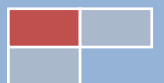


July 2015

# Isle of Man, Safeguarding Children Board Monitoring document

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**

**Emerging themes**

**Joint Children's and Adults themes**

**Neglect**

**Bullying and e - safety**

**Drug, Alcohol and substance misuse**

**Emotional Health and Wellbeing**

**Child Sexual Exploitation**

**Domestic Abuse**

**Looked after Children and Care leavers**

**Transition into Adulthood**

**Children with Disabilities**

**Children missing from home and school**

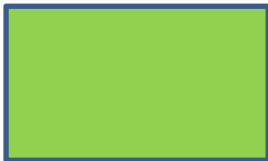
**PRIORITY 4: TO ENSURE THAT WE HAVE A WORKFORCE THAT IS EQUIPPED AND 'FIT FOR PURPOSE' IN DELIVERING EFFECTIVE SAFEGUARDING.**

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

**Progress Key**



**This action is completed**



**This action is on target to Business Plan timescale**



**This action is off target by 1 scheduled SCB (2 months)**



**This action is off target by 2 or more scheduled SCB (4 months)**

## 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?	Comment on Progress and impact	BGAR rating/ 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"> <li>Full membership and 80% attendance rates from each member including subgroups</li> </ul>	Independent Chair	Attendance rate 80% +	Overall good attendance at SCB and subgroups including DHSC substitutions for CEO.	<b>Mar 2016</b>
		<ul style="list-style-type: none"> <li>Secure statutory status for SCB and independent chair role</li> </ul>	Cath Hayhow/ Cassella Nott	Social Care Act amendment, legislation passed including statutory status for SCB/IC role	CoMin Legislative prioritisation programme completed. This item likely to be progressed in 2017 /18.	<b>Jan 2016</b>
		<ul style="list-style-type: none"> <li>Agendas focussed on key business plan priorities and strategic decision</li> </ul>	Independent Chair	SCB self-assessment  Feedback from members of SCB	Agendas and Action Logs reflect SCB priorities and decision making.  85% of Forum delegate	<b>Jan 2016</b>  <b>Sept</b>

	making		and from safeguarding forum	feedback was scored good or better.	<b>2015</b>
<b>1.2</b> Raise profile of the SCB across the Partnership	<ul style="list-style-type: none"> <li>Develop and agree a communications strategy and action plan to ensure dissemination of key messages and information- to be informed by outcomes of discussions at the Safeguarding Forum</li> </ul>	Independent Chair/Gary McManus	Communication Strategy agreed	<p>A 'Communication and Engagement Strategy' produced reflecting key messages from the Safeguarding Forum Feedback Digests Strategy agreed at SCB May 2015.</p> <p><b>Implementation plan and identified leads required.</b></p>	<p><b>May 2015</b></p> <p><b>Oct 2015</b></p>
	<ul style="list-style-type: none"> <li>Develop the SCB website including a SCB members area, professional area and community facing area</li> </ul>	Independent Chair/ Gary McManus	<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>This will be picked up within 'Comms and Engagement Strategy'.</p> <p>Collation of data relating to scb enquiries taking place.</p> <p>Media plan will be part of 'Comms and Engagement strategy' – Next forum will involve media coverage.</p> <p>Schedule of meetings with stakeholder groups commenced by Independent chair.</p>	<p><b>Jan 2016</b></p> <p><b>Mar 2016</b></p> <p><b>July 2016</b></p> <p><b>Mar 2016</b></p>
<b>1.3</b> Robust safeguarding arrangements in place	<ul style="list-style-type: none"> <li>Develop a set of safeguarding</li> </ul>	QA subgroup	Safeguarding standards	Safeguarding standards in place and to be reviewed to produce	<b>July 2015</b>

across all services	standards against which we would assess all services' safeguarding arrangements across the partnership		framework produced	new Safeguarding standards framework.  Audits of services implemented, audit outcomes evidence continuous improvement.	
	<ul style="list-style-type: none"> <li>Formulate a safeguarding Assessment tool which services can self- assess their safeguarding arrangements</li> </ul>		Tool designed and agreed	Current self assessment tools to be reviewed in line with above.	<b>Sept 2015</b>
	<ul style="list-style-type: none"> <li>Agree a process for peer moderating the outcomes of self- assessment against safeguarding standards</li> </ul>			Links to above	
	<ul style="list-style-type: none"> <li>Design and deliver an awareness raising / support package to ensure managers understand quality/safeguarding compliance standards against which</li> </ul>		Programme delivered  Audit undertaken  Level of Competency standards met	Scheduled for September - January 2015/16.	<b>Sept 2015</b>  <b>Sept – Dec 2015</b> <b>Mar 2016</b>

	performance to be assessed <ul style="list-style-type: none"> <li>Carry out compliance audit using tool above</li> </ul>		Referral Audit indicates more children receive early intervention		<b>Jan 2016</b>
<b>1.4</b> Securing assurance that information sharing guidance is being applied confidently, competently and robustly <b>(A2 of 2013 – 15 WP)</b>	<ul style="list-style-type: none"> <li>Guidance revised including data protection arrangements</li> </ul>	AIG	Revised Guidance	Discussions commenced with Data Protection Supervisor.	<b>Mar 2016</b>
	<ul style="list-style-type: none"> <li>Seek assurance that consistent legislative guidance is available regarding information sharing</li> </ul>	AIG	Referral Audit	Scheduled for March 2016	<b>Mar 2016</b>
	<ul style="list-style-type: none"> <li>Clarity of interpretation by the data protection supervisor</li> </ul>		Front line staff understanding of information sharing is adequate	Scheduled for March 2016	<b>Mar 2016</b>
<b>1.5</b> 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	Post Inspection Action Plan Group providing regular updates. Actions to be validated by Scottish inspectorate in Spring 2016.	<b>Dec 2015</b>





				place and monitored as part of business plan monitoring and evaluation process		
<b>2.2</b>	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	AIG Task and Finish group meeting 24.7.15	<b>Mar 2016</b>
<b>2.3</b>	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"> <li>• Quantitative data</li> <li>• Qualitative data</li> <li>• Service user perspectives</li> <li>• Front line staff perspectives</li> <li>• Alignment with SCB business plan and test impact of its activity</li> </ul>	QA subgroup	QA and PM framework agreed by SCB	QA framework and revised single children's dataset approved.	<b>May 2015</b>
<b>2.4</b>	Be sighted on existing service audit outcomes and develop a	Identify audits that currently take place and agree means of reporting relevant outcomes	QA subgroup	Outcomes and Learning Report informs future audit planning	Currently monitored bi monthly by QA group, exceptions reported to AIG and SCB.	<b>Sept 2015</b>

	multi- agency audit programme to test quality of safeguarding practice in child protection and areas of high risk	Agree multi-agency audit tool and programme of audits for 2015/16		Delivery of multi - agency auditing programme and action planning	Scheduled for Feb 2016.	<b>Feb 2016</b>
--	---	---	--	--	-------------------------	---------------------

**PRIORITY 3: TO BE ASSURED THAT THERE ARE ROBUST AND EFFECTIVE ARRANGEMENTS IN PLACE TO ASSESS, PRIORITISE, MANAGE AND ADDRESS AREAS OF SAFEGUARDING RISK**

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?	Comment on Progress	BGAR rating/ When are we going to achieve this
<b>3.1</b>	Clearly identify <b>current</b> areas of safeguarding risk to create an evidence based set of action.	<ul style="list-style-type: none"> <li>Use the 4 quadrant QAPM framework to identify key risks</li> </ul>	QA subgroup	Strategic needs assessment and safeguarding risk assessment tools are used to inform service design, priorities and delivery	Current, Emerging and joint SAP safeguarding risks identified in business plan.  Risk assessment tools to be reviewed	<b>Jan 2016</b>
		<ul style="list-style-type: none"> <li>Put in place arrangements to address these risks with a view to reducing prevalence in these areas</li> </ul>	QA subgroup	Reduced prevalence in risk areas	Scheduled for Dec 2015	<b>Dec 2015</b>
		<ul style="list-style-type: none"> <li>DHSC addresses oversight of services of children who present through A&amp;E</li> </ul>	Designated Doctor	A&E staff have capacity and competency to deliver child focussed service.	Reviewed via QA and AIG. A&E have responded to this matter.	<b>Oct 2015</b>

	<b>(IMAR 9)</b>				
<b>3.2</b> Understand and challenge the root causes of <b>current</b> 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	Scheduled for Dec 2016	<b>Dec 2016</b>
<b>3.3</b> Investigate <b>emerging</b> 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"> <li>Scope current Safeguarding themed Children Services data and identify emerging risk areas</li> </ul>	QA sub group	Identification of emerging areas of safeguarding risk	Emerging themes identified and incorporated into Business Plan: <ul style="list-style-type: none"> <li>E safety</li> <li>Child Sexual Exploitation</li> </ul>	<b>May 2015</b>
	<ul style="list-style-type: none"> <li>Develop understanding of child sexual exploitation (<b>G3 of 2013 – 15 WP</b>)</li> </ul>	QA sub group	Understand prevalence and responses to identified cases  Develop a child sexual exploitation strategy	Low prevalence rate identified  Current SCB procedures to be followed pending new strategy	<b>May 2015</b>  <b>July 2015</b>

			Develop awareness of CSE	Increased awareness and knowledge of CSE	
	<ul style="list-style-type: none"> <li>Develop understanding one safety (<b>G4 of 2013 – 14 WP</b>)</li> </ul>	SG/ Home Affairs  PS/ Community Safety Partnership	Develop E Safety Strategy  Feedback from children and young people that they feel safe on line	Final Draft E strategy completed  Scheduled for Sept 2015	May 2015  Sept 2015
	<ul style="list-style-type: none"> <li>Review arrangements between Prison and Probation and children’s agencies (<b>G5 of 2013-15 WP</b>)</li> </ul>	SG/ Home Affairs	Clarity of role and interrelationship of agencies  Produce and agree Children visiting adults who present risk protocol	Delayed due to recruitment of senior positions. To be progressed July – Sept 2015.	Jul 2015  Sept 2015
<b>3.4</b> To be assured of improvement in areas of risk that cross-cut with the work of the Safeguarding Adults Partnership notably <b>Domestic Abuse</b> and <b>Drug Alcohol and Substance Misuse</b>	<ul style="list-style-type: none"> <li><b>Domestic Abuse</b> Domestic Abuse Task and Finish Group established to secure improved multi-agency response to domestic abuse</li> </ul>	CEO Home Affairs – as chair of Domestic Abuse Task and Finish Group	Domestic abuse pathway in place, operationalised and evaluated as effective in improving co-ordinated multi-agency responses and improved outcomes for victims and perpetrators	DA reference group delegates identified. Pathway to be in place by Sept 2015.	Sept 2015
				As above	

	<ul style="list-style-type: none"> <li>Design and implementation of a domestic abuse pathway</li> </ul> <p><b>Drug, Alcohol and Substance Misuse</b></p> <p>Review and revise drug and alcohol action plan</p> <p>Secure implementation of actions to support improved delivery and outcomes.</p> <p><b>Sexual Health Strategy 2016/17</b></p> <p>Review and revise sexual health strategy and action plan</p> <p>Secure implementation of actions to support improved delivery and outcomes.</p>	<p>Public Health</p> <p>Public Health</p>	<p>Reduction in incidents of harm and abuse linked to drug and alcohol abuse</p> <p>Reduction in STD/ GUM referrals, improved sexual health of population</p>	<p>Scheduled for Mar 2016</p>	<p><b>Mar 2016</b></p> <p><b>2016-17</b></p>
--	---	---	---	-------------------------------	--

<b>3.5</b> 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	Best practice report produced, innovative approaches to reducing safeguarding risk identified and built upon  Analysis of impact through triangulation of feedback/complaints/outcome measurable milestones triangulation to evidence improvements and effectiveness of new approaches in reducing safeguarding risk	Scheduled Sept 2016  Scheduled for Mar 2016	<b>Sept 2016</b>  <b>Mar 2016</b>
<b>3.5</b>	• Contribute to the	Independe	Partnership	Revised Governance	<b>Mar</b>

<p>SCB adopting a robust scrutiny and challenge role in relation to other partnerships that can support safeguarding effectiveness</p>	<p>review of partnership geography on the Isle of Man</p> <ul style="list-style-type: none"> <li>• Develop protocols that set out interface between SAP and other partnership bodies</li> <li>• Implement scrutiny and challenge arrangements across partnerships</li> </ul>	<p>nt Chair and SCB</p>	<p>geography revised and clear Inter-relationships between partnerships agreed                  Cross-partnership scrutiny and challenge arrangements in place and embedded in QAPM framework</p>	<p>arrangements mapped including SAP, CSP elements. Further discussions in relation to the positioning of 'Safer Communities' and the development of a SAP equivalent to CSP taking place.</p> <p>Scrutiny and Challenge arrangements clearly identified</p>	<p><b>2016</b></p>
<p><b>3.6 (IAMR 1)</b>                  Demonstrate effective commissioning arrangements</p>	<p>Scrutinise and challenge existing commissioning arrangements in relation to safeguarding issues.</p>	<p>QA subgroup</p>	<p>Joint Commissioning Arrangements documented and reviewed</p>	<p>Scheduled for Apr 2016</p>	<p><b>Apr 2016</b></p>
<p><b>3.7</b>                  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>	<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</p>	<p>Risks identified and action plan produced if required</p>	<p>Scheduled for Mar 2016, 'Transitions' identified as target improvement area in Strategy for Children 2015-2020</p>	<p><b>Mar 2016</b></p>



		Mellor/Hele n Robinson			
		Paediatrics /Adult Health (Heather Crossey)			
		Youth Justice and Kevin Quirk			

**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?	Comment on Progress	BGAR rating
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	Current Safeguarding induction in place and to be reviewed in line with new business plan priorities.	<b>Mar 2016</b>
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"> <li>• Carry out training needs assessment</li> </ul>	Training sub group	Board is assured in the capacity and competency of services to deliver safeguarding	Initial TNA completed and will inform workforce development. Impact of training requires analysis.	<b>Mar 2016</b>
		<ul style="list-style-type: none"> <li>• Design and commission training programme in support of the needs assessment</li> </ul>		Reduce demand and build capacity  Evaluation produced	Scheduled for Mar 2016	<b>Mar 2016</b>

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

**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?	Comment on Progress	BGAR rating
<b>5.1</b>	Engagement with service users so that their views are taken into account in planning, delivering and evaluating safeguarding arrangements	Audit current engagement activities that are in place to determine if these can provide coverage required	Independent chair	Service user views reported to SCB	Current activities relating to service user views identified.	<b>Dec 2015</b>
		Trigger widening of engagement activity across services to build wider source of user views		Evidence that service user perspectives have influenced decisions/provision	Some limited evidence available at single agency level in direct relation to SCB business. Good progress within Corporate Parenting safeguarding agenda	<b>Mar 2016</b>
<b>5.2</b>	Engagement with front line staff so that their views are taken into account in planning, delivering and evaluating safeguarding arrangements	Use Safeguarding Forums to provide opportunity to engage front line staff in business planning and annual assessment of effectiveness	Independent chair	Front line staff views reported to SCB	Achieved, 180 delegates attended first forum, feedback and evaluation incorporated into Business planning	<b>May 2015</b>
		Audit current engagement activities with front line staff that are in place to determine if these can provide coverage required.		Evidence that front line staff perspectives have influenced decisions/provision	Audit Scheduled for Mar 2016. Arrangements are in place across single agencies. Govt wide 'Tell us' survey data available.	<b>Mar 2016</b>

	Trigger widening of engagement activity across services to build wider source of front line staff views			As above	<b>Mar 2016</b>
<b>5.3 Engagement with Service providers so that their views are taken into account in planning, delivering and evaluating safeguarding arrangements</b>	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	Independent Chair	Provider views reported to SCB	Safeguarding Forum included a range of providers.  Independent Chair meeting stakeholders commenced  Business planning informed	<b>May 2016</b>
	Audit current engagement activities with agencies that are in place to determine if these can provide coverage required.		Evidence that provider perspectives have influenced decisions/ provision	Scheduled for mar 2016	<b>Mar 2016</b>
	Trigger widening of engagement activity across services to build wider source of provider views			As above	
<b>5.4</b> Ensure Parents and Carers have access to advice and support which meet their identified need	<ul style="list-style-type: none"> <li>Gap analysis of parental support and advice related to the safeguarding risk</li> </ul>	AIG and Children's Services Partnership	Gap analysis completed	Gaps relating to sport clubs identified, parental awareness leaflet and launch planned for Aug 2015.	<b>Sept 2015</b>

	priorities.				
	<ul style="list-style-type: none"> <li>Scope current levels and quality of existing support and advice related to the safeguarding risk priorities</li> </ul>		Existing levels of support and information identified, quality checked and updated	Scheduled for Dec 2015	<b>Dec 2015</b>
	<ul style="list-style-type: none"> <li>Develop consistent SCB branded / endorsed advice, support and signposting information</li> </ul>		Identifiable and consistent SCB endorsed advice, support and information material available	Current branding consistent and requires review in light of new SCB priorities	<b>Jan 2016</b>
<b>5.5</b> Engagement with politicians to raise awareness of safeguarding and ensure their active involvement	<ul style="list-style-type: none"> <li>Reporting to Council of Ministers and Social Policy and Children's Committee</li> <li>Awareness raising and provision of information in relation to safeguarding for all politicians.</li> </ul>	SCB	<p>Reporting to relevant bodies</p> <p>Responses from politicians on effectiveness of communication and engagement</p>	<p>Independent Chair attends LOG, SPCC and provided updates to CoMIn</p> <p>Scheduled for Mar 2016</p>	<b>Mar 2016</b>

