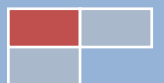


Aug 2015

Isle of Man, Safeguarding Children Board

Business Plan 2015 - 2017



Isle of Man Safeguarding Children Board: Business Plan 2015/17

Key Strategic Priorities

PRIORITY 1: TO ASSURE OURSELVES THAT 'SAFEGUARDING IS EVERYONE'S BUSINESS'

PRIORITY 2: TO ASSURE OURSELVES THAT THERE ARE ROBUST SAFEGUARDING POLICIES, PROTOCOLS, AND PRACTICES IN PLACE ACROSS THE PARTNERSHIP THAT HAVE A REAL IMPACT ON THE SAFEGUARDING OF CHILDREN.

PRIORITY3: TO BE ASSURED THAT THERE ARE ROBUST AND EFFECTIVE ARRANGEMENTS IN PLACE TO ASSESS PRIORITISE, MANAGE AND ADDRESS AREAS OF SAFEGUARDING RISK;

Priority Themes 2015 -2016

Neglect

Emotional Health and Wellbeing

Looked after Children and Care leavers

Children with Disabilities

Children missing from home and school

Emerging themes

Bullying and e - safety

Child Sexual Exploitation

Joint Children's and Adults themes

Drug, Alcohol and substance misuse

Domestic Abuse

Transition into Adulthood

PRIORITY 4: TO ENSURE THAT WE HAVE A WORKFORCE THAT IS EQUIPPED AND 'FIT FOR PURPOSE' IN DELIVERING EFFECTIVE SAFEGUARDING.

PRIORITY 5: TO ENSURE THE VOICES OF SERVICE USERS, STAFF AND SERVICE PROVIDERS ARE HEARD IN PLANNING, DELIVERING AND EVALUATING SAFEGUARDING PROVISION

SAFEGUARDING CHILDREN BOARD: BUSINESS PLAN 2015/17

PRIORITY 1: TO ASSURE OURSELVES THAT SAFEGUARDING IS EVERYONE'S BUSINESS

No.	What do we want to achieve?	How are we going to do it?	Who will lead?	How will we know we have achieved our goal?	When are we going to achieve this?
1.1	A robust Safeguarding Children Board that has impact on children's safeguarding	<ul style="list-style-type: none"> • Full membership and 80% attendance rates from each member including subgroups • Secure statutory status for SCB and independent chair role • Agendas focussed on key business plan priorities and strategic decision making 	<p>Independent Chair</p> <p>Cath Hayhow/Cassella Nott</p> <p>Independent Chair</p>	<p>Attendance rate 80% +</p> <p>Social Care Act amendment, legislation passed including statutory status for SCB/IC role</p> <p>SCB self-assessment</p> <p>Feedback from members of SCB and from safeguarding forum</p>	<p>Mar 2016</p> <p>Jan 2016</p> <p>Jan 2016</p> <p>Oct 2015</p>
1.2	Raise profile of the SCB across the Partnership	<ul style="list-style-type: none"> • Develop and agree a communications strategy and action plan to ensure dissemination of key messages and information- 	Independent Chair/Gary McManus	Communication Strategy agreed	July 2015

		<p>to be informed by outcomes of discussions at the Safeguarding Forum</p> <ul style="list-style-type: none"> Develop the SCB website including a SCB members area, professional area and community facing area 		<p>Website designed and in place</p> <p>Website 'hits' analysis</p> <p>Positive media coverage</p> <p>Evidence of more effective engagement with communities of the Isle of Man</p>	<p>Jan 2016</p> <p>Mar 2016</p> <p>July 2016</p> <p>Mar 2016</p>
1.3	Robust safeguarding arrangements in place across all services	<ul style="list-style-type: none"> Develop a set of safeguarding standards against which we would assess all services' safeguarding arrangements across the partnership Formulate a safeguarding Assessment tool which services can self- assess their safeguarding arrangements Agree a process for peer moderating the outcomes of self- assessment against 	QA subgroup	<p>Safeguarding standards framework produced</p> <p>Tool designed and agreed</p> <p>Process agreed</p>	<p>July 2015</p> <p>Sept 2015</p> <p>Sept 2015</p>

		<p>safeguarding standards</p> <ul style="list-style-type: none"> • Design and deliver an awareness raising / support package to ensure managers understand quality/safeguarding compliance standards against which performance to be assessed • Carry out compliance audit using tool above 		<p>Programme delivered</p> <p>Audit undertaken</p> <p>Level of Competency standards met</p> <p>Referral Audit indicates more children receive early intervention</p>	<p>Sept – Dec2015</p> <p>Jan 2016</p> <p>Mar 2016</p> <p>Jan 2016</p>
1.4	<p>Securing assurance that information sharing guidance is being applied confidently, competently and robustly (A2 of 2013 – 15 WP)</p>	<ul style="list-style-type: none"> • Guidance revised including data protection arrangements • Seek assurance that consistent legislative guidance is available regarding information sharing. • Clarity of interpretation by the data protection 	AIG	<p>Revised Guidance</p> <p>Referral Audit</p> <p>Front line staff understanding of information sharing is adequate</p>	<p>Mar 2016</p> <p>March 2016</p> <p>March 2016</p>

		supervisor			
1.5	To continue monitoring the current post-inspection action plan and be assured that progress is made against key improvement recommendations	Quarterly monitoring of the Post-Inspection Action Plan	QA Subgroup and AIG	Progress recognised in review inspection	Dec 2015

PRIORITY 2: TO ASSURE OURSELVES THAT THERE ARE ROBUST SAFEGUARDING POLICIES, PROTOCOLS AND PRACTICES IN PLACE ACROSS THE PARTNERSHIP THAT HAS A REAL IMPACT ON THE LIVES OF CHILDREN

Under this priority we want to ensure that safeguarding arrangements are robust across the 'child's journey' whether they are receiving universal services, early help services, children in need services, formal child protection interventions or are children in care.

No.	What do we want to achieve?	How are we going to do it?	Who will lead?	How will we know we have achieved our goal?	When are we going to achieve this?
2.1	Pilot and implement NARRATES	Carry out pilot in two service areas, review guidelines in light of pilots and issue and implement NARRATES	AIG/Debbie Brayshaw	New procedures formulated Implementation plan produced including workforce development programme Action plan to support implementation in place and monitored as part of business plan monitoring and evaluation process	Sept 2015 Sept 2015 Dec 2015
2.2	Consistent cross agency understanding of thresholds and categories of need /safeguarding risk	Map and develop a thresholds and levels of need matrix across all agencies Map service provision against the 5 levels of need and identify gaps	Policy and Procedures Task and Finish Group	Threshold and matrix of need framework agreed, understood across the workforce and implemented effectively	Mar 2016

2.3	Develop the Quality Assurance and Performance Framework to reflect new Business Plan	Develop a QA and PM framework based on four quadrant model: <ul style="list-style-type: none"> • Quantitative data • Qualitative data • Service user perspectives • Front line staff perspectives • Alignment with SCB business plan and test impact of its activity 	QA subgroup	QA and PM framework agreed by SCB	May 2015
2.4	Be sighted on existing service audit outcomes and develop a multi-agency audit programme to test quality of safeguarding practice in child protection and areas of high risk	Identify audits that currently take place and agree means of reporting relevant outcomes Agree multi-agency audit tool and programme of audits for 2015/16	QA subgroup	Outcomes and Learning Report informs future audit planning Delivery of multi -agency auditing programme and action planning	Sept 2015 Feb 2016

3.2	Understand and challenge the root causes of current priority safeguarding risks	Undertake a root cause analysis with key stakeholders on the Neglect and Emotional Health and Well-Being safeguarding risks	QA subgroup	Root causes identified informing policy and service design and delivery Evaluate the impact of early help on outcomes for children and young people in relation to safeguarding	Jul 2016
3.3	Investigate emerging areas of safeguarding risks on the Isle of Man and determine whether these should become SCB priorities of the future.	<ul style="list-style-type: none"> • Scope current Safeguarding themed Children Services data and identify emerging risk areas • Develop understanding of child sexual exploitation (G3 of 2013 – 15 WP) • Develop understanding on e safety (G4 of 2013 – 14 WP) 	<p>QA sub group</p> <p>QA Sub-Group</p> <p>PS/Community Safety Partnership</p>	<p>Identification of emerging areas of safeguarding risk</p> <p>Understand prevalence and responses to identified cases</p> <p>Develop a child sexual exploitation strategy</p> <p>Develop E Safety Strategy</p> <p>Feedback from children and young people that they feel safe on line</p>	<p>May 2015</p> <p>May 2015</p> <p>Jul 2015</p> <p>May 2015</p> <p>Sept 2015</p>

		<ul style="list-style-type: none"> Review arrangements between Prison and Probation and children's agencies (G5 of 2013-15 WP) 	SG/Home Affairs	<p>Clarity of role and interrelationship of agencies</p> <p>Produce and agree Children visiting adults who present risk protocol</p>	<p>Jul 2015</p> <p>Sept 2015</p>
3.4	To be assured of improvement in areas of risk that cross-cut with the work of the Safeguarding Adults Partnership notably Domestic Abuse and Drug Alcohol and Substance Misuse	<p>Domestic Abuse Domestic Abuse Task and Finish Group established to secure improved multi-agency response to domestic abuse</p> <p>Design and implementation of a domestic abuse pathway</p> <p>Drug, Alcohol and Substance Misuse</p> <p>Review and revise drug and alcohol action plan</p> <p>Secure implementation of actions to support improved delivery and outcomes.</p> <p>Sexual Health Strategy 2016/17</p>	<p>CEO Home Affairs – as chair of Domestic Abuse Task and Finish Group</p> <p>Public Health</p> <p>Public Health</p>	<p>Domestic abuse pathway in place, operationalised and evaluated as effective in improving co-ordinated multi-agency responses and improved outcomes for victims and perpetrators</p> <p>Reduction in incidents of harm and abuse linked to drug and alcohol abuse</p> <p>Reduction in STD's / GUM referrals, improved sexual health of population.</p>	<p>Sept 2015</p> <p>Dec 2016</p> <p>2016 /17</p>

		<p>Review and revise sexual health strategy and action plan</p> <p>Secure implementation of actions to support improved delivery and outcomes</p>			
3.5	Services use innovative approaches to managing and addressing identified safeguarding risks	Develop a 'What works?' / Best Practice report to disseminate practice examples which have made a positive impact on reducing safeguarding risk themes	QA subgroup	<p>Best practice report produced, innovative approaches to reducing safeguarding risk identified and built upon</p> <p>Analysis of impact through triangulation of feedback/complaints/outcome measurable milestones triangulation to evidence improvements and effectiveness of new approaches in reducing safeguarding risk</p>	<p>Sept 2016</p> <p>Mar 2016</p>
3.5	SCB adopting a robust scrutiny and challenge role in relation to other partnerships that can support safeguarding effectiveness	<ul style="list-style-type: none"> • Contribute to the review of partnership geography on the Isle of Man • Develop protocols that set out interface between SAP and other partnership bodies • Implement scrutiny and challenge arrangements 	Independent Chair and SCB	<p>Partnership geography revised and clear</p> <p>Inter-relationships between partnerships agreed</p> <p>Cross-partnership scrutiny and challenge arrangements in place and embedded in QAPM framework</p>	Mar 2016

		across partnerships			
3.6 (IAMR 1)	Demonstrate joint commissioning arrangements	Scrutinise and challenge existing commissioning arrangements in relation to safeguarding issues.	QA subgroup	Joint Commissioning Arrangements documented and reviewed	Apr 2016
3.7	To consider the safeguarding implications of transitions between children and adult services and determine whether the SAP wishes to develop a plan of action to address any areas of risk	<p>Receive a report on the risks created by transitions between children and adult services.</p> <p>If there are risks that require action to be assured that such plans are drawn up and acted upon</p>	<p>Children/Adult Mental Health Services Emma McLean/Nicola Howard</p> <p>Children/Adult Disability Services Julie Mellor/Helen Robinson</p> <p>Paediatrics/Adult Health (Heather Crossey)</p> <p>Youth Justice and Kevin Quirk</p>	Risks identified and action plan produced if required	Mar 2016

PRIORITY 4: TO ENSURE THAT WE HAVE A WORKFORCE EQUIPPED AND FIT FOR PURPOSE IN DELIVERING EFFECTIVE SAFEGUARDING.

No.	What do we want to achieve?	How are we going to do it?	Who will lead?	How will we know we have achieved our goal?	When are we going to achieve this?
4.1	Assurance that all partners are providing basic safeguarding training as part of their staff induction arrangements	Agree basic training and induction expectations, communicate to partners and then monitor impact through Safeguarding Assessment tool (see 3.1)	Individual agencies	All new staff receive appropriate safeguarding induction	Mar 2016
4.2	Carry out training needs assessment in relation to children's safeguarding and protection, including those related to the priorities in this Business plan and develop a related training and development plan	<ul style="list-style-type: none"> • Carry out training needs assessment • Design and commission training programme in support of the needs assessment • Secure delivery of training programme • Agree a training evaluation 	Training sub group	<p>Board is assured in the capacity and competency of services to deliver safeguarding</p> <p>Reduce demand and build capacity</p>	<p>Mar 2016</p> <p>2016/20</p> <p>Mar 2016</p> <p>Mar 2016</p>

		tool to test the impact of training on safeguarding effectiveness and outcomes for users		Evaluation produced	
4.3	Assurance of workforce competency to deliver safeguarding agenda	<ul style="list-style-type: none"> Develop staff competency framework relating to Neglect and Emotional Health and Well-Being to pilot competency based approach. 	Training Subgroup	<p>Competency framework developed</p> <p>Workforce audit reflects high levels of competency</p>	<p>Dec 2015 – Jan 2016.</p> <p>Mar 2016</p>

PRIORITY 5: TO ENSURE THE VOICES OF SERVICE USERS, STAFF AND SERVICE PROVIDERS ARE HEARD IN PLANNING, DELIVERING AND EVALUATING SAFEGUARDING PROVISION

No.	What do we want to achieve?	How are we going to do it?	Who will lead?	How will we know we have achieved our goal?	When are we going to achieve this?
5.1	Engagement with service users so that their views are taken into account in planning, delivering and evaluating safeguarding arrangements	<p>Audit current engagement activities that are in place to determine if these can provide coverage required</p> <p>Trigger widening of engagement activity across services to build wider source of user views</p>	Independent chair	<p>Service user views reported to SCB</p> <p>Evidence that service user perspectives have influenced decisions/provision</p>	<p>Dec 2015</p> <p>Mar 2016</p>
5.2	Engagement with front line staff so that their views are taken into account in planning, delivering and evaluating safeguarding arrangements	<p>Use Safeguarding Forums to provide opportunity to engage front line staff in business planning and annual assessment of effectiveness</p> <p>Audit current engagement activities with front line staff that are in place to determine if these can provide coverage required.</p> <p>Trigger widening of</p>	Independent chair	<p>Front line staff views reported to SCB</p> <p>Evidence that front line staff perspectives have influenced decisions/provision</p>	<p>May 2015</p> <p>Mar 2016</p>

		engagement activity across services to build wider source of front line staff views			Mar 2016
5.3	Engagement with Service providers so that their views are taken into account in planning, delivering and evaluating safeguarding arrangements	<p>Use Safeguarding Forums /Provider forums and Voluntary and Community Sector forums to provide opportunity to engage front line agencies in business planning and annual assessment of effectiveness</p> <p>Audit current engagement activities with agencies that are in place to determine if these can provide coverage required.</p> <p>Trigger widening of engagement activity across services to build wider source of provider views</p>	Independent chair	<p>Provider views reported to SCB</p> <p>Evidence that provider perspectives have influenced decisions/ provision</p>	<p>May 2015</p> <p>Mar 2016</p>
5.4	Ensure Parents and Carers have access to advice and support which meet their identified need	<ul style="list-style-type: none"> • Gap analysis of parental support and advice related to the safeguarding risk priorities. • Scope current levels and quality of existing support 	AIG and Children's Services Partnership	<p>Gap analysis completed</p> <p>Existing levels of support and information identified, quality checked and updated</p>	<p>Sept 2015</p> <p>Dec 2015</p>

		<p>and advice related to the safeguarding risk priorities</p> <ul style="list-style-type: none"> • Develop consistent SCB branded / endorsed advice, support and signposting information 		<p>Identifiable and consistent SCB endorsed advice, support and information material available</p>	<p>Jan 2016</p>
5.3	<p>Engagement with politicians to raise awareness of safeguarding and ensure their active involvement</p>	<p>Reporting to Council of Ministers and Social Policy and Children's Committee</p> <p>Awareness raising and provision of information in relation to safeguarding for all politicians.</p>	<p>SCB</p>	<p>Reporting to relevant bodies</p> <p>Responses from politicians on effectiveness of communication and engagement</p>	<p>Mar 2016</p> <p>Mar 2016</p>