in communities, schools and homes
- Complex communication difficulties and the impact of this in relation to the risk of exploitation for young people with SEND
- Understanding the links with mental health, SEND and keeping young people safe
- Understanding the voice of the child with SEND
- Understanding behaviour that challenges in a safeguarding context

Over 130 attendees came from across the Partnership, contributing to discussions and learning that were enriched by multiple perspectives.



Attendees by Sector



Tri-Borough Learning

Greenwich, Lewisham and Bexley are all part of the South East Basic Command Unit (a Metropolitan Police structure to serve the TriBorough) and we know that children and their families move between local authority boundaries to attend school, access medical care and form friendship groups.

Following on from the work done as part of the Early Adopter Pilot, the three Safeguarding Partnerships have continued to work together where appropriate to disseminate learning on themes of common interest.

There have been six learning events covering four topics in the past two years.

- Parental Mental Health and Safeguarding
- Professional Curiosity
- SIDs and Safe Sleeping
- Harmful Sexual Behaviours

Work of the LADO

Working Together states that ‘organisations and agencies working with children and families should have clear policies for dealing with allegations against people who work with children’ and that the Local Authority has responsibility to ‘ensure that allegations against people who work with children are not dealt with in isolation. Any action necessary to address corresponding welfare concerns in relation to the child or children involved should be taken without delay and in a co-ordinated manner’.

As part of fulfilling this responsibility the Local Authority should also put in place arrangements to provide advice and guidance to employers and voluntary organisations and agencies on how to deal with allegations against people who work with children.

In Greenwich, the Local Authority Designated Officer (LADO) function sits with the Practice and Improvement Division and is delivered by a team of three part time Social Work qualified Officers.

Referrals to the team dropped significantly in 2020/21, as a result of Covid-19, but reached normal levels in 2020/22.

”

Allegations are now dealt with thoroughly and swiftly by the designated officer. Effective and well-established links with partner agencies are in place and allegations are progressed in a sensitive and timely way.

*Ofsted ILACS,
December 2019*