



Annual REPORT 2022-23



GREENWICH
**Safeguarding
Children**
PARTNERSHIP

Contents

- 1. Introduction & Foreword from Safeguarding Children Partners**
 - 2. Reports of the Independent Chair and Independent Scrutineer**
 - 3. The Royal Borough of Greenwich**
 - 3.1 Snapshot data and Greenwich Safeguarding Children Partnership dashboard
 - 4. Partnership and Governance Arrangements**
 - 5. The Child's Journey**
 - 5.1 Early Help
 - 5.2 Multi-agency Safeguarding Hub (MASH)
 - 5.3 Children in Need, Children Subject to a Child Protection Plan, Children in Our Care and Care Leavers
 - 6. Delivering 2020/3 Business Plan Priorities**
 - 6.1 Hearing and communicating the voice of children and young people to understand their journeys better is embedded throughout all GSCP work.
 - 6.2 Tackling the risks to adolescents, particularly those associated with exploitation (including harmful sexual behaviour and online abuse) violence neglect.
 - 6.3 Supporting children to maintain positive mental health, with a particular focus on deliberate self-harm and suicide
 - 6.4 Recognising vulnerability and providing the right support to protect and nurture during pregnancy and early infancy.
 - 6.5 Safeguarding children with additional needs and promoting their welfare
 - 7. Learning and Development**
 - 7.1 GSCP Multi-agency Training
 - 7.2 Learning from Audits & Reviews
 - 7.3 Film Screenings
 - 7.4 Website, Newsletters, Twitter and 7-minute briefings
 - 7.5 Tri-Borough Learning
 - 7.6 Section 11 Audit
 - 7.7 Work of the Local Authority Designated Officer (LADO)
- Appendix A – GSCP Finance**
Appendix B – Governance of Annual Report

Introduction

We are pleased to share the 2022/23 Annual report on behalf of the Greenwich Safeguarding Children's Partnership (GSCP).

The report covers April 2022 to March 2023. This period covers a time when Greenwich started to emerge from the COVID-19 pandemic, and the borough is still feeling the impact particularly on child and parental mental health, and the levels of domestic abuse.

This was also the last year of the GSCP 2020-23 Business Plan. The pandemic had an impact on its delivery as some activities were paused while practitioners were focused elsewhere, and resources were redirected to addressing areas of emerging need.

Despite those challenges, good progress was made by the partnership in delivering the business plan priorities (discussed in section 5). Some key achievements include:

- Improving our approach to the insight and influence from children, young people and their families resulting in participation processes being embedded across Police, Health and Social Care at both strategic and operational levels
- Improving our approach to supporting missing children across the Tri-borough (Bexley, Lewisham and Greenwich)
- Developing resources on children's mental health which are available on the GSCP website
- The launch of the [See the Adult, See the Child guidance](#), jointly produced between the GSCP and Safeguarding Adult's Board.
- The Tri-Borough partnership developed and rolled out a 'keeping babies' safe campaign.

In addition, our work groups (see section 4) have had a number of notable successes:

- The Learning, Policy and Training group (LTP) developed referral guidance and process for learning from cases that did not meet the statutory notification threshold
- Quality Assurance and Audit group (QA&A) oversaw practice improvement across the GSCP.
- The Multi Agency Child Exploitation Group (MACE) monitored the effectiveness of current actions and strategies to prevent or disrupt child exploitation activity and reduce adolescent risk
- The Schools Safeguarding Network group (SSNG) strengthened the communication between Police and Schools including feeding into Police programmes such as Operation Encompass.

The annual report is an opportunity to look forward as well as reflectively and, through its work with partners and practitioners the GSCP has identified a range of emerging issues that will impact our work over the coming years such as domestic abuse, the support and pathways for young carers, school attendance, misogyny, and the cost-of-living and housing crisis. In 2023/24 we will focus on improving our understanding of these issues, how they impact families, how they align with our new priorities and seek to continuously strive for excellence in our response to these complex issues.

Addressing discrimination and disproportionality will be a cross cutting theme within the new GSCP business plan, building in part, on improvements made in response to the Child Q review (p.g. 29). The success of our activities will be in based on whether we have had a measurable impact on improving the outcomes and experience for all children regardless of demographic background.

To ensure the effective delivery of the next business plan, we have reviewed the GSCP governance structure setting up revised working groups focused on our new priorities which will facilitate partnership working. To further improve effectiveness, we introduced a role of Independent Chair mid-way through the year, recruited a new Independent Scrutineer and are refocusing on using our data to better understand how the impact of interventions and what needs to improve or further develop.

Finally, we wanted to take the opportunity to say that we remain grateful to all those who work to support children, young people and their families, particularly the most vulnerable. Without the hard work of practitioners, managers and volunteers across the partnership we would not have been able to work as successfully as we have.



Neil Kennett-Brown
Chief Operating Officer,
South East London
Integrated Care Board



Florence Kroll
Director of Children's
Services Royal Borough of
Greenwich



Simon Dilkes
Detective
Superintendent
Southeast BCU
Metropolitan Police

2. Reports of the Independent Chair and the Independent Scrutineer

This report covers the period April 2022 – March 2023 which covered the period of recovery from the pandemic. The additional pressures this had had on all children and their families, with disrupted education and increased anxiety, which impacted on the mental health and school attendance of children and young people. It also negatively impacted on agencies working to safeguard children and recruitment and retention of these staff. This period has been one of trying to get back to a new ‘normal’ and reviewing the way we worked.

The partnership reviewed its ways of working during this period, looking at a new Business unit structure to create additional capacity and resilience. We also reviewed the chairing arrangements, and it was agreed that to provide additional leadership and direction for the partnership during this period, that I would move back into being the independent chair but with the strategic partners maintained their governance and responsibility for the partnership.

The partnership strongly believes that the role of the independent chair and scrutineer should be separate and had a different role. We were successful in recruiting during this period an experienced scrutineer to undertake this role. Alongside this recruiting young people to support this role as ‘young scrutineers’ has been progressed with an expectation that they will be in role by July 2023. The subgroup structure has also been changed and strengthened as part of this review, with an additional subgroup looking at prevention and early help.

The partnership has delivered well on its priorities driven by the Business plan, which are covered in more detail in the body of this report. The audit activity of the partnership has resumed with more focus and an audit on Child sexual abuse has been undertaken. It is expected that more audit activity will be achieved in the following year. Training continues to be strength , with different models developed during the pandemic being embedded and increase capacity, including online and webinars.

The partnership has undertaken a number of CSPRs during this period and 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 collect evidence of changes to everyday practice as a result.

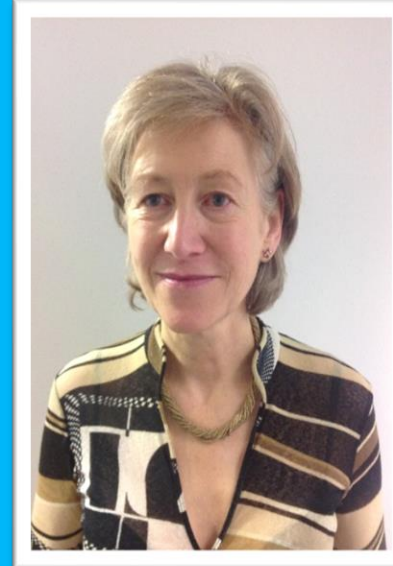


Nicky Pace
Independent Scrutineer
(2022-23)
Independent Chair
(2023 – onwards)

I welcome the opportunity to contribute to the GSCP annual report in my capacity as the Independent Scrutineer, held since January 2023. I have been very appreciative of the GSCP Independent Chair, Business Unit and Executive and Strategic Leadership Group for their help in making sure I have been fully equipped with knowledge of the GSCP processes and procedures. My approach to Independent Scrutiny is to remain objective while being collegiate, with the aim of being a critical friend, identifying strengths of the partnership but also areas of challenge that need further analysis. I aim to be rigorous in my scrutiny, following the [Checklist for Independent Scrutiny](#) and responding to requirements outlined in [Working Together 2018](#)

Following my appointment, I undertook a review of GSCP policies, procedures and activities. The aim was to identify areas of strength alongside those needing further challenge or development. This work identified that the partnership was led through strong and actively engaged leadership and executive groups, chaired well by the GSCP Independent Chair and supported and informed by a competent and capable Business Unit. Single and multi-agency communication channels within and across different partners are strong with appropriate systems of delegation in place.

Despite some recent national and local structural and personnel changes across the sectors, pressures on budgets and re-forming the 'in person' contact following the Covid-19 pandemic, the team have maintained a coherent leadership approach ensuring multi-agency collaboration guides safeguarding children across Greenwich. Leadership are appropriately linked into activities of other relevant partnerships and boards functioning in Greenwich through the Safeguarding Executive Partnership Group. Collaboration with neighbouring boroughs was demonstrated through undertaking a joint Section 11 review with Bexley and Lewisham LSCPs, learning from which is informing continued collaboration for relevant audits and reviews. The oversight of schools safeguarding children policy and practice through the Safeguarding Schools Network is strong, with a robust and active team of designated safeguarding leads who have engagement with GSCP work groups, training events and information sharing activities. GSCP has a range of mechanisms for engaging with children, young people and their families through early help services including local community resources, food banks and 'Young Greenwich'.



Jenny Pearce
Independent Scrutineer
(2023 – onwards)

The GSCP is actively looking to enhance the involvement of young people in the strategic development and review of GSCP activities. I look forward to assessing progress of this work.

Alongside these and other strengths, the review identified the need for increased engagement of Housing staff with safeguarding children issues taking the increasing pressure on families to maintain secure housing through the cost-of-living crisis. This has been addressed through the engagement of housing colleagues within GSCP work groups and, continued support from the Housing Strategy and Policy team in delivering safeguarding children and families to Housing operatives. The effectiveness of which further scrutiny can confirm. It also identified that practitioners across the partnership were engaging with questions of how their services are accessed, supported and perceived by global majority children, young people and their families and by those impacted by intersections between discrimination and social and economic disadvantage. It was also noted that further scrutiny could helpfully focus on the GSCP MASH. The summary reporting on this initial overview of strengths and areas of challenge was agreed through the GSCP leadership and executive groups.

In collaboration with the GSCP Executive and Strategic Leadership Groups, areas of scrutiny have been agreed and at the beginning of 2023/24 I began Independent Scrutiny of the Multi-Agency Safeguarding Hub (MASH) which will be reported on in the 2023/24 annual report. I very much look forward to this continued scrutiny and to working with colleagues to identify the continued successes and challenges facing of the GSCP.

3. The Royal Borough of Greenwich

SNAPSHOT DATA OF CHILDREN IN GREENWICH 2022/23

68,000
children and
young people
under 18

69% Greenwich
pupils
from Global
Majority
Backgrounds

Over 120
languages
spoken by
Greenwich
pupils

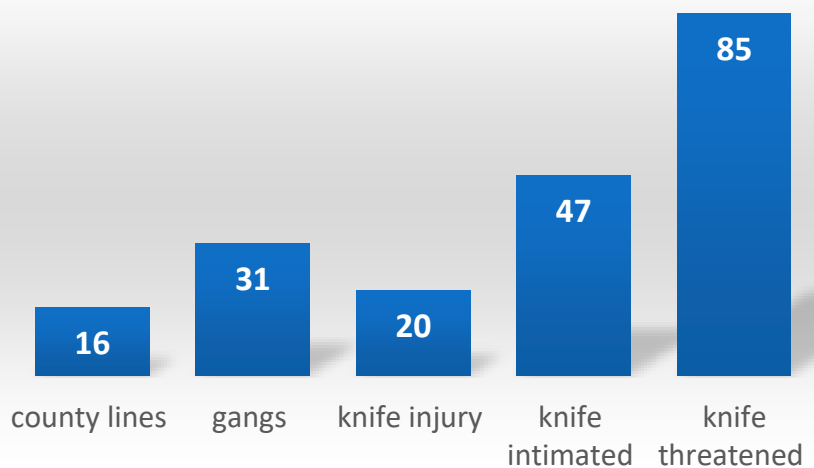
HEALTH

There were **85 births** estimated to teenage girls **aged 18 or less**.

Children's social care referrals made by Oxleas services to Greenwich Council increased from **161 in 2021/2022** to **215 in 2022/2023**. The are made by CAMHS services

28.8 % of children in Year 6 are considered obese in Greenwich, compared to **23.4%** in England. (2021/22 data)

Youth Crime Offences*



2198

Offences were committed against children under 18

4747 offences were committed by children under 18

*knife threatened means knife was used as the threat in the scene - not implied. Knife intimated means there was a threat that the susp has a knife made in the scene. Not shown to victim

GREENWICH SCHOOLS

26% Greenwich Pupils eligible for Free School Meals

34% of Greenwich pupils with English as their second language

94% of schools are Good or Outstanding (March 2023)

3,509 children and young people had an EHC Plan.

38% of households have an income under £25k (a common measure of relative poverty)

Overview of multi-agency data

The GSCP has a comprehensive multi-agency data dashboard which is reviewed on quarterly basis.

While the partnership does not act as a performance management body, discussing the data dashboard enables us to identify any trends or areas where we should be directing our resources. The terms used in the following charts reflects the language used by the organisations that provide us with the data.

The data produced on the following pages is a selection of the data across health, police and children's social care that we review in our work groups.

Figures in most areas are steady or improving, with some areas where outcomes are particularly positive.

Headline Data - Health

2021/22		2022/23
96	Number of LAC health assessments undertaken	127
3886	Midwifery referrals received	4127
117	Number of CP medicals requested	172
100%	Percentage of chronic (neglect) medicals undertaken within 7 days	100%
95.2%	Percentage of acute CP medicals undertaken within 24hrs	94.1%
14.6%	Percentage of reception children who are obese	Figures not available
28.8%	Percentage of Year 6 children who are obese	Figures not available
2050	CAMHS Referrals received	2273
1370	CAMHS Referrals accepted	1498

Headline Data – Children and Families Social Care

2021/22		2022/23
10440	Contacts to Combined Front Door	10362
672	MASH Process	494
3424	Referrals to Social Care	3443
866	Contacts with Outcome of 'FaASS'	859
3388	Total Child and Family Assessments	3317
97%	Timeliness of Assessments	97%
285	ICPCs (Initial Child Protection Conference)	301
71.2%	ICPCs within 15 days	75.1%
30	The number of unaccompanied asylum seekers	20
537	Reviews	566
226	Children in Need on 31 st March	255
164	Children Subject to CP Plan on 31 st March	236
93%	Timeliness of CP Visits	89%
462	Children in our Care on 31 st March	414
378	Care Leavers on 31 st March	339
445	Incidents - Missing from Care	541
261	Incidents - Missing from Home	219

Headline Data - Police

2021/22		2022/23
96	First time entrants to the Youth Justice System aged 10-17 (cumulative)	65
87	Offences involving a knife	118
25	CSE victims	29
5	Number of under 18s who have been a victim of domestic abuse and referred to multi-agency risk assessment conference (MARAC)	4
740	Total Referrals to MARAC of all ages	729
0	No. of MARAC referrals to MASH	1
818	Number of MARAC cases where a child is known to be involved (at point of referral)	795
2069	Offences committed on children under 18	2198
N/a	offences committed by children under 18	4747

Next steps

The GSCP has developed a new data delivery framework to enable us to further improve its use of the data dashboard (pg 16).

4. Partnership and Governance Arrangements

In summer of 2022, the GSCP reviewed its working arrangements and as result, developed a new governance structure to improve the ability to meet our statutory obligations and deliver against agreed strategic priorities, particularly focussing on strengthening our quality assurance and data analysis function.

As part of this process **5 work groups** were developed to deliver key GSCP responsibilities, these are the:

- Quality Assurance & Audit Group (Q&A)
- Multi Agency Child Exploitation Group (MACE)
- Learning, Training & Policy (LTP)
- Schools' Safeguarding Network (SNG)
- Early Help & Prevention Board



Work groups are chaired by strategic leads from Police, Health, Schools and Local Authority, who facilitate cross agency working and support group members in creative problem solving so that any agreed actions are progressed.

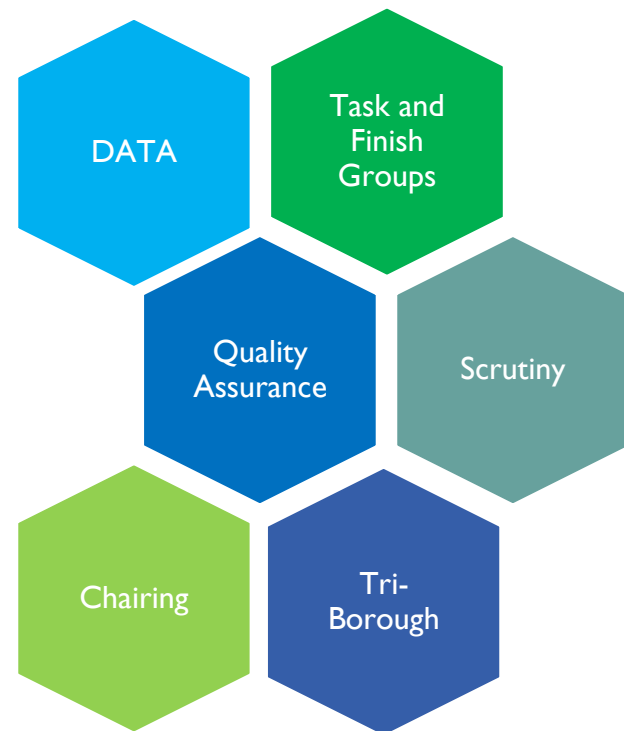
Chairs also attend the GSCP Executive Group to:

- report on progress on their workplan delivery.
- enable cross working group communication and collaboration.
- facilitate links to other partnership groups such as the Community Safety Partnership, Health and Wellbeing Board and Children and Young People Partnership.
- promote collaboration and joint responsibility.
- provide an outline of data trends ad highlights related to their priorities.



As part of this review the role of the Chair was reintroduced to enhance the function of the partnership. A new independent scrutineer was appointed, and the two roles became separate. In 2023/4 it is planned to further enhance the governance by recruiting a Young Scrutineer to improve the insight and influence of children and young people on the work of the GSCP.

- The GSCP secretariat is provided by the Business Unit, led by the GSCP Business Manager. The Business Unit ensures effective cross board communication and coordination.
- The GSCP is creating a comprehensive data set linked to Business Plan priorities to help us understand our performance and measure the impact of our work.
- The Quality, Audit and Assurance Group is responsible for overseeing quality across the GSCP, through the implementation of the Quality Assurance Framework
- In addition, the GSCP Business Manager, the Safeguarding Adults Board Manager and the Head of Community Safety and Partnership identify joint priorities across all their respective partnerships and identify opportunities to work on together on joint projects to deliver them



To support cross border working at a senior level, a Tri-Borough (Lewisham, Greenwich and Bexley) Steering Group meet quarterly to consider the areas where a tri-borough focus can most efficiently and effectively support practitioners to improve outcomes for families, for example the Tri borough training programme.

This new enhanced governance structure will improve the GSCP delivery and ability to focus on its key priorities.

5. The Child's Journey

Early Help and Prevention

The Royal Borough of Greenwich has a wide range of early help and prevention services which provide universal and targeted interventions to children, young people and their families at an early stage of need enabling us to focus our more intensive interventions to those in most need of them.. Children, young people and their families in discussions around their care so that they are able to make effective decisions about the support that they receive.

During 2022/23 much of the GSCP's work has focused on mapping out the various prevention and early intervention services available in the borough. These are set out below. The largest number of early intervention and prevention services in the borough are provided by the community and health services.

Type of service	Number
Community	18
Diversion	6
Domestic abuse	7
Drug & substance misuse	2
Education	14
Employment, Education and Training	2
Health	21
Housing	3
Mentoring	6
Parenting	3
Training & development	1

GSCP activity in 2022/3 has also been focused on increasing partnership collaboration ensuring a coordinated approach to support and services, through the implementation of multi- agency arrangements and the development of referral pathways into universal services. This is in response to local need and national and regional policy drivers such as the national Review of Social Care (2022) and the Adolescent Safeguarding Handbook (2022)

2022/3 was also the last year of the Early Help Strategy 2019-23 and so, the focus was on the delivery and assessment of impact to inform the development of the next Early Help and Prevention Strategy which is planned for 2023/24.

Key achievements during 2022/3

- Carried out comprehensive mapping exercises giving the GSCP a thorough understanding of the Greenwich prevention landscape
- Increased resources to begin to align services a lot better including strong links with the Family Hub Programme in this context
- Good progress was made in delivering the objectives of the Early Help Strategy 2019-23 especially those objectives focused on improving governance and coordination.

Local Definition of Early Help and Prevention

The identification of risk factors and the provision of support at the earliest stages, with the aim of preventing problems occurring or escalating and breaking the cycle of targeted and acute intervention.

Key to this is empowering children, young people and families with the tools and resources they need to achieve sustained positive outcomes



Impact

- Fully engaged partnership well equipped to drive forward the prevention agenda, based on a robust understanding of local need

Next steps

- Strengthening the Early Help and Prevention Board governance, with the possible appointment of a Voluntary Sector representative as Board chair.
- Overseeing the development and implementation of the Early Help and Prevention Strategy
- Delivering key Early Help and Prevention programmes including; the Supporting Families and Family Hubs programmes
- Developing the maturity of our Early Help system of support as outlined in the Early Help System Guide

MASH

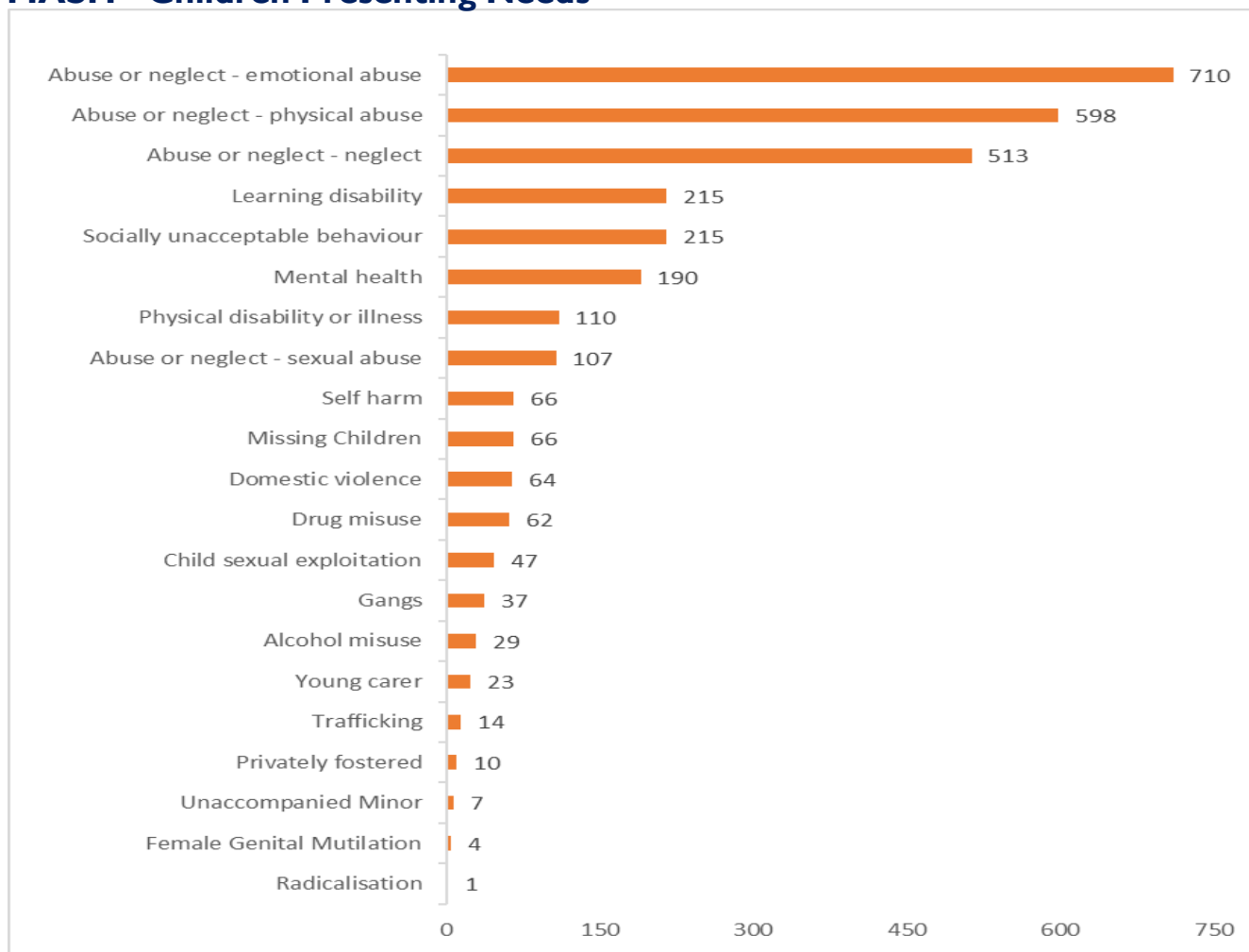
The Multi Agency Safeguarding Hub (MASH) is multi-agency team that acts as the first point of contact for agencies and individuals who are concerned about the welfare of a child.

It consists of the Police, Health and different teams within the Local Authority such as the Youth Justice Service, Housing and Education. There is also an out of hours service to respond to need and provide support when required.

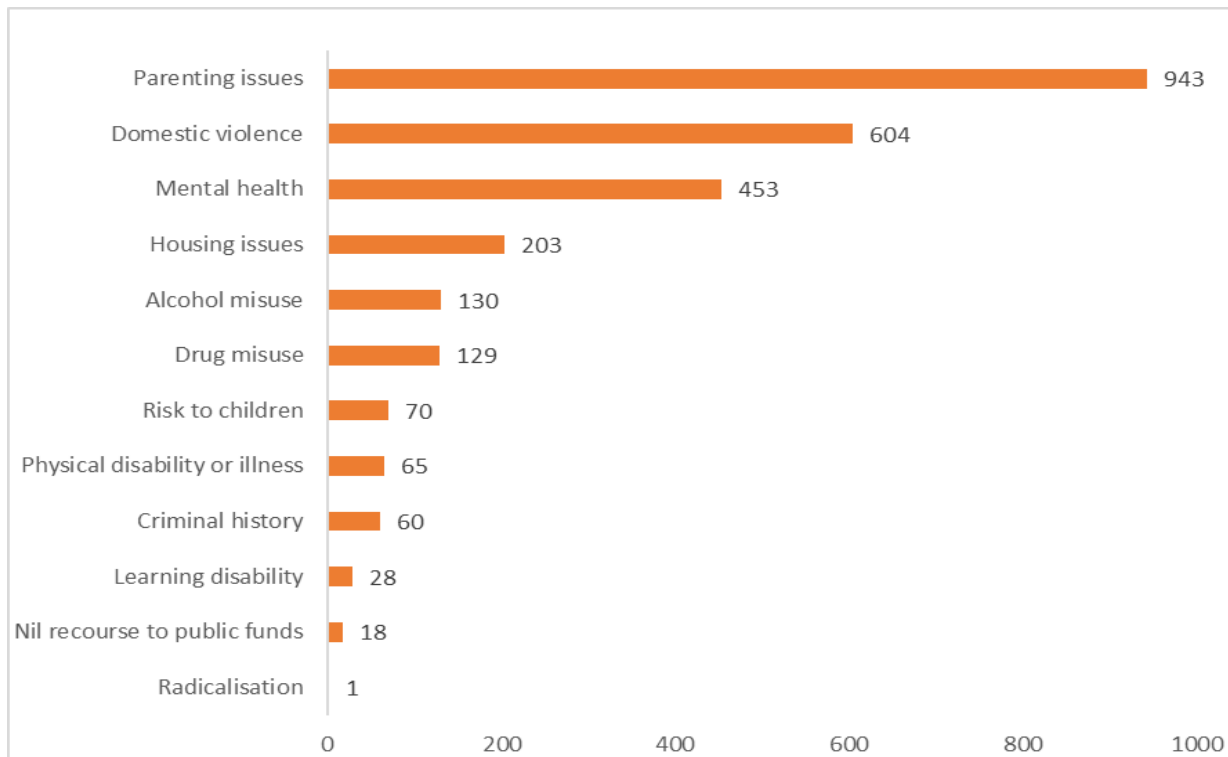
A regular multi agency group meet to oversee the functioning of the MASH ensuring effective partner engagement. This enabled us to address any barriers to delivery during the pandemic.

The numbers have remained stable over the last two years though the data shows that there was a slight decrease in the number of MASH contacts from 10440 in 2021/2 to 10362 in 2022/3.

MASH - Children Presenting Needs



MASH - Parental Presenting Needs



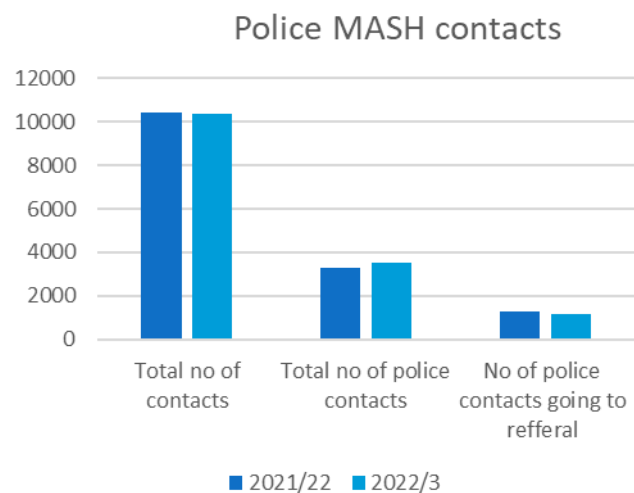
- Children are most likely to present with neglect linked to either/both emotional or physical abuse. In 2022/23 a number of actions were taken to improve awareness of neglect including training. While neglect is not a priority in the new business plan, there are plans to continually review this area of need and undertake improvement actions if needed.
- Learning disability and mental illness also frequently feature. These issues are featured as priorities in the next business plan.
- The high number of parents presenting as being affected by domestic abuse was one of the drivers for the GSCP to include domestic abuse as one of its priorities in the 2023/6 business plan.
- Parental mental health is a concern - the GSCP has carried out a range of activities to address mental health in the borough (see Section 6), despite this, poor mental health needs remain and continues to be an area of focus for the partnership
- Substance misuse (drugs and alcohol) were also a prevalent feature in parental needs, the GSCP has strong links to public health both strategically and operationally
- Housing issues are frequently cited, and this is likely to increase due to the cost-of-living/housing crisis, therefore we have improved housing representation and involvement in GSCP groups.

Key achievements

2022/3 MASH partners:

- In April 2022, a review by the integrated care board (ICB), identified a need for increased health input into the MASH resulting in two additional health practitioners being recruited. As a result, the Greenwich MASH is amongst the better resourced MASHs in London in terms of health.

- There is a positive relationship with police in the MASH with good communication between partners, including a regular quarterly meeting with the Police inspectors. This could be a reason for the increase in police contacts, which have gone up even though overall MASH contacts have slightly reduced.



- There are good links with Oxleas, a specialist service which includes Child and Adolescent Mental Health. MASH receive support from Oxleas to provide interventions for children and young people, especially relating to health-related interventions.

Impact

- Improved MASH performance, particularly from Police and Health partners for example 97% of MASH contacts are completed in a timely manner which is well within targets.

Next steps

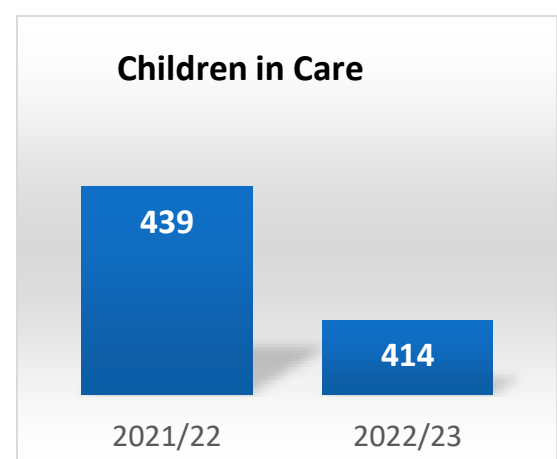
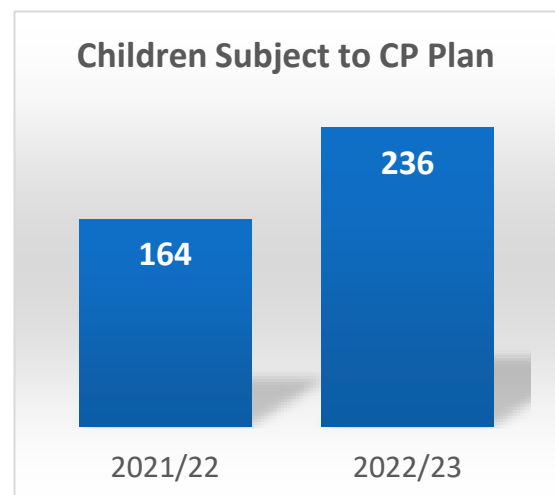
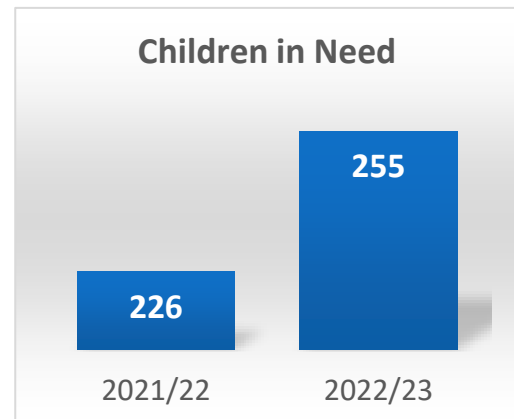
- A MASH audit and an Independent Scrutiny review are planned for 2023 to assess the effectiveness of the early help system in response the deaths of Star Hobson and Arthur Labinjo-Hughes (December 2021) and to inform and enhance the Partnership Early Help and Prevention Strategy.

Children in Need, Children Subject to a Child Protection Plan, Children in our Care and Care Leavers

The number of children in our care is decreasing though the numbers of children in need and children subject to a child protection plan are increasing. This could be a reflection of the increase in need in the borough or might be an indication that practitioners are addressing need more effectively and therefore fewer children have been placed into care.

Greenwich has continued to enhance its work with children once they are in care to improve their outcomes. This includes:

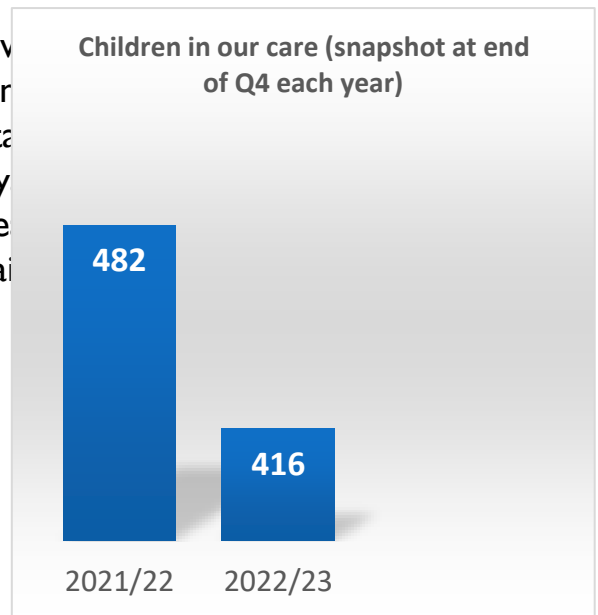
- Health are responsible for providing health assessments to children in care and, there is a good rate of immunisations and the number of health assessments being undertaken has increased during 2022/3.
- The Police have developed Philomena protocols to work with children reported missing from care. The protocols focus on planning, recording and prevention measures.
- To improve the support to children in care and care leavers, Greenwich Council has developed a new Corporate Parenting Partnership to ensure that all partners enhance their support to children in care in line with responsibilities as Corporate Parents.



Care Leavers

Greenwich supports young people after they have left our care. While the statutory focus is on young people aged 17 to 21, some children choose to stay in contact after their 21st birthday. The Royal Borough of Greenwich has undertaken a great deal of work to ensure that care leavers remain supported through their journey to adulthood.

- At the end of the 2022/23, 84.4 % of care leavers were in suitable accommodation.
- There is increased support to care leavers through the virtual school
- Funding enables care leavers to rebuild/mend the relationship with their families and support networks
- The Royal Borough of Greenwich has been awarded additional funding for mental health support to care leavers.



Impact

- There has been a reduction in the number of children in care from 462 to 414, which could be seen as the effective work being taken to support children and families earlier in their journey.

Next steps

- A Health-related dataset will be monitored by the GSCP Quality Assurance and Audit Work Group, to support performance in this area.

6. Delivering 2020/3 Business Plan Priorities

Hearing and communicating the voice and children and young people to understand their journey better is embedded throughout the GSCP work

Overview

The voice of children and young people was a cross cutting theme in the previous business plan given the importance of centring our work around the child's lived experience. Efforts have been made to ensure that children and young people from a range of demographic backgrounds are represented in influencing/decision making structures. The Greenwich Young People's Council includes young people from a range demographic backgrounds including over 75% from global majority backgrounds, it is gender balanced, includes young people of different faiths and sexualities. There is also a Care Leavers Forum which ensures that gives all Greenwich Care leavers the opportunity provide feedback on the services that they receive.

Consultation with stakeholders suggests that overall good progress has been made in improving children and young people's participation at individual, service and strategic levels, though it was also felt that coordination of activities across all GSCP agencies could be improved. The lack of coordination meant that good practice and common approaches were not consistently embedded across all agencies within the GSCP.

This will be addressed by additional investment in this area by including the recruitment of a young scrutineer.

Actions delivered include:

- Children have been involved in assessments for example the [Heeadsss](#) Health and [Merlin](#) Police processes
- Audits, Local Children's Safeguarding Practice Reviews (LCSPR) Scrutiny and Rapid Reviews include 'voice of the child' as part of the 'key lines of inquiry'
- Development of a young scrutineer role with a plan to recruit in 2023/4
- Children and Young People's insight and influence processes are embedded across Police, Health and Local Authority at strategic and operational levels
- Oxleas have held service training on intersectionality and receiving the child's voice.
- There have been a lot of discussions within and across schools with a focus on consent and raising young people's awareness of their right to say no

Impact

- Police have improved how they involve children in Merlin assessment processes when working with the missing children, leading to improved outcomes.



Next steps

- Recruitment of Young Scrutineer who will support the coordination of children and young people's influence and insight within the GSCP.
- The good practice around missing children developed by the Police, will be taken forward by all partners as part of the 2023/26 Business Plan



Tackling the risks to adolescents, particularly those associated with exploitation, violence and neglect

Overview

The business plan objectives focussed on improving the governance structures in line with the recommendations of the adolescent safeguarding handbook, which enabled the wide range of activities outlined below to be delivered. Partners have improved their diversity and inclusion action, particularly in response to the [Child Q](#) LSCPR.

- Children and Families Social Care reviewed the Child Q learning and within the Royal Borough of Greenwich there is a tackling structural racism network as well as a focus on addressing disproportionality across the board
- Probation has considered intersectionality a lot over recent years especially over the pandemic which impacted ethnic minority groups disproportionately.
- There is now an anti-racist forum within Oxleas and a programme of work involving frontline staff, senior managers and Board members in making positive changes to how it feels to work at Oxleas.
- Bromley Health Care receive regular training in equality and diversity, and awareness raising of anti-racist practice
- Lewisham and Greenwich Trust has equality and diversity and well-being groups
- The Police are working to build trust with action such as the Race Action Plan

Partnership work on equality, diversity, inclusion and disproportionality has laid a solid foundation for all the agencies to take forward in the next business plan.

Actions delivered include:

- The adolescent neglect pathway has been developed with an accompanying training programme
- Child Sexual Abuse (CSA) audit and learning to embed recommendations disseminated widely
- A training programme on adverse childhood experiences (ACES) delivered
- Tri borough work on improving the approach to missing children
- Schools survey on online harm with over 1000 responses
- Review of MACE governance arrangements in line with regional recommendations leading to improved performance
- During the 22/23 reporting year 103 individual children and young people were discussed at Greenwich Risk Adolescent Safeguarding and Prevention Panel (GRASP) and provided with appropriate interventions. Of those, 74 had one or more concerns relating to child sexual exploitation, child criminal exploitation or serious youth violence as a victim, perpetrator or associate.

Impact

- There has been a reduction in the number of first-time entrants (FTE) into the criminal justice system, which can be seen as the result of improved approaches to supporting vulnerable adolescents.



Next Steps

- Adolescent safeguarding will continue to be a priority in the 2023/6 with a continued emphasis on enhancing governance arrangements, supporting vulnerable groups of adolescents especially those who go missing, those at risk of Child Sexual Exploitation (CSE) and Child Criminal Exploitation (CCE)
- In response to the findings of the Child Q review, the GSCP will regularly review children strip search data
- Working with local faith and cultural groups to develop actions to address contextual harm and ensure that all children, particularly children from global majority backgrounds
- A pilot to support vulnerable care leavers aged 18-25 will be overseen and evaluated by the MACE work group.

Supporting children to maintain positive mental health, with a particular focus on deliberate self-harm and suicide.

Overview

Mental health was a priority in the 2020/23 Business Plan, in response to the increasing level of mental ill health in children, young people and families. In common with areas across the country, waiting lists at CAHMS services have increased and therefore there is increased need for practitioners to develop the skills to support children and young people. As a result, many of our actions centred around improving awareness and increasing the capacity of practitioners.

Despite successful delivery of this priority there is ongoing high needs around mental health within the borough. This is in line with the national trends, where COVID-19, social media and other stressors have had an impact on adolescent mental health.

Actions delivered include:

- Public Health funded a mental health and wellbeing training programme which the Business Unit rolled out over 2022/23, with 100% of attendees reporting a positive impact on practice following the training
- Resources on mental health are now available on the GSCP website
Child and Adolescent Mental Health data is collated quarterly.
- GSCP representatives attend the Safeguarding Adults Board (SAB) and Adults Social Care attend the GSCP Executive Group to improve transitions between child and adult mental health services



Impact

- The GSCP delivered over 20 training sessions as part of the public health training programme mentioned above. Snapshot evaluations found that attendees reported being satisfied with the training sessions that they attend

Next Steps

- Mental health to become a cross cutting issue in the next Business Plan, with mental health objectives within each priority area.
- The GSCP has improved its governance structure so that it can effectively raise gaps, capacity issues and similar concerns around mental health to high level partners for action.
- Mental health related data set to be monitored quarterly in line with GSCP's delivery framework
- The GSCP annual conference will have a focus on identity and its impact on mental health

Recognising vulnerability and providing the right support to protect and nurture during pregnancy and early infancy.

Overview

Stakeholders report good progress in delivering the actions under this priority with a lot of activity focussing on raising awareness of the higher-than-average needs within the borough, including higher than average levels of substance misuse, teenage pregnancy, obesity, neonatal mortality and mental ill health in pregnancy. These issues lead to poorer birth outcomes and can have a lifelong effect on children as they grow up.

It was decided to keep early pregnancy as a priority within the new business plan, to build on the awareness raising activities, coordinate and build on preconception and pregnancy services, and to support Greenwich in meeting the Governments ambition to half neonatal mortality by 2025.

Actions delivered include:

- The Tri-Borough Partnership developed a keeping babies safe campaign including the commissioning of ICON across all SE London boroughs which raises awareness of infant crying and gives parents and carers tools to cope.
- A bruising protocol was produced and is available on the Greenwich Safeguarding Children Partnership website. The protocol has been shared widely across all agencies



Impact

- There were almost 100 unique page views for the keeping babies safe campaign and users spent an average of 3 minutes accessing the information.

Next Steps

- Pregnancy and early infancy has been included as a priority in the 2023/26 Business Plan, with a focus on coordinating support during preconception and pregnancy and addressing disproportionality as research shows that black or Black British ethnicity mothers are overrepresented in neonatal death figures.
- There will be a focus on engaging new partners within the Family Hubs programme and within the Early Help and Prevention Board

Safeguarding children with additional needs and promoting their welfare

Overview

Around 3% of children in Greenwich have Special Educational Needs and Disabilities (SEND) and 15% of the school population children attending Greenwich schools receive SEN support. The most common need is Speech, Language and Communication (SLCN). Rates in Greenwich are increasing and children with SEND are overrepresented in our Local Child Safeguarding Practice reviews, and therefore it was decided that safeguarding children with additional needs would be a GSCP business plan priority. In line with national figures, boys and white children are overrepresented in SEND figures and during the new business plan more work will be undertaken to understand the implications of this.

In the borough progress has been made in delivering this priority with strong partnership work between SEND leads and the GSCP.

Actions delivered include:

- Training programme delivered with practitioners reporting improvements in their confidence in identifying SEND and supporting families
- Reorganised services to provide support to children throughout their childhood, with an agreement in principle to extend services to 25 years old
- Development of services to support the transition of children moving to adulthood



Impact

- The Royal Borough of Greenwich achieved a 'good' Ofsted rating following its SEND Inspection.

Next steps

- Implementation of national panel recommendations on children with SEND placed in residential care
- SEND to remain a GSCP priority

7. Learning from Serious Incidents and Audits

Learning from Practice

Much of our learning comes from cases. Historically this learning and our resources have been focused on safeguarding incidents that required formal statutory reviews including community safeguarding and public protection incidents which required notification to the Youth Justice Board.

While we continue to learn from these incidents, we also ensure that the way we capture the learning is proportionate and meaningful. This means that we may:

- recommend a review by the National Child Safeguarding Practice Review Panel,
- commission a local child safeguarding practice review for publication,
- consider whether a single or multi agency audit might provide the most useful learning.

During the past year, the GSCP has reviewed all its rapid reviews and learning from practice processes to improve how we provide services to underserved groups. One action was ensuring we capture protected characteristics of the child and their families to help us fully analyse the history, background and context of a case by enhancing our templates



This has helped us to identify where there may be gaps in practitioners' understanding of the lived experiences of families

We also have realigned our focus to ensure we capture learning from 'no harm' incidents and we disseminate the findings in a way that is most likely to bring about improvement in practice.

This has provided an opportunity for reflective multi-agency practitioner events coordinated and led by the GSCP. The events were well received and, practitioners have had the opportunity to learn the practice and perspective of partner agencies first hand leading to improved practice. (The details of the cases discussed have not been included in this report to protect the identity of the families and children involved).

Child Sexual Abuse (CSA) Audit

- 160 responses were received with the highest number of responses from schools (44) followed by the Police (12)

Working Well	Areas for development
<ul style="list-style-type: none"> • There is evidence of extensive support, consultation, interagency discussion and work by individual agencies for the majority of the children in the audit, when services were involved with them 	<ul style="list-style-type: none"> • The agencies who responded felt that there was a gap in the availability of therapeutic services from CAMHS. • A holistic service such as the Child House project was felt to be the ideal model • Only 56% of practitioners had reflective supervision around this issue • The HAVEN sexual assault service not widely known about or used • Children are not always referred for STI screening

Recommendations	Response
Update and launch Greenwich CSA pathway, and CSA training for staff	a multiagency pathway for referral and assessment, including provision of emotional support was developed. Multi agency training webinar for health staff also held.
Clinical indicators of sexual abuse need to be highlighted in training	Working with Child Sexual Abuse training held with 20 attendees
Children should be referred to the Haven the sexual assault referral centre (SARC) for historic abuse	Referrals to the Haven have been added to data dashboard so referrals can be overseen, and remedial action encouraged as necessary
Staff, including those carrying out 'return from missing' interviews to be trained further in skills to talk to children who may have been sexually abused as well as at risk of exploitation	See training (above)
Training should include competence relating to culture, ethnicity, inappropriate attitudes to 'consensual	See training (above)
Impact	
<ul style="list-style-type: none"> • Improved response to child sexual abuse across all agencies 	

Local Child Safeguarding Practice Reviews – Child C&D

Background

- Children C & D sadly died due to a house fire at their home, that Police believe mother started intentionally, she also passed away in hospital.
- Both children had additional needs; Child D had an education, health and care plan (EHCP) and Child C was going through the process to obtain an EHCP and the Mother had recently been diagnosed with multiple sclerosis (MS)

Working Well	Areas for development
<ul style="list-style-type: none"> • The children were well supported in their schools • A variety of services were offered to support Mother's care of the children • There was a coordinated team around each child in place and strong plans in place that were reviewed regularly. 	<ul style="list-style-type: none"> • Support focused on the children & the lack of co-ordination meant that there was a mismatch between the needs of the children, the mother's needs in terms of being able to care for the children & the mother's own health needs. • Mother's physical deterioration & fluctuating mental health was a major factor in her finding caring for her children overwhelming. The parent's relationship was complex & mother found the legacy of the domestic abuse difficult. • No agency had an in depth understanding of what day to day life was like for these children at home. Their voices are not strong in reports.

Child C&D

Key learning and Recommendations	Actions
<ul style="list-style-type: none"> • Practitioners to think more holistically about families • There is a need to recognise responsibilities for parents caring for children with disabilities and how legislation and guidance can support their work • It is important to understand children's day to day lived experiences and how their history, identity, and individual struggles shape this • Practitioners need to consider issues of intersectionality and the impact of multiple oppressions • Joint working & information sharing between Adult and Children's services to be strengthened. • GSCP ensure that the learning about the need to assess parents as carers when caring for children with additional needs is put into practice • Information available to Parent Carers on Assessments in order to be clearer regarding their entitlements and how to access them • All agencies have arrangements in place to ensure assessments and ongoing work includes the child's experience and voice 	<ul style="list-style-type: none"> • Joint working & information sharing between Adult and Children's services was strengthened. • GSCP ensured that the learning from this review about the need to assess parents as carers when caring for children with additional needs is embedded in practice in line with the Children and Families Act 2014 • Information available to Parent Carers on Assessments to be clearer about what their entitlement is, how to request it, who can access it and what to expect as a result of such an assessment. • All agencies have arrangements in place to ensure assessments and ongoing work includes the child's experience and emotional impact of these experiences as well as the child's voice
Impact	
<ul style="list-style-type: none"> • To implement this learning the GSCP ran 'see the adult see the children' programme which included workshops were attended by practitioners from all agencies within the partnership • Practitioners have added a section on the child's voice to forms to ensure that this continues to be captured. • GSCP ran a programme of professional curiosity training in response to the findings of this review 	

Rapid Reviews

The GSCP undertook two rapid reviews in the year 2022-23 both relating to babies who sadly died while being left unattended in a bath.

1. **Rapid Review Meeting 1: No further action**

- No case specific learning was identified
- Concluded death was a tragic accident

Immediate actions undertaken:

- Children's Safeguarding & Social Care undertaking a Section 47 assessment for siblings
- Bereavement support being provided to the family via the Keyworker (Child Death Review Process Team)
- GP has placed an alert on the family records - should the family request support this will be flagged as urgent

2. **Rapid Review Meeting 2: Progressed to Local Child Safeguarding Practice Review (remains open into 2023-24)**

- Appears mother was isolated and did not wish to engage in any available services e.g. Children's Center activities
- No parental mental health diagnosis but evident mother experienced low mood and family had concerns about mental health
- Concluded to undertake a Local Child Safeguarding Practice Review

Immediate actions undertaken:

- Bereavement support was provided to the family via the Keyworker (Child Death Review Process Team)

As a result of the two very similar serious incidents, the GSCP immediately circulated water/bathroom safety resources to all agencies across the partnership, to be shared with parents/carers.

The Learning, Training & Policy Work Group reviewed information and signposting that is shared with families and coordinated and delivered a campaign on general child safety awareness, including water safety.

- Resources and information on child safety was shared across the partnership, including to schools
- All practitioners and professionals were asked to share and discuss the child safety resources with families
- Child safety information was shared across social media and on the GSCP Website



8. Training and Workforce Development

GSCP Multi-Agency Training

A key function of the GSCP is the provision of high quality and effective multi-agency training to improve the collective understanding of local need and the services available to support children and young people

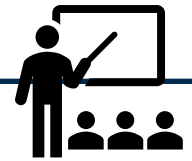
Course evaluations were overwhelmingly positive with the majority of attendees reporting that attending training had a positive impact on their practice. To supplement the face-to-face offer, a programme of eLearning was developed in 2021/23 and launched in 2022/23.

Attended training	2021/2	2022/3
Charitable/Voluntary	199	219
Children's Centres	66	63
Early Years - Home Based	19	3
Early Years - Maintained/Private/Charitable	25	8
Education	119	88
Foster Carers	38	48
Health	51	51
Police	3	1
Probation	15	1
RBG	449	528
Other	42	34
	1026	1044

The data for this report is taken from the GSCP training system which is dependent on self-reporting so it not always accurate. Despite this a few trends can be identified:

- We are seeing increases in the number of people attending our training with improved numbers of RBG staff and foster carers.
- Despite being active members of the GSCP the number of police and probation officers attending training are small and decreasing.
- School numbers are decreasing this may be due to the high number of school staff attending their own, effective in-house training (see Section 11 findings)

The LTP group will continue to work with our partners to target our training provision more effectively based on an annual needs assessment exercise.



47
Events

1911
**Places
offered**

1247
Bookings

86%
Attendance

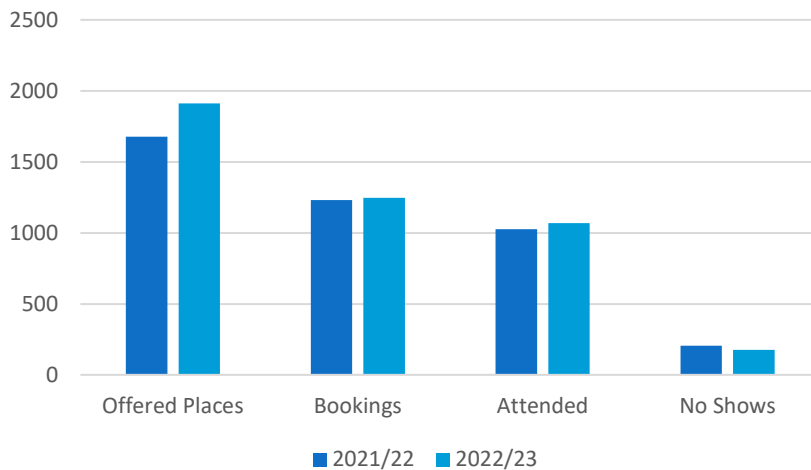
84
Trainers

40
**E-learning
session**



Training attendance overview

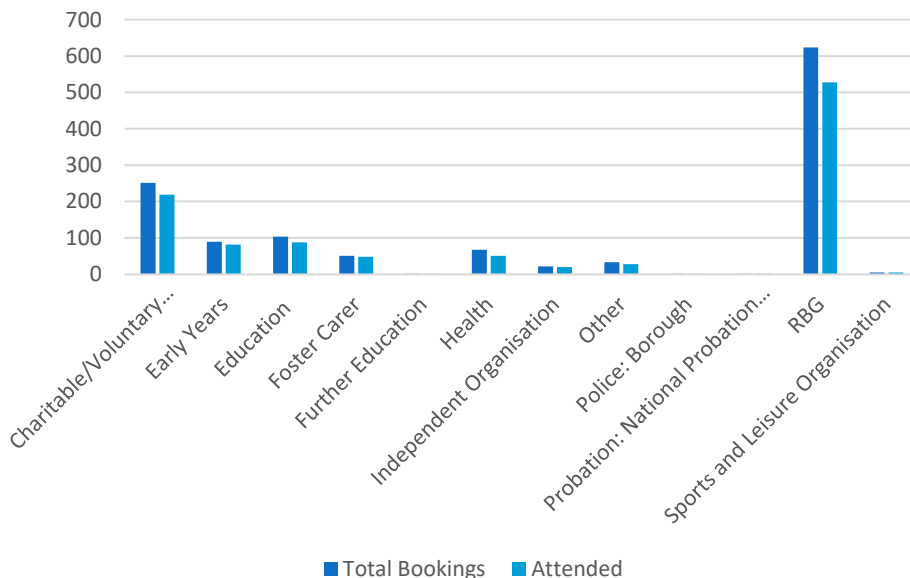
Training Attendance



The GSCP increased the number of training places offered from 1678 in 2021/22 to 1911 in 2022/23.

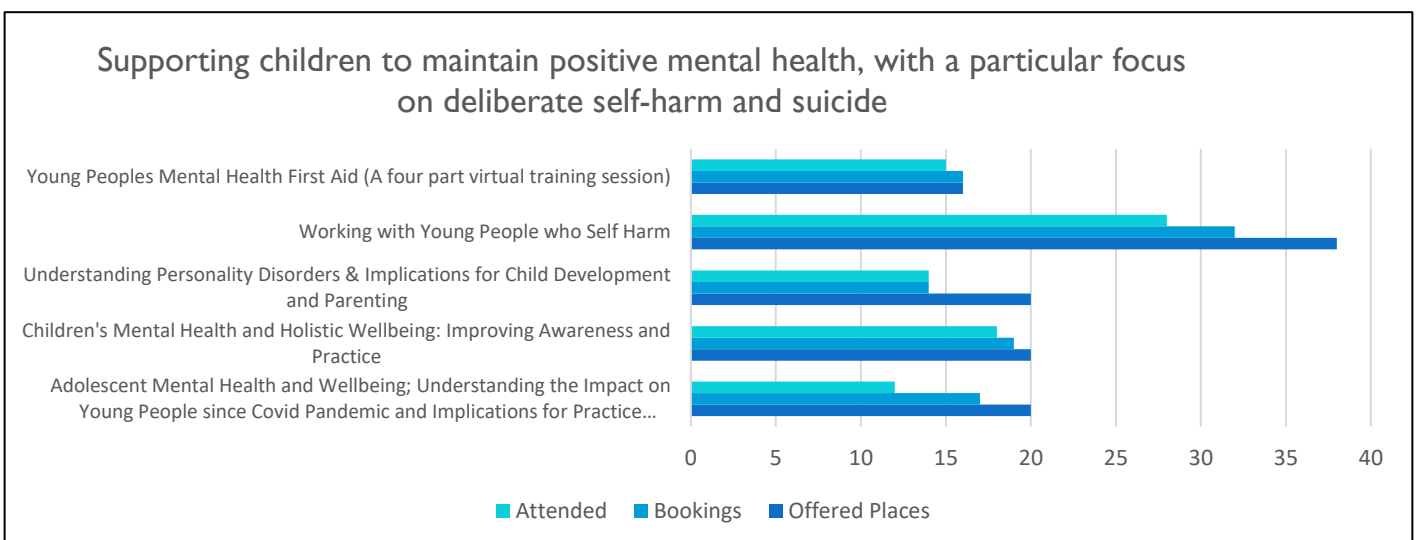
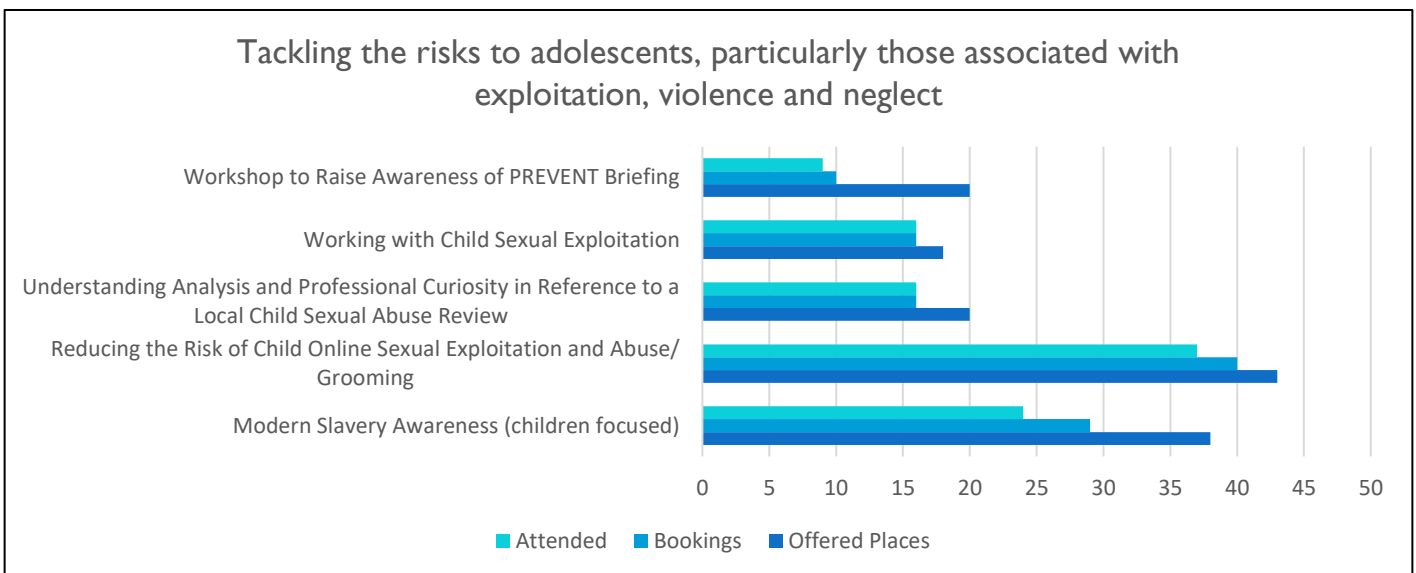
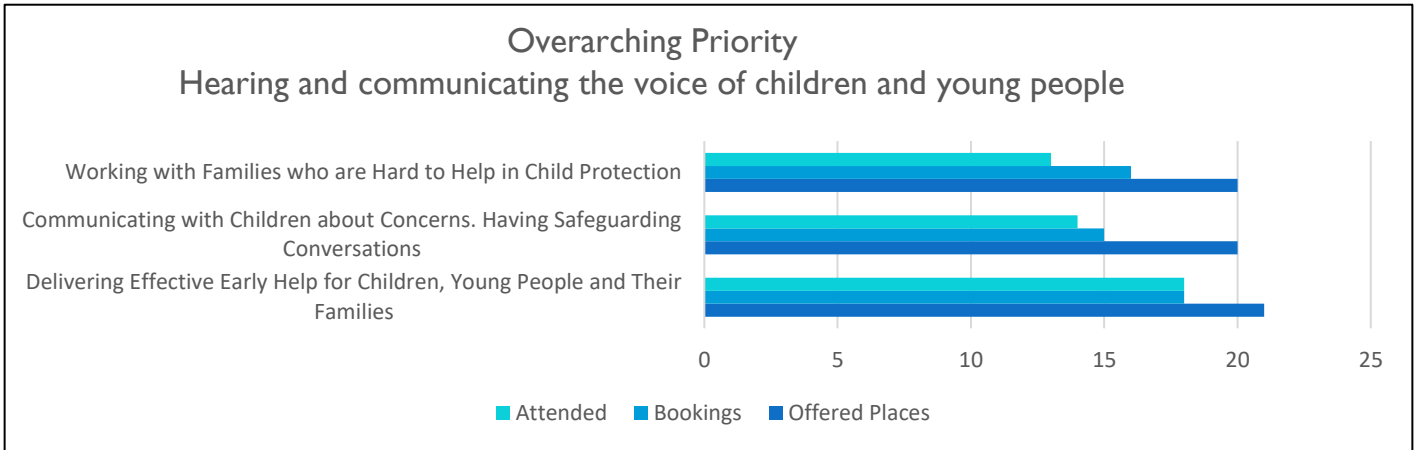
The proportion of no shows has also improved, (see below) this is due to improved communications and the reinstatement of the failure to attend policy post lockdown

Attendance by organisations

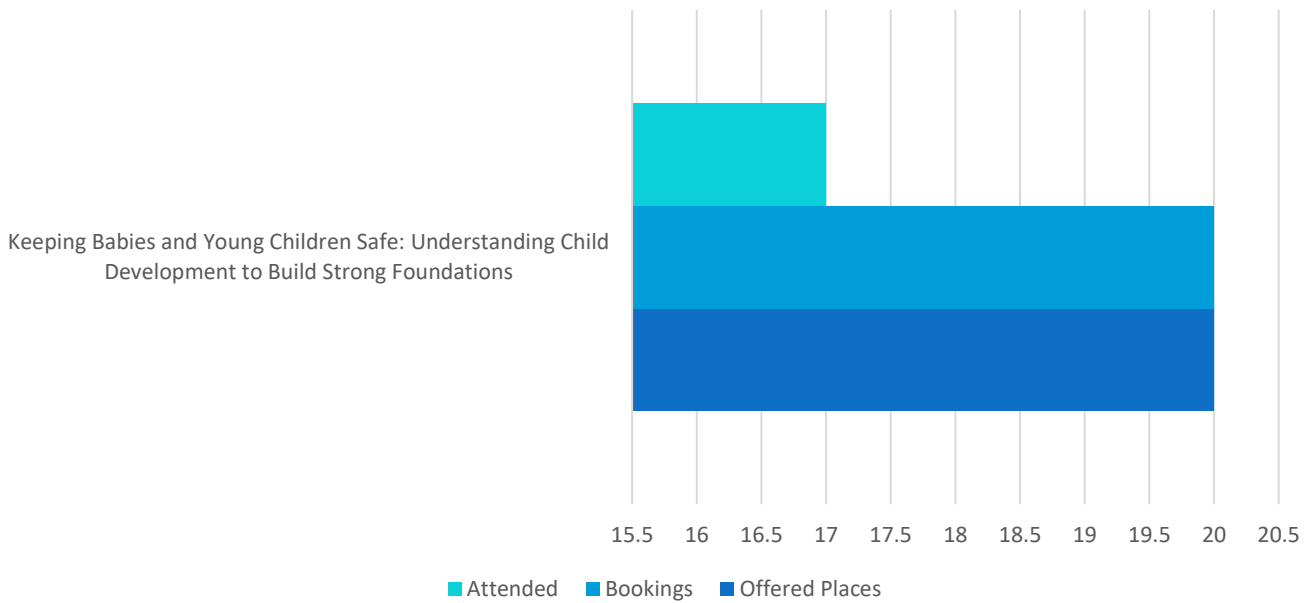


Overall attendance is at 86% which is an improvement from last year's figures of 83%. Amongst the best attenders are fosters carers with 94% and ,independent organisations with 91%. Schools have a 90% attendance

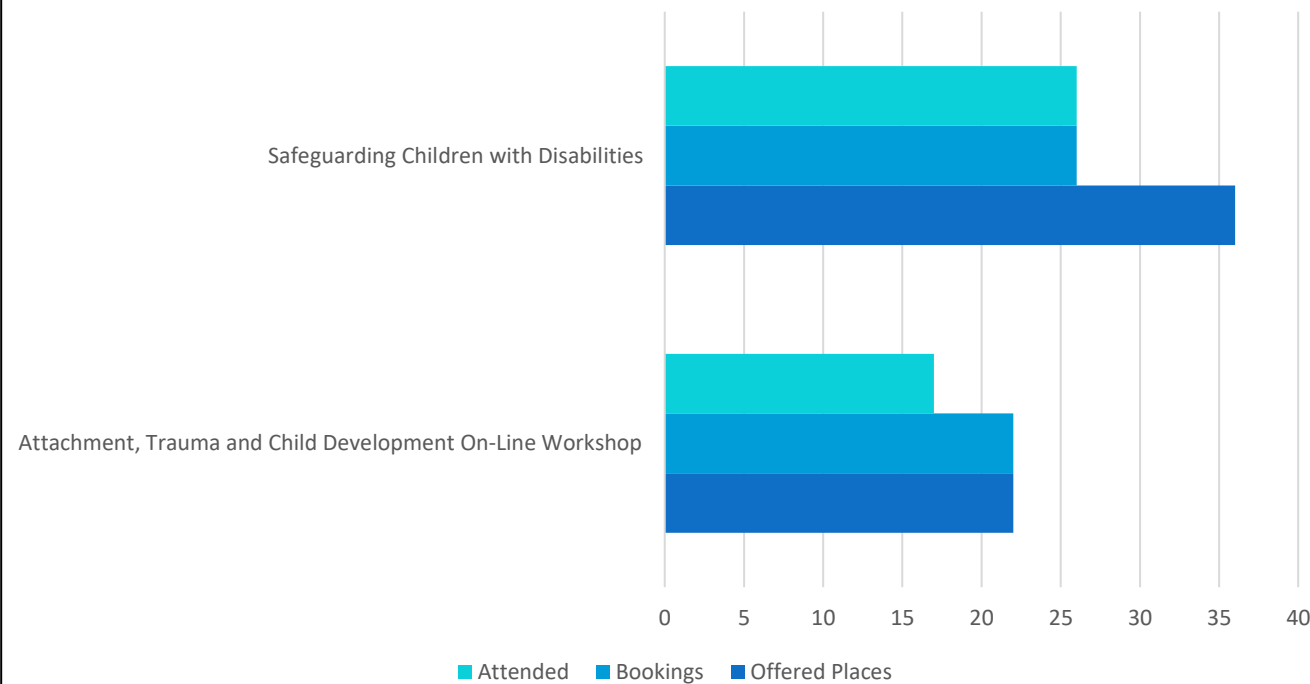
The GSCP offered a range of courses directly related to 2020/23 the Business Plan priorities. These are set out below and show that while not all places that were offered were taken up, there was a good attendance rate when people booked a course.



Recognising vulnerability and providing the right support to protect and nurture during pregnancy and early infancy



Safeguarding children with additional needs and promoting their welfare



Below is an overview of the range of courses offered by the GSCP during the last 2 years. These numbers are indicative, due to the recording issues outlined previously.

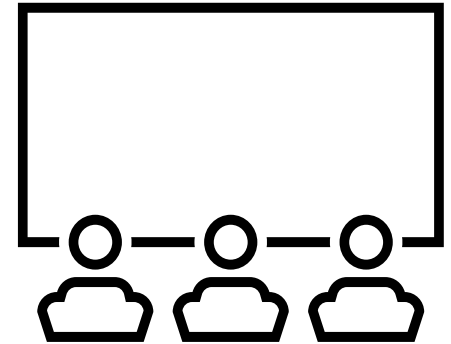
Course	Attendees 2021/22	Attendees 2022/23
Adolescent Mental Health and Wellbeing; Understanding the Impact on Young People since Covid-19 Pandemic and Implications for Practice Interventions	12	33
Advanced Domestic Abuse	22	25
Allegations against Staff and Volunteers: Understanding the LADO process	30	13
Assessing and Supporting Parenting Capacity On Line Workshop		31
Attachment, Trauma and Child Development On-Line Workshop	17	19
Attending & Presenting at Child Protection Conferences & Core Group Meetings	12	20
Basic Drug Awareness Workshop		6
Child Sexual Exploitation and Child Sexual Trafficking Webinar		
Children's Mental Health and Holistic Wellbeing: Improving Awareness and Practice	18	40
Communicating with Children about Concerns. Having Difficult Conversations	14	16
Critical Thinking & Risk Assessments (A two-part on Workshop)	14	13
Cyberbullying Workshop Webinar		10
Delivering Effective Early Help for Children, Young People and Their Families	18	14
Developing Authoritative Practice (for Safeguarding Practitioners)	18	
Domestic Abuse Awareness and Safeguarding Children	28	22
Engaging Men in Safeguarding and Work with Vulnerable Children and Their Families	11	
Freedom Programme Taster Session	17	0
Harmful Sexual Behaviour Webinar		
Hate Crime Awareness Webinar		
Having Difficult Conversations about Safeguarding Concerns: Building Positive Relationships with Families	15	7
Introduction to Neglect Workshop	12	12
Keeping Babies and Young Children Safe: Understanding Child Development to Build Strong Foundations	17	14
Keeping Children Safe Online	16	
Lessons Arising from Child Safeguarding Practice Reviews	25	18
Neglect and Other Complex Cases: Assessing Parenting and Parental Capacity for Change		17
Modern Slavery Awareness (Children Focused)	24	11
NVR (Non Violent Resistance) Introduction (a three part session)	49	12
Parental Mental Health: Impact on Adults, Parenting and Children's Safeguarding for Multi-Disciplinary Professionals	16	18

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	14
Safeguarding Children Across Culture and Faith		
Safeguarding Children Basic Induction (a two-part Workshop)	92	84
Safeguarding Children with Disabilities	26	
Safeguarding Children Working Together (a two-part session)	73	27
Safeguarding Children: 1/2 day Basic Induction Refresher	46	50
Social Media and Mental Health		
The Resilient Practitioner: Self-Care Strategies for Helping Professionals Workshop	22	10
Understanding Analysis and Professional Curiosity in Reference to a Local Child Sexual Abuse Review	16	
Understanding Personality Disorders & Implications for Child Development and Parenting	14	
Understanding the Multi-Agency Risk Assessment Conference (MARAC) process.	20	17
Working with Child Sexual Abuse		
Working with Child Sexual Exploitation Workshop	16	
Working with Families who are Hard to Help in Child Protection	13	15
Working with Parental Substance Misuse	16	5
Working with Young People who Self Harm	28	
Workshop to Raise Awareness of PREVENT Briefing	9	
Young Peoples Mental Health First Aid (A four part session)	15	
TOTALS:	1026	1070

GSCP Film Screenings

The Business Unit runs lunchtime film screenings covering a range of topics relevant to practitioners who work with children, young people and families.

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-one sessions to provide time and space for reflection.



A total of 359 people attended the sessions in 2022/23

2022/23 Lunch Time Film Screenings

2022-23	GSCP Lunchtime Film Screenings	Number of attendees
28-Apr-22	Subnormal: A British Scandal	40
23-Jun-22	Hidden Girls	72
14-Sep-22	A Social Media Murder: Ollies Story	52
12-Oct-22	How I suffered FGM and Forced Marriage	54
17-Nov-22	Mental Health Young Lives in Crisis	29
13-Dec-22	Kristy Bamu Special BBC news report	42
27-Jan-23	Why Kids Miss School	31
08-Mar-23	Our Little Secret	39
Total		359

Feedback from Training Evaluations

.....Importance of being creative when having difficult conversations. Not to be afraid to explore reasons behind why a child is doing something. Child background is important.

I will use the information in my everyday practice to better inform my decision making.

I am aware of what I am expected to do in certain situations

Being more mindful and understanding - appreciating that those involved may be being forced or coerced.

So much informative information for me to utilise in my practice.

Website, Newsletter, Twitter and Seven Minute Briefings

The GSCP has focused on developing a range of easily ‘digestible’ learning resources as feedback from practitioners suggests that they have limited time for learning and development activities. The resources have increased the reach of the partnership, raising awareness of our activities to a wider audience. The GSCP has increased its publicity activities which has led to improved performance this year.



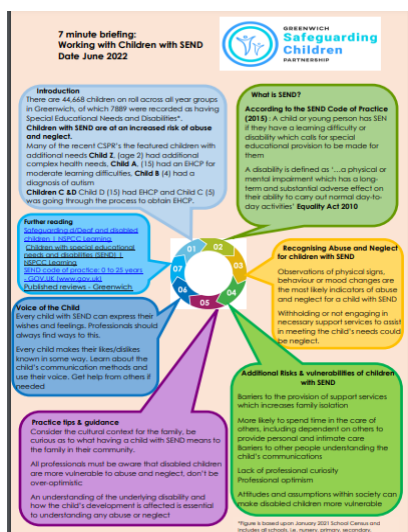
1,160 partners signed up to receive the monthly newsletter. This represents an increase from the 2021/22 figures of 1070 subscribers



The GSCP Website has on average 1,500 visits per month with most visitors viewing the ‘What to do if you’re worried’ page



The GSCP has 517 Twitter followers, which is an increase over 2021/22 figures of around 450



7 minute briefing: Working with Children with SEND
Date June 2022

Introduction
There are 44,468 children on roll across all year groups in Greenwich, of which 7888 were recorded as having Special Educational Needs and Disabilities.
Children with SEND are at an increased risk of abuse and neglect.
Many of the recent CSPE's featured children with additional needs **Child Z** (age 2) had additional complex health needs. **Child A** (15) had an EHCP for moderate learning difficulties. **Child B** (4) had a diagnosis of autism. **Child C** & **Child D** (15) had EHCP and **Child C** (19) was going through the process to obtain EHCP.

What is SEND?
According to the SEND Code of Practice (2015) A child or young person has SEN if they have a learning difficulty or disability which calls for special educational provision to be made for them.
A disability is defined as "...a physical or mental impairment which has a long-term and substantial adverse effect on their ability to carry out normal day-to-day activities." **Equality Act 2010**

Further reading
[Following a child and disabled children's experiences](#)
[Children with special educational needs and disabilities \(SEN\)](#)
[SENCO Learning](#)
[What is a child with SEND? \(10/2/2021\)](#)
[SEND: An overview](#)
[Additional resources - Greenwich](#)

Voice of the Child
Every child with SEND can express their wishes and feelings. Professionals should always find ways to this.
Every child makes their likes/dislikes known in some way. Learn about the child's communication methods and use their voice. Get help from others if needed.

Practice tips & guidance
Consider the cultural context for the family, be curious as to what having a child with SEND means to the family in their community.
All professionals must be aware that disabled children are more vulnerable to abuse and neglect, don't be over-optimistic.
An understanding of the underlying disability and how the child's development is affected is essential to understanding any abuse or neglect.

Recognising Abuse and Neglect for children with SEND
Observations of physical signs, behaviour or mood changes are the most likely indicators of abuse and neglect for a child with SEND.
Withholding or not engaging in necessary support services to assist in meeting the child's needs could be neglect.

Additional Risks & vulnerabilities of children with SEND
Barriers to the provision of support services which increases family isolation.
More likely to spend time in the care of others, including dependent on others to provide personal and intimate care.
Barriers to other people understanding the child's communications.
Lack of professional curiosity.
Professional optimism.
Attitudes and assumptions within society can make disabled children more vulnerable.

*Figure is based upon January 2021 School Census and includes children with SEN only (primary secondary)

The GSCP produces 7-minute briefings on diverse subjects such as see the adult see the child, working with children with SEND and, local child safeguarding practice reviews.

Tri-Borough Partnership

Greenwich, Lewisham and Bexley are all part of the Southeast Basic Command Unit (a Metropolitan Police structure which serves the Tri-Borough). We know that children and their families move between local authority boundaries to attend school, access medical care and form friendship groups. The three Safeguarding Partnerships work together where appropriate to share and disseminate learning.

A 3-year tri-borough training plan was agreed by the Tri-borough Steering Group in June 2022 and the following training delivered during this reporting period in relation to themes arising from the statutory review work carried out by all 3 safeguarding partnerships:

- SIDS and safer sleep for babies
- Harmful sexual behaviour (Barnardo's)
- Parental mental health and safeguarding children
- Safeguarding curiosity
- Introduction to intra-familial child sexual abuse.



The Greenwich Safeguarding Children Partnership has continued to work with the safeguarding partnerships in Bexley and Lewisham to identify ways of jointly responding to issues around adolescent exploitation and contextual risk. Activity in this reporting period has included:

- A 3-year learning and development programme for the tri-borough was agreed by the Tri-borough Steering Group in June 2022 and training delivered in this reporting period included harmful sexual behaviour and intra-familial child sexual abuse
- Police leads from the South East BCU agreed to lead on bringing the three partnerships together to discuss children and young people who go Missing. The purpose is to learn and share effective practice.

Section 11 Audit

Section 11 of the of the 2004 Children’s act, sets out the requirement for Local Children Safeguarding Partnerships to undertake a self-assessment of how organisations and services are meeting their statutory duty to safeguard and promote the welfare of children and young people.

The statutory Section 11 Audit was carried out in February 2023. The questions were developed in collaboration with the Partnership Managers from Lewisham and Bexley and Independent Scrutineers:

- The survey asked 23 questions
- The survey was open for 5 weeks
- It was decided to use the same questions for at least three years so that the GSCP and partners could gain an understanding of how needs change across the whole Tri borough area.



Findings

- There were was low response rate, with no responses from the GPs, voluntary sector or childminders
- The largest numbers of responses were from the Schools (67% of all responses)
- Some positive findings:
 - respondents understood the need for getting consent from parents, how to report concerns appropriately and how to accurately record information
 - practitioners reported that they had enough time for supervision, and this included space for reflective practice around unconscious bias
 - there were good levels of professional curiosity
 - schools appear to be outliers in a number of areas a) they showed less understanding of professional curiosity about the child’s life b) they are less likely to be comfortable with the escalation process and c) they also report the highest levels of improved understanding of legalisation and procedures following training (80%). This difference is in part due to their very high levels of inhouse training
 - The training practitioners receive has a positive impact on practice

LADO Service

Every Local Authority has a statutory responsibility to have a Local Authority Designated Officer (LADO) who is responsible for co-ordinating the response to concerns that an adult who works with children may have caused them harm. This includes adults who work with children as volunteers. The service does not carry out investigations rather it provides advice and where necessary coordinates actions to ensure that an appropriate resolution is reached.

The LADO service sits within Children and Families Social Care, within the Quality Improvement service. The service disseminates learning through the GSCP Schools Safeguarding Network Group. The LADO receive a range of allegations. The highest number of allegations were complaints (38%), followed by practice issues (29%) and physical abuse (23%)

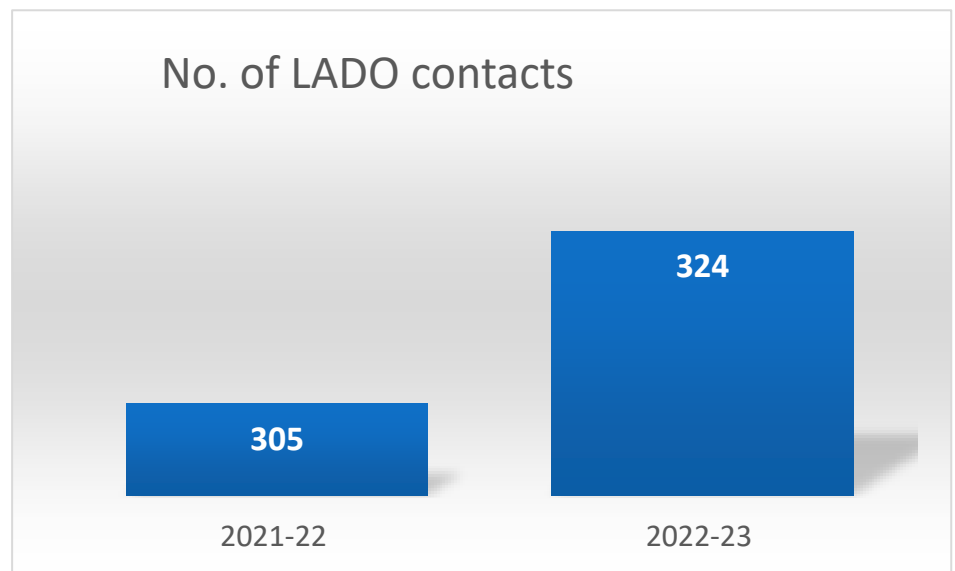
To raise awareness of the LADO service the Local Authority and the GSCP distributes leaflets and has a regular LADO session within the training programme. There has been a small increase in contacts this year which reflects the success of the awareness raising activities.

Impact

97% contacts and referrals were concluded and for all cases, an internal investigation took place.

Next steps

Continue the multi-agency training programme across the partnership increasing the up-take from schools.



Income and contributions

Partners and relevant agencies are responsible for contributing funding and services to support the implementation of our priorities and multi-agency learning and development. The Mayor's Office for Policing and Crime (MOPAC) provide funding on behalf of the Metropolitan Police.

This year Public Health made a one-off contribution to the GSCP to deliver a comprehensive and multi-agency Mental Health and Wellbeing training programme. The training programme was delivered and addressed the increase in mental health need locally as well as meeting the objectives of the 2020/23 business plan. Activities included specialist trainers and a series of webcasts.

Reports on spend against budget are overseen by the Strategic Leadership Group who ensure that spend is monitored effectively.

It has been agreed that that funding contributions will be reviewed with partners every three years.

Partner organisation contributions 2022/3	Income
Integrated Care System	£61,323.00
Lewisham and Greenwich NHS Trust	£14,309.00
Mayor's Office for Policing and Crime	£5,000.00
Oxleas NHS Foundation Trust	£14,309.00
Royal Borough of Greenwich Children Social Care	£118,039.00
Public Health Training Contribution (non-recurrent)	£20,000
Total	£232,980.00

Spend

The total income for this year was £232,980, and as set out below there was an overspend during 2022/3. Some highlights

- As a result of public health's investment in the GSCP training programme we were able to run a mental health and wellbeing training programme to address the increase in mental health need locally and meet the objectives of the 2020/23 business plan. Activities included specialist trainers and a series of webcasts.
- The budget for staffing was increased this year in part to cover temporary staffing to provide capacity during the planned GSCP Business Unit restructure. This was covered by directorate reserves.
- As a result of the decision to reinstate the role of Independent Scrutineer role, there was a reallocation of part of the Chairs budget to cover their fees.

Partner organisation contributions 2022/3	Budget	Spend
Staffing costs (including agency fees)	£221,751	£221,738
Independent Scrutiny & Chairs Fees	£17,580	£7,000
Delivery Costs		
Training Programme	£35,350	£35,350
Office costs	£2260	£2,260
Children Safeguarding Practice Reviews	(Reserves)	£9,657.50
TOTAL	£258,120	£266,348

Appendix B

Annual Report Governance

Safeguarding Partnership Executive Group	Presentation
GSCP Strategic Leadership Group	Sign Off
MOPAC	Presentation
Health & Well-being Board	Presentation
Royal Borough of Greenwich Cabinet	Presentation
The National Child Safeguarding Practice Review Panel	To be shared with