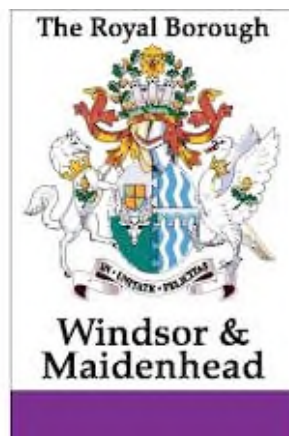




Windsor and Maidenhead  
**LOCAL SAFEGUARDING  
CHILDREN BOARD**

Windsor and Maidenhead LSCB Business Plan  
April 2014 – March 2016

Working in partnership with



<b>PRIORITY AREA 1: BOARD RESILIENCE</b>				
<b>What do we want to have achieved by 2016 or earlier?</b>	<b>Performance Measure</b>	<b>Lead</b>	<b>Milestones with Timescales</b>	<b>RAG</b>
1.1 Board members confident of their roles and responsibilities	<ul style="list-style-type: none"> <li>• Board training sessions sourced or arranged</li> <li>• Induction pack for Board members developed</li> <li>• Evidence via survey of Board members</li> </ul>	LSCB Business Manager	<ul style="list-style-type: none"> <li>• In place by November 2014</li> <li>• Ready by September 2014</li> <li>• Survey take place by end September 2014</li> </ul>	
1.2 Membership of the Board reviewed and strengthened	<ul style="list-style-type: none"> <li>• New voluntary sector representation and method to feedback to whole voluntary sector in place</li> <li>• Additional Lay Member appointed</li> <li>• Attendance of Board members improved</li> <li>• School representation maintained</li> </ul>	LSCB Business Manager	<ul style="list-style-type: none"> <li>• Discussions with WAM Get Involved by end September 2014</li> <li>• Advert out July 2014</li> <li>• Review end March 2015</li> <li>• Review end March 2015</li> </ul>	
1.3 Greater cooperation with W&M Adult Safeguarding Board (SAB)	<ul style="list-style-type: none"> <li>• Joint LSCB and SAB Chairperson in place and fully inducted</li> <li>• Regular reporting between Boards</li> </ul>	Chief Executive/ DCS	<ul style="list-style-type: none"> <li>• In place by April 2014</li> <li>• Review by end March 2015</li> </ul>	
1.4 Smarter working across Berkshire LSCBs to avoid duplication and ensure maximum learning	<ul style="list-style-type: none"> <li>• Pan-Berks sub groups demonstrating continuous improvement and value for money via reports to Board</li> </ul>	LSCB Business Manager	<ul style="list-style-type: none"> <li>• Report to Board in November 2014</li> </ul>	
1.5 The Board has an effective system for receiving and scrutinising statutory agencies through Section 11 audits (including agencies covering Berkshire)	<ul style="list-style-type: none"> <li>• An action plan is agreed and noted by the LSCB once an agency only covering W&amp;M has submitted their Section 11 audit.</li> <li>• An action plan is agreed and noted by the LSCB once an agency covering Berkshire has submitted their Section 11 audit.</li> </ul>	M&E Sub Group Chair  Pan-Berks Section 11 Sub Group Chair	<ul style="list-style-type: none"> <li>• Ongoing (but to be reported in LSCB Annual Report each year)</li> </ul>	

## PRIORITY AREA 2: SERVICE RESPONSES

What do we want to have achieved by 2015 or earlier?	Performance Measure	Lead	Milestones with Timescales	RAG
2.1 The process for the early help assessment and the type and level of early help services to be provided is effective in meeting the needs of children and families ( <i>links with Health &amp; Wellbeing Board Strategy 2013-16, theme 2.4</i> )	<ul style="list-style-type: none"> <li>The Board is confident that families have easy access to appropriate support at an early stage and before needs become more profound</li> <li>Families whose needs vary can get easy access to services without having to renegotiate referral pathways</li> <li>Practitioners are able and confident to address reluctance of some families with needs to engage with services</li> </ul>	Prevention Sub Group Chair in conjunction with Early Help LA Lead	<ul style="list-style-type: none"> <li>Report to Board for period 2014-15</li> </ul>	
2.2 All agencies are able to provide assurance that they have sufficient qualified and trained staff to meet demand and to manage need within approved thresholds	<ul style="list-style-type: none"> <li>Agency reports to Board demonstrate adequate staffing levels are being maintained</li> <li>See also 1.5 and 2.5 (Section 11 &amp; Section 175 Audits)</li> </ul>	Agency Leads	<ul style="list-style-type: none"> <li>Standing item on main Board to be reviewed at each meeting</li> </ul>	
2.3 Information sharing between agencies is effective to safeguard children's welfare ( <i>links with C&amp;YPP Outcomes Framework 2014-17, priority 4.7</i> )	<ul style="list-style-type: none"> <li>Good practice evidenced through single and multi agency audits</li> </ul>	M&E Subgroup Chair	<ul style="list-style-type: none"> <li>Audit programme agreed and dates set to undertake multi agency audits by September 2014</li> </ul>	
2.4 All Child protection plans are reviewed within statutory timescales ( <i>links with Health &amp; Wellbeing Board Strategy 2013-16, theme 2.9</i> )	<ul style="list-style-type: none"> <li>100% of 3 and 6 months child protection review conferences held within timescales</li> </ul>	Head of Safeguarding, CSC	<ul style="list-style-type: none"> <li>Reporting included in LSCB dataset and monitored by M&amp;E Sub Group</li> </ul>	
2.5 Schools are more aware of safeguarding risks and are held to account by the Board	<ul style="list-style-type: none"> <li>Evidence via Section 175 audits</li> <li>Increase in Schools taking part in S175 audits</li> </ul>	M&E Sub Group Chair	<ul style="list-style-type: none"> <li>Programme of local Section 175 audits started by end December 2014</li> </ul>	

**PRIORITY AREA 3: COMMUNITY ENGAGEMENT**

What do we want to have achieved by 2015 or earlier?	Performance Measure	Lead	Milestones with Timescales	RAG
3.1 The Board has an up to date profile of the community, including an understanding of cultural diversity and barriers to engagement in services by minority communities and how these can be overcome	<ul style="list-style-type: none"> <li>Report to Board on profile of children and families in area</li> <li>Programme of work to engage with minority communities to identify barriers to safeguarding children's welfare and how agencies can better facilitate best outcomes</li> </ul>	Prevention Sub Group Chair	<ul style="list-style-type: none"> <li>Scoping exercise completed by October 2014</li> <li>Scoping exercise completed by December 2014</li> </ul>	
3.2 Community and faith groups are aware of child safeguarding and are engaged in supporting keeping children safe	<ul style="list-style-type: none"> <li>Survey of community and faith groups evidences increase in awareness of safeguarding issues and what to do if concerned – possibly in conjunction with SAB</li> </ul>	LSCB Business Manager in conjunction with WAM Get Involved	<ul style="list-style-type: none"> <li>Feasibility study with WAM Get Involved by December 2014</li> </ul>	
3.3 Increase public awareness of safeguarding across the diverse communities	<ul style="list-style-type: none"> <li>The Board has a communication plan with an annual programme of initiatives for the public (to link with Priority 5.2 regarding emerging threats to vulnerable children)</li> </ul>	Prevention Sub Group Chair	<ul style="list-style-type: none"> <li>LSCB Communications Plan agreed by Board in September 2014</li> </ul>	

**PRIORITY AREA 4: LEARNING & IMPROVEMNENT**

What do we want to have achieved by 2015 or earlier?	Performance Measure	Lead	Milestones with Timescales	RAG
4.1 Learning through serious case reviews, learning reviews and audit work impacts on frontline practice to ensure children are protected from harm	<ul style="list-style-type: none"> <li>Learning &amp; Improvement Framework published and imbedded</li> <li>Survey of staff evidences that the lessons from national (and any local) serious case reviews are being widely disseminated</li> </ul>	SCR Sub Group Chair/ LSCB Business Manager	<ul style="list-style-type: none"> <li>Framework agreed at July 2014 Board</li> <li>Consider as part of LSCB Communications Plan by January 2015</li> </ul>	
4.2 The Board has good oversight of risks in the system and can assess the performance of multi agency child protection work	<ul style="list-style-type: none"> <li>The Board has a reliable dataset and regular reports on audits</li> </ul>	M&E Sub Group Chair	<ul style="list-style-type: none"> <li>Review completed by end September 2014</li> </ul>	
4.3 Training for professionals is focused on improving practice and its effect is regularly tested and quality assured	<ul style="list-style-type: none"> <li>Evidence of continuous improvement via training evaluations</li> </ul>	Berks Strategic Training Group Chair	<ul style="list-style-type: none"> <li>Annual report to Board covering 2014-15</li> </ul>	

**PRIORITY AREA 5: RESPONSES TO SPECIFIC SAFEGUARDING CONCERNS**

What do we want to have achieved by 2015 or earlier?	Performance Measure	Lead	Milestones with Timescales	RAG
5.1 A confident and skilled workforce in identifying (signs and symptoms) and responding to child neglect	<ul style="list-style-type: none"> <li>Evidence through audits on neglect cases at referral, assessment, child protection plan and step down plan stages</li> </ul>	LA CSC Lead	<ul style="list-style-type: none"> <li>Develop Neglect Strategy by end December 2014</li> </ul>	
5.2 There is an increased awareness of emerging threats to children, for example through sexual exploitation, child trafficking and modern day slavery, child mental health and female genital mutilation and appropriate policies and strategies to address those threats	<ul style="list-style-type: none"> <li>Strategic assessment of prevalence, effectiveness of responses and training/awareness raising</li> <li>LSCB CSE Strategy updated and sets out actions for next 3 years</li> </ul>	Prevention Sub Group Chair  CSE/ Miss Ch Sub Group Chair	<ul style="list-style-type: none"> <li>Report to Board by end March 2015</li> <li>Strategy updated by end November 2014</li> </ul>	
5.3 Reduce the impact of domestic abuse (DA) on children and their caring adults ( <i>links with C&amp;YPP Outcomes Framework 2014-17, priority 4.5 and Health &amp; Wellbeing Board Strategy 2013-16, theme 2.8</i> )	<ul style="list-style-type: none"> <li>W&amp;M DA Strategy is imbedded and local arrangements are effective</li> <li>Evidence through audits on domestic abuse cases at referral, assessment, child protection plan and step down plan stages</li> </ul>	DA Strategic Group  M&E Sub Group Chair	<ul style="list-style-type: none"> <li>Report to LSCB by March 2015</li> <li>Audit programme agreed &amp; dates set to undertake multi agency audits by Sept 2014</li> </ul>	
5.4 Reduction in hospital admissions for self harm by young people ( <i>links with C&amp;YPP Outcomes Framework 2014-17, priority 4.4</i> )	<ul style="list-style-type: none"> <li>Annual data report provided by Health</li> </ul>	Health Lead TBC	<ul style="list-style-type: none"> <li>Annual report presented to Board for 2013-14 and 2014-15</li> </ul>	
5.5 Assured and timely responses to bruising in immobile infants and concealed pregnancies ( <i>links with C&amp;YPP Outcomes Framework 2014-17, priority 4.6</i> )	<ul style="list-style-type: none"> <li>Evidence from single agency audits shows protocols for bruising in immobile infants and concealed pregnancies are understood and being used in each relevant organisation</li> </ul>	M&E Sub Group Chair	<ul style="list-style-type: none"> <li>Audit programme agreed and dates set to undertake multi agency audits by Sept 2014</li> </ul>	