



BROMLEY
SAFEGUARDING
CHILDREN
PARTNERSHIP

Annual Report
2019 - 2020





Foreword by the Independent Chair

Year on year the annual report consolidates and reflects upon the work carried out by safeguarding partners across the London Borough of Bromley. This partnership of professionals from different statutory and non-statutory bodies, charities and local organisations, collaborate where and when they can to make young people's lives better and safer. Whilst this report looks back at what they did in the year gone by, it would be remiss of me, given the present pandemic, not to acknowledge where we are at this moment in time and the debt of gratitude we owe to everyone working in and supporting our frontline safeguarding services.

As the Independent Chair of this safeguarding partnership, one of my principal concerns has been the health and wellbeing of frontline staff. Without a healthy workforce we cannot deliver the services children and their families need. The fact is that against all the odds, those in the frontline rallied and as the COVID-19 crisis has deepened, their resilience and resolve to keep doing what they do, has strengthened.

Reflecting on this reporting year, I believe it could be accurately described as a year in transition and change. It began with work concerning the implementation of new partnership safeguarding arrangements brought about by the Children and Social Work Act (2017) and ended with the arrival of the COVID-19 pandemic. That said it also saw much of the necessary routine work continue. Oversight and scrutiny of referrals, case management, education and our work supporting children looked after and those with special needs continued. We are working hard to improve services for those suffering with their mental health and to improve our understanding and responses to vulnerable adolescents, serious youth violence, domestic abuse, offender management and more. Information on each of these important subjects is contained in the pages that follow.

One of the challenges with the present system of annual reporting is that by the time it is published, we have moved on. Therefore, whilst the information in the pages of this report are an important record of what we achieved, the lessons we have learnt and the improvements we aim to make, its publication is generally too late





to inform an immediate operational response. We therefore need to consider how the system of reporting might be better developed to deliver a timely and contemporary risk assessment, that highlights emerging and immediate risks and will do just that in the coming year.

Looking ahead, I know we are moving further into uncharted territory and I am in no doubt that the partnership will be further tested. However, I believe that the work we did in the early stages of lockdown and since will stand us in good stead. As we developed contingencies and reviewed practice, I saw evidence, first-hand, of partners adapting their approach and developing new ways of working, an enthusiasm to engage new technology and above all else, an absolute commitment to reach, engage and support our most vulnerable children and young people. In these difficult times we all need to play our part. We need to pull together, support our frontline safeguarding professionals and do everything we (the public) can to help them, help us.

Jim Gamble QPM
Independent Chair



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About the Annual Report





The BSCP Annual Report 2019-20 is a transparent assessment of the effectiveness of safeguarding and the promotion of child welfare in Bromley

Pages 9 to 26 set out the governance and accountability arrangements for the BSCP. They provide information about the structures in place that support the BSCP to do its work effectively.

Pages 29 to 48 set the context for safeguarding children and young people in Bromley, highlighting the progress made by the partnership over the last year and the challenges going forward.

Pages 49 to 55 highlight the lessons that the BSCP has identified through its Learning & Improvement Framework and the actions taken to improve child safeguarding and welfare as a result of this activity.

Pages 58 to 68 describe the range and impact of the multi-agency safeguarding training and briefings delivered by the BSCP.

Pages 69 to 73 set out the priorities going forward and the key messages from the Independent Chair of the BSCP to key people involved in the safeguarding of children and young people.

In line with statutory requirements and best practice, the BSCP annual report 2019-20 has been sent to the following:

- Chief Executive LBB
- The Lead Member for Children's Services
- The Director of Children's Services
- The Chair of the Health and Wellbeing Board
- The Chair of the Safer Bromley Partnership
- The Independent Chair of the Bromley Safeguarding Adults Board
- Bromley Youth Council
- The Mayor's Office for Policing and Crime
- Child Safeguarding Practice Review Panel
- What Works Centre for Children's Social Care

This Annual Report covers and reports on activity between 1st April 2019 and 31st March 2020





Glossary of Terms





ABH	Actual Bodily Harm	LAC	Looked After Child
BCCG	Bromley Clinical Commissioning Group	LADO	Local Authority Designated Officer
BAME	Black, Asian and Minority Ethnic	LBB	London Borough of Bromley
BCU	Basic Command Unit	LSCB	Local Safeguarding Children Board
BSCP	Bromley Safeguarding Children Partnership	MAP	Multi Agency Panel
CAF	Common Assessment Framework	MAPPA	Multi Agency Public Protection Arrangements
CAFCASS	Children and Family Court Advisory and Support Service	MARAC	Multi Agency Risk Assessment Conference
CAIT	Child Abuse Investigation Team	MASE	Multi Agency Sexual Exploitation
CAMHS	Child and Adolescent Mental Health Services	MASH	Multi Agency Support Hub
CCG	Clinical Commissioning Group	MEGA	Missing Exploitation and Gang Affiliation Panel
CDOP	Child Death Overview Panel	MISPER	Missing Person
CHIN	Child in Need	NHS	National Health Service
CME	Children Missing Education	NSPCC	National Society for the Prevention of Cruelty to Children
CP	Child Protection	OFSTED	Office for Standards in Educ, Children's Services & Skills
CPP	Child Protection Plan	PF	Private Fostering
CRIS	Crime Reporting Information System	PCI	Performance, Challenge & Impact Subgroup (formerly the QAPM Subgroup)
CSC	Children's Social Care	PPU	Public Protection Unit
CSE	Child Sexual Exploitation	PRUH	Princess Royal University Hospital
DBS	Disclosure and Barring Service	PSHE	Personal, Social and Health Education
DfE	Department for Education	PSP	Pupil Support Plans
DSL	Designated Safeguarding Lead	QAPM	Quality Assurance and Performance Monitoring Sub Grp
DVIP	Domestic Violence Intervention Project	RAS/R&S	Referral & Assessment Service
ECHS	Education, Care and Health Services	RHI	Return Home Interviews
ED	Emergency Department	SCR	Serious Case Review
EWS	Education Welfare Service	SDVC	Specialist Domestic Violence Court
EHE	Elective Home Education	SEND	Special Educational Needs and Disability
EIFS	Early Intervention and Family Support	SRE	Sex and Relationship Education
FGM	Female Genital Mutilation	TAC	Team Around the Child
FJR	Family Justice Review	UASC	Unaccompanied Asylum Seeking Children
GP	General Practitioner	VAWG	Violence Against Women and Girls
ICPC	Initial Child Protection Conference	YOS	Youth Offending Service
IHA	Initial Health Assessment		
LA	Local Authority		



The Partnership





CONTEXT

This year, Bromley has put in place multi-agency partnership arrangements in response to the Children and Social Work Act 2017 and Working Together 2018, which replace Local Safeguarding Children Boards (LSCB) with new local multi-agency safeguarding partnership arrangements. Our safeguarding partnership arrangements have been improved to form the new Bromley Safeguarding Children Partnership (BSCP) and its sub-groups.

The safeguarding partnership is held accountable by the Safeguarding Children's Partnership Executive (BSCPE) which is formed of the three statutory safeguarding partners: the Police; the Local authority; and the Clinical Commissioning Group. The new multi-agency partnership arrangements, published in June 2019, can be found on the BSCP website.

This year has been shaped by the transition from Bromley Safeguarding Children Board (BSCB) to Bromley Safeguarding Children Partnership (BSCP). For the purposes of this report, the partnership will be referred to as the BSCP for the full reporting year.

KEY ROLES AND RELATIONSHIPS

THE INDEPENDENT CHAIR AND THE BSCP TEAM

Jim Gamble QPM has been the Independent Chair of the BSCP since January 2017. The Independent Chair is tasked with leading the Partnership and ensuring it fulfils its statutory objectives and functions. Key to this is the facilitation of a working culture of transparency, challenge and improvement across all partners with regards to their safeguarding arrangements. The Chair was accountable to the Chief Executive of the London Borough of Bromley in 2019-20. The Executive Director of ECHS (Education, Care and Health Services) and the Director of Children's Services also continued to work closely with the Chair on related safeguarding challenges.





The BSCP is supported by one Business Manager (job share) and one full time Business Support Officer. They ensure the smooth running of the Partnership's day to day business.

Whilst being unable to direct organisations, the BSCP does have the power to influence and hold agencies to account for their role in safeguarding. This influence can touch on matters relating to both local and national arrangements that impact directly on the welfare of children and young people.

DESIGNATED PROFESSIONALS

The Designated Doctor and Nurse take a strategic and professional lead on all aspects of the health service contribution to safeguarding children. Designated professionals are a vital source of professional advice. The Designated Dr and Nurse have continued to demonstrate their value by offering challenge and support to partners. This includes the escalation of cases as recommendations for learning review, development of the Health Economy Dataset and leading on health contributions to the BSCP dataset.

PARTNER AGENCIES

BSCP Strategic Priority 3: Strong Leadership and Strong Partnership

Actions 2017-19: To consistently promote the importance of effective and swift information sharing, promoting a culture that puts the protection of children before the protection of information

All partner agencies across Bromley are committed to ensuring the effective operation of the BSCP. This is supported by a Constitution that defines the fundamental principles through which the BSCP is governed. Members of the Partnership hold a strategic role within their organisations and are able to speak with authority, commit to matters of policy and hold their organisation to account.

Awareness of the escalation process has been raised at monthly BSCP Multi Agency Partnership Events, via the BSCP app and during training events.





RELATIONSHIP WITH OTHER STRATEGIC BOARDS

BSCP Strategic Priority 3: Strong Leadership and Strong Partnership

Actions 2017-19: Continue to strengthen the governance interface between the BSCP and other key strategic forums and Chairs.



The Independent Chair of the BSCP is a member of the Health and Wellbeing Board and has developed links between the two boards with regard to the strategic use of the Joint Strategic Needs Assessment. The Business Manager is also a member of CSC's Practice Improvement Board to ensure that the BSCP is part of the improvement journey.

The BSCP Chair chairs an Inter Board Chairs Group which brings together the Chairs of the BSCP, the Bromley Safeguarding Adults Board, the Community Safety Partnership (Safer Bromley Partnership) and the Health and Wellbeing Board. This meeting is responsible for the coordination of leadership, collective awareness, and the coherence of respective plans when reporting back to individual Boards and will consider the strategic risks and key issues across safeguarding including children, young people, families, adults, those leaving care, and communities.

A Transitional Safeguarding Workshop was held in October 2019, led by Research in Practice. This was attended by senior representatives across the above strategic partnerships in Bromley to explore the effectiveness of transitions in Bromley and how this could be improved.

GOVERNANCE AND MEMBERSHIP

BSCP Strategic Priority 3: Strong Leadership and Strong Partnership

Outcome: The BSCP leads the safeguarding agenda, is professionally curious and challenges the work of partner organisations, and commits to an approach that learns lessons, embeds good practice and is continually influenced by children, young people and their families.

BSCP EXECUTIVE

The children's safeguarding partnership is held accountable by the Bromley Safeguarding Children's Partnership Executive (BSCPE) which was put in place in June 2019 as part of new multi-agency safeguarding arrangements. The Executive is chaired by the Independent Chair. The Executive is attended by the three statutory safeguarding partners as defined in Working Together 2018. Locally the three are:



- Metropolitan Police (South BCU) – represented by the Borough Commander.
- Bromley Clinical Commissioning Group – represented by the Managing Director.
- Bromley Council (Children’s Services) – represented by the Director of Children’s Social Care.

Between June 2019 and March 2020 the BSCPE met twice. The Executive’s purpose is to:

- hold the Partnership to account for the performance in ensuring vulnerable children and young people are safe
- allow discussion of priorities and commitment of resource amongst partners to promote safeguarding
- identify any major concerns or areas for further investigation by the Partnership
- agree funding arrangements and budgets for the BSCP.

Extraordinary meetings take place as and when required.

BSCP BOARD

The Partnership Board met four times during 2019-20. It is held accountable by the BSCP Executive and has a membership made up of representatives from all statutory partners as well as a range of key health, probation, education and community representatives. A list of current Board Members is set out at the back of this report. The Board oversees the work of the subgroups which meet between the quarterly board meetings and scrutinises agency reports from across the Partnership. The agenda offers opportunities for information sharing and discussion, but also encourages questioning and challenge. The BSCP captures all challenges raised by the Independent Chair and partners inside and outside of Board meetings in an Impact Log.

The BSCP now regularly reviews performance through reference to its risk register, self-assessment process and partner agency updates submitted to each Board meeting. During 2019-20, key risks identified as having the potential to impact on the BSCP’s ability to carry out its statutory objectives included the abolition of LSCBs via the Children and Social Work Act 2017, the merging of six Clinical Commissioning

Groups to form one covering South East London and early signs of the corona virus outbreak in February/March 2020.

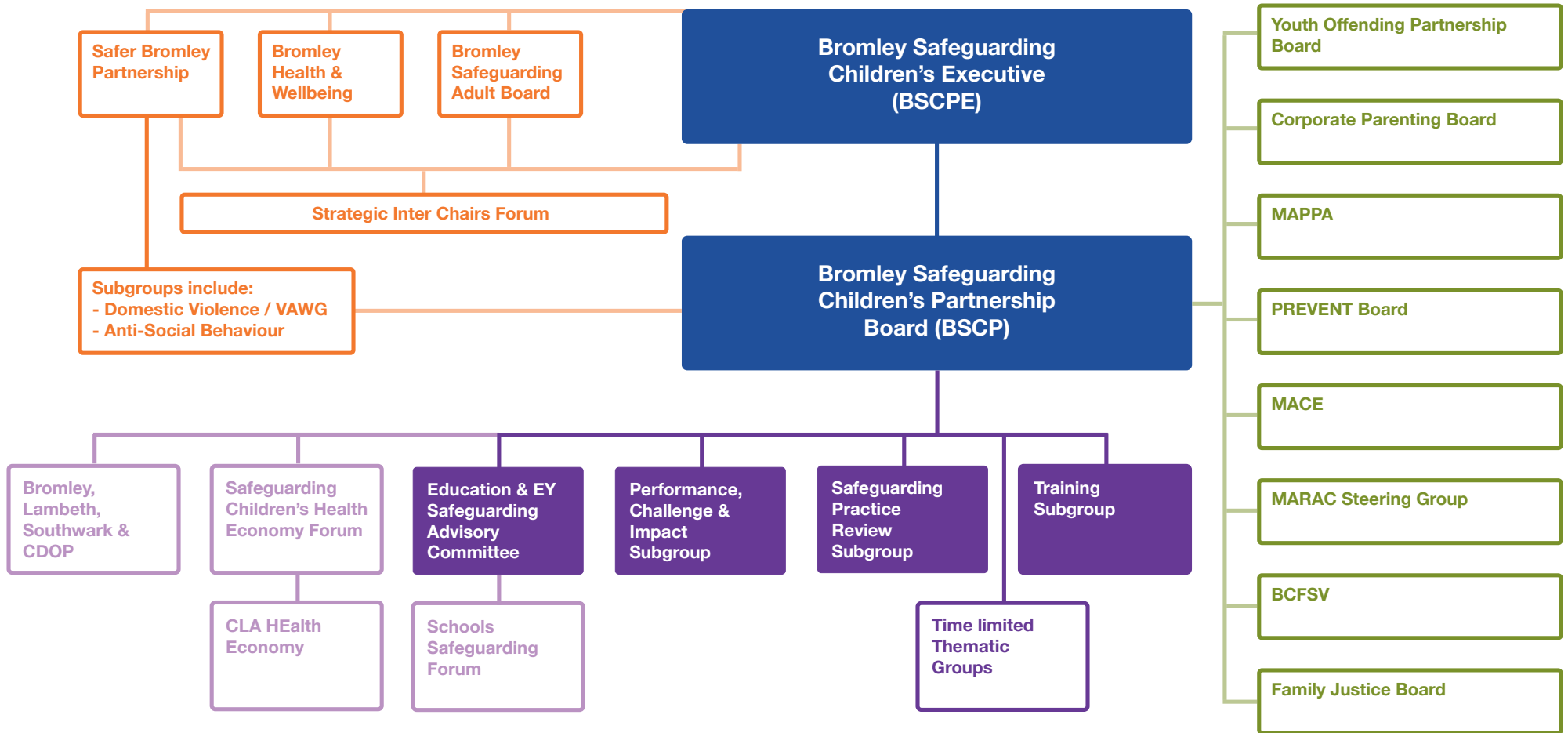
There were some fluctuations around attendance rates sometimes associated with changes of staff changes within agencies. Attendance rates remain subject to ongoing monitoring and agencies are robustly challenged if attendance decreases. This has been a key area of focus for the Chair. The attendance rates by agency for 2019-20 to the four main Board meetings are set out below.

PARTNERSHIP BOARD ATTENDANCE – APRIL 2019 TO MARCH 2020

	Attendance	Number of seats per organisation
Independent Chair	100%	
London Borough of Bromley, Children’s Social Care	75%	
London Borough of Bromley, Education	75%	
London Borough of Bromley, Youth Offending Service	50%	
London Borough of Bromley, Public Health	100%	
London Borough of Bromley, Learning & Development	50%	
National Probation Service	50%	
London Community Rehabilitation Company	100%	
Lay Members	100%	
Children & Family Court Advisory & Support Service	25%	
Bromley Secondary School Representative	100%	
Bromley Primary School Representative	25%	
Bromley Clinical Commissioning Group	100%	
Kings College Hospital	100%	
Metropolitan Police Service – Bromley Borough BCU	100%	
Bromley Healthcare	100%	
Oxleas NHS Trust	100%	
Children & Family Voluntary Sector Forum	50%	
Change, Grow, Live	50%	



BSCP STRUCTURE – JULY 2019





BSCP SUBGROUPS

BSCP Strategic Priority 3: Strong Leadership and Strong Partnership

Actions 2017-19: The BSCP and partners successfully deliver against the BSCP subgroups / working groups

Below is an outline of each subgroup, its priorities and its achievements over the last year.

PERFORMANCE CHALLENGE AND IMPACT SUBGROUP

The Performance Challenge and Impact (PCI) Subgroup is central to the effective functioning of the BSCP. PCI superseded the Quality Assurance and Performance Monitoring Subgroup in September 2019 and new terms of reference were agreed in keeping with the Multi Agency Safeguarding Arrangements (MASA). The subgroup met 4 times during 2019-20. The subgroup is chaired by the BSCP Business Manager. The PCI subgroup takes responsibility for monitoring standards in safeguarding arrangements and other operational aspects of local safeguarding. It checks how well single agency safeguarding arrangements are working and is able to provide robust challenge to improve practice and outcomes for children and young people.

This year the work of the PCI subgroup included:

- A multi-agency audit on FGM referrals to MASH
- Scrutiny of single agency audits, including safeguarding supervision, Was Not Brought/DNAs, GP recording, MASH cases, YOS standards and of children in Adult Mental Health Services electronic records.
- Scrutiny of the multi-agency dataset every quarter with subsequent challenges over: health checks for children looked after; increase in serious incidents at a setting; increase in LADO referrals at a setting, decreasing CAF numbers from particular sectors. There was additional focus on elected home education data, attendance at unscheduled care settings following incidents of self-harm, suicidal

ideation and/or overdoses.

- Challenge, escalation and resolution of operational issues such as quoracy of Child Protection Conferences, communications between CSC and health agencies particularly GPs, discrepancies in Practice Standards.
- Scrutiny of Year 10 survey results with further discussion and challenge at Board level.
- Learning from a FII (fabricated induced illness) case from a neighbouring borough to enable learning and comparison to local learning review case.
- Scrutiny of regional datasets, including the GLA data on serious youth violence and FGM data.

TRAINING SUBGROUP

The BSCP Training Subgroup is chaired by the Head of Workforce Development at LBB and it met 3 times this year. The Training Subgroup consists of a multi-agency mix of managers who commission the BSCP multi-agency training programme and monitor the quality of said programme, which consists of formal classroom-based training, online learning and less formal briefings, seminars and workshops throughout the year. In 2019-20 there was also the usual large annual conference (FGM), as well as one half day conference (Early Intervention).

A detailed summary of training is provided in the Training and Development section. In brief:

- 3179 people completed one of our 17 online children's safeguarding modules. This continues the year on year increase.
- BSCP ran 20 different, multi-agency, classroom-based courses - run in 44 different sessions, attended by a total of 581 people across the different agencies.
- A further 314 people attended a multi-agency learning seminar, workshop or briefing session.
- BSCP also commissions two DSL courses on behalf of schools. This single agency training was attended by 81 teachers in 5 separate sessions.



SAFEGUARDING PRACTICE REVIEW SUBGROUP (PREVIOUSLY SERIOUS CASE REVIEW SUBGROUP)

The Safeguarding Practice Review (SPR) Subgroup is chaired by the Independent Chair of the BSCP and meets quarterly. In addition, extraordinary meetings are held when the unexpected death/significant harm of a child requires further enquiry and cross-partner investigation. The purpose of the subgroup is to: consider instances of significant harm to, or the death of a child that may meet the criteria for a statutory review; to agree how learning can best be captured, distilled and shared; to act as the core group when a SPR is initiated and to maintain critical oversight of action plans resulting from SPRs and learning reviews.

The Child Death Overview Panel (CDOP) now reports directly to the SPR Subgroup. CDOP and Rapid Response/JAR updates are a standing item of the SPR Subgroup.

During 2019/20, the SPR Subgroup:

- Completed a joint Serious Case Review (SCR) with Lambeth regarding the murder of a five-year-old boy
- Completed a SCR on child sexual abuse
- Completed a Learning Review on FGM
- Continued working on two Learning Reviews – (suspected fictitious illness and also cross borough working for children with disabilities)
- Commissioned a joint Domestic Homicide Review / Learning Review where the children suffered significant harm.

Multi agency action plans have been agreed for all completed Serious Case Reviews and Learning Reviews and these are monitored by the PCI subgroup. Lunchtime learning sessions have been delivered to share the learning and recommendations. Learning from these reviews is detailed in the 'Reviews of Practice' section.

EDUCATION SAFEGUARDING ADVISORY COMMITTEE

BSCP Challenge: As the national COVID-19 lockdown was announced and

schools promoted online learning materials, the BSCP Team noted a high profile education provider had a scheme of work about a deadly pandemic. This had potential to cause great distress to young people as it was very realistic.

BSCP Action: BSCP contacted the provider outlining concerns and the material was removed and blocked from all portals on the same day.

The Education Safeguarding Advisory Committee (ESAC) is a sub-group that reports to the BSCP and is led by schools' Designated Safeguarding Leads (DSLs) and Early Years Professionals. The subgroup is chaired by a Secondary School DSL.





The purpose of ESAC is to:

- Champion safeguarding across all education settings in Bromley, by promoting understanding of the need to safeguard the welfare of children
- Provide a communication channel between education settings and Bromley Safeguarding Children Partnership to share information and as a source of peer support in meeting safeguarding responsibilities, making it clear this is a two-way communication
- Respond to and act on learning from serious case reviews and BSCP audits.

ESAC priorities are:

- Members of the forum share resources
- Model safeguarding policies, that are endorsed by ESAC / BSCP
- Develop supervision models for DSLs
- Support implementation of revised Keeping Children Safe in Education
- Learning from serious case reviews

The Early Years Safeguarding Forum has been established for pre-schools, nurseries and childminders to develop and facilitate multi-agency working. Between March 2019 and March 2020 there have been two forums; one was regarding LADO procedures and the other was about Early Help.

Two Schools Safeguarding Forums (SSSF) have taken place. The purpose of one of these was for Primary Schools to share safeguarding and SEN concerns with the child's new Secondary School before transfer. The DSLs from Primary and Secondary Schools find this a positive forum as evidenced in previous feedback forms. The other SSS Forum focused on Children Missing from Education, the new Bromley Relationship Model and Local Authority Updates.

This year, the Education Safeguarding Officer (ESO) has provided telephone consultations to DSLs, head teachers and Education Staff on complex cases in relation to safeguarding risk, policies and procedures. The ESO has provided guidance

and advice around good practice and keeping schools updated through the new Education Matters Website, as well as attending the Gateway Panel to offer support around safeguarding. The ESO also provides the link for schools and social care when tracking referrals.

The ESO has also assisted LADO cases. This might include visiting supporting schools in relation to concerns raised by Ofsted. The ESO chairs six weekly DSL forums, in order to share updates and provide DSL learning opportunities.

ESAC is developing an improved online safeguarding audit tool to be completed by Bromley Schools to improve future take up. Schools fed back that the format of the existing audit tool was a reason for not participating. Overall the schools are promoting safeguarding effectively in their schools but the data gathered did indicate areas for development. The ESO will be providing feedback to schools around the





audit finding and following up with those who did not provide evidence.
Ongoing work is to:

- Promote schools using the Bromley Thresholds of Need and BSCP Escalation Policy in local policies and training.
- Promote attendance at BSCP training as this includes local thresholds, context of safeguarding and early intervention.
- Promote reference to the BSCP Protocols, Guidance and Procedures.
- Promote schools' attendance at LADO lunch time briefings.

HEALTH ECONOMY SAFEGUARDING CHILDREN FORUM

The Health Economy Safeguarding Children Forum is chaired by the Bromley Clinical Commissioning Group (CCG); since April 2020 BCCG has merged to form the NHS South East London Clinical Commissioning Group which includes five other Boroughs within SE London. The Health Forum is chaired by the Designated Nurse and Designated Doctor. It provides a professional network for named safeguarding professionals (nurses and doctors) across the NHS and private sectors. The Forum helps support these professionals to link the work of South East London CCG, BSCP, NHS England and the National Network of Designated Professionals and informs their work plans, training, supervision and their Boards. The Safeguarding Health forum is tasked with reviewing practice, such as bruising in non-ambulant babies and children, through policy, audit, feedback and sharing of learning.

There have been audit presentations from each organisation throughout the year as well as guest speakers on specialised safeguarding topics e.g. Bromley Health Care (BHC) Community Paediatrician (Was Not Brought audit) and a presentation relating to Bereaved Parents; King's College Hospital (KCH Maternity Services and Domestic Abuse); Bromley Y (Audit of Bromley Well-being service); SEND (Update on OFSTED, CQC inspection). Kent House Hospital have also presented to raise awareness of their services, and the different tiers of admissions and their impact on its service provision. There was also a BHC, Oxleas, KCH and Urgent Care Centre (UCC) audit on the Emergency Department (ED) information sharing pathway. The Health Forum also welcomed speakers from the Local Authority on the role of LADO and from integrated commissioning in relation to the mental health strategy.

FINANCIAL ARRANGEMENTS

A range of partner agencies continued to contribute to the BSCP's budget for 2019-20, in addition to providing a variety of resources, such as staff time, accommodation and IT for the BSCP Team, and free venues for meetings and training. Agency financial contributions totalled £123,850. Income was £38,000 less than the previous year due to less training income and a return to the standard income from some statutory partners following two years of increased contributions due to the high number of reviews undertaken. This year's contributions together with prudent reserves set aside from last year and income from training ensured that the overall cost of running the BSCP was met.

Income	
Bromley CCG	17,836
Oxleas NHS Trust	17,836
Bromley Healthcare CIC	17,836
Kings College Hospital NHS Trust	17,836
Metropolitan Police	5,000
Bethlem and Maudsley Hospital School	615
CAFCASS	550
National Probation Service	800
Community Rehabilitation Company	1,000
London Borough of Bromley	44,041
London Fire Brigade	500
Training income (including annual conference)	26,630
TOTAL INCOME	150,480



EXPENDITURE

A significant number of Serious Case Reviews and Learning Reviews have taken place since 2017-18 and reserves have been put aside in recent years for this purpose. The costs of some of these reviews has continued in to 2019-20.

Expenditure	
BSCP SALARIES, including Independent Chair, lay members expenses and BSCP 2.2fte staff	156,868
TRAINING COSTS, including e-learning and annual conference	21,657
SCR/ Learning Review/CSPR COSTS	13,718
OTHER costs, including general office expenses, venue hire, printing, professional development	909
TOTAL SPEND	193,152

PARTNER SAFEGUARDING ACHIEVEMENTS AND CHALLENGES 2019-2020

At the time of writing this report, the Coronavirus pandemic inevitably dominates the work of partners while they strive to continue to ensure that safeguarding children remains a priority. The reporting year ended in March 2020 and therefore the achievements and challenges captured in this report are not centred around COVID-19, although the seriousness of the crisis was becoming apparent and contingency plans were being put in place by March. In order to adequately capture the impacts of the pandemic and more contemporary information, the BSCP will be producing a Strategic Threat Assessment by December 2020 to reflect on the achievements and challenges of that calendar year, including COVID-19.

BSCP Challenge: The Independent Chair challenged partners on their contingency planning for the Coronavirus Pandemic in March 2020.

Action: The BSCP Board meeting swiftly changed its focus on 11th March 2020 requiring verbal updates during the meeting from all partners. Partners were then required to send their Business Contingency Plans to the Chair to provide assurance. A new BSCP Contingency-Partnership Oversight Meeting (CPOM) was set up with key leads from across the Partnership with the first meeting taking place on 25th March.

CHILDREN'S SOCIAL CARE

Children's Social Care (CSC) has continued to demonstrate its considerable strengths throughout 2019-20. A significant cultural shift from statutory compliance to the quality of social work has been strengthened through the further development and embedding of the Bromley Relationship Model and the launch of a strategic vision of excellence. A regular cycle of Getting to Excellence seminar events and Managers Forums have supported this progress and the successful Children's Social Care Staff Conference saw a range of guests demonstrate how the quality of relationships affects outcomes of social care interventions with children and their families. The ongoing cycle of Practice Assurance Stocktakes conducted by independently appointed social care experts has cited evidence of good quality relationships with children and their families underpinning good and timely outcomes seen for children. Senior managers are regularly challenged at the Performance Improvement Board about the progress of different service areas and recommendations that have been made, led by an independently appointed Chair.

The Bromley Relationship Model emphasises the importance of practitioners' relationships with children and parents/carers as the vehicle through which CSC's intervention is delivered. Authoritarian relationships, characterised by telling people what to do, will be discouraged in favour of motivating people to behave more appropriately.

Leaders, managers and practitioners will be enabled to work with each other and with children and families; with an emphasis on listening, self-reflection, enabling, motivating and creating the contexts for excellent practice to thrive.



The most common reasons that children are identified as needing a social care service continues to be concern around the impact on children of domestic abuse, parental mental ill health, neglect and substance misuse.

CSC continues to invest in the safeguarding skill set of its social workers and their managers, providing a comprehensive and high-quality training and development offer that is underpinned by the continued embedding of its Social Work Academy.

Some of the key achievements in 2019-20 to highlight include:

- CSC has continued to have a lower than London and national average referral rate and numbers of children who require social care support. The evidence from the ongoing cycle of practice reviews and assurance stocktakes gives confidence that threshold decisions by managers are safe for children through our services from the MASH ‘front door’ onwards.
- CSC has strengthened its senior leadership and recruited to its post of Assistant Director of Children’s Services.
- The Quality Assurance Framework findings support that threshold is being well applied in decisions to undertake Section 47 enquiries and to convene Initial Child Protection Conferences. There is confidence the right children are being identified from assessment to receive this level of intervention and the number of children with a Child Protection Plan rose to 290 at the end of 2019-20 while 448 Initial Child Protection Conferences were convened during the year.
- Similarly, the legal gateway panel applies robust decision making to ensure that children whose safety requires escalating further than a Child Protection Plan is addressed in a timely way for children. The panel process has been commended by our local judiciary for the benefits it achieves in supporting timely outcomes of care applications to the Court. CSC continues to achieve timescales of care proceedings that compare well in the London and national context.
- The Staying Together team has launched and has achieved success during the year in working intensively with families to prevent young people becoming looked after by improving family relationships and young people’s safety. Across safeguarding services, the use of safety plans with families has grown and become embedded.



- The Bromley Pledge to our children in care and care leavers was launched during the summer of 2019 at the annual Corporate Parenting fun day. This outlines the key priorities for corporate partners to ensure our children are supported to achieve their full potential.
- Change for Care Leavers was launched as a forum for our care leavers to address their concerns and challenge Children's Social Care and our Active Involvement team lead a highly successful residential trip for six young parents.

CSC continues to face challenges that it has identified for the year ahead. These include:

- Managing caseloads through all our services at levels that give the best opportunity for social workers and their managers to demonstrate excellence consistently in their work with children and families.
- Recognising that the increasing complexity of referrals and need identified gives challenges to train and develop social workers to be better skilled in communicating with resistant parents, in enabling social workers to feel empowered in being clear in their professional authority and having a good knowledge of the legislative framework and statutory guidance that informs decisions.
- CSC always continues to strive to enhance and build its collaborative working with its partners and is challenged to improve its strategy meeting practices.
- CSC is aware of the limitations of its recording system and are in the process of planning for a modernised recording system to improve the experience of social workers in evidencing the quality of their work.

BSCP Challenge: The Partnership was advised of recent incidences where different professionals have chosen to dissent from a Child Protection Chair's decision at Child Protection Conferences and not given a reason.

Action: The BSCP produced and circulated guidance on dissent and escalation at CP Conferences, reinforcing that partners always need to provide rationale and that this should be recorded in the minutes.

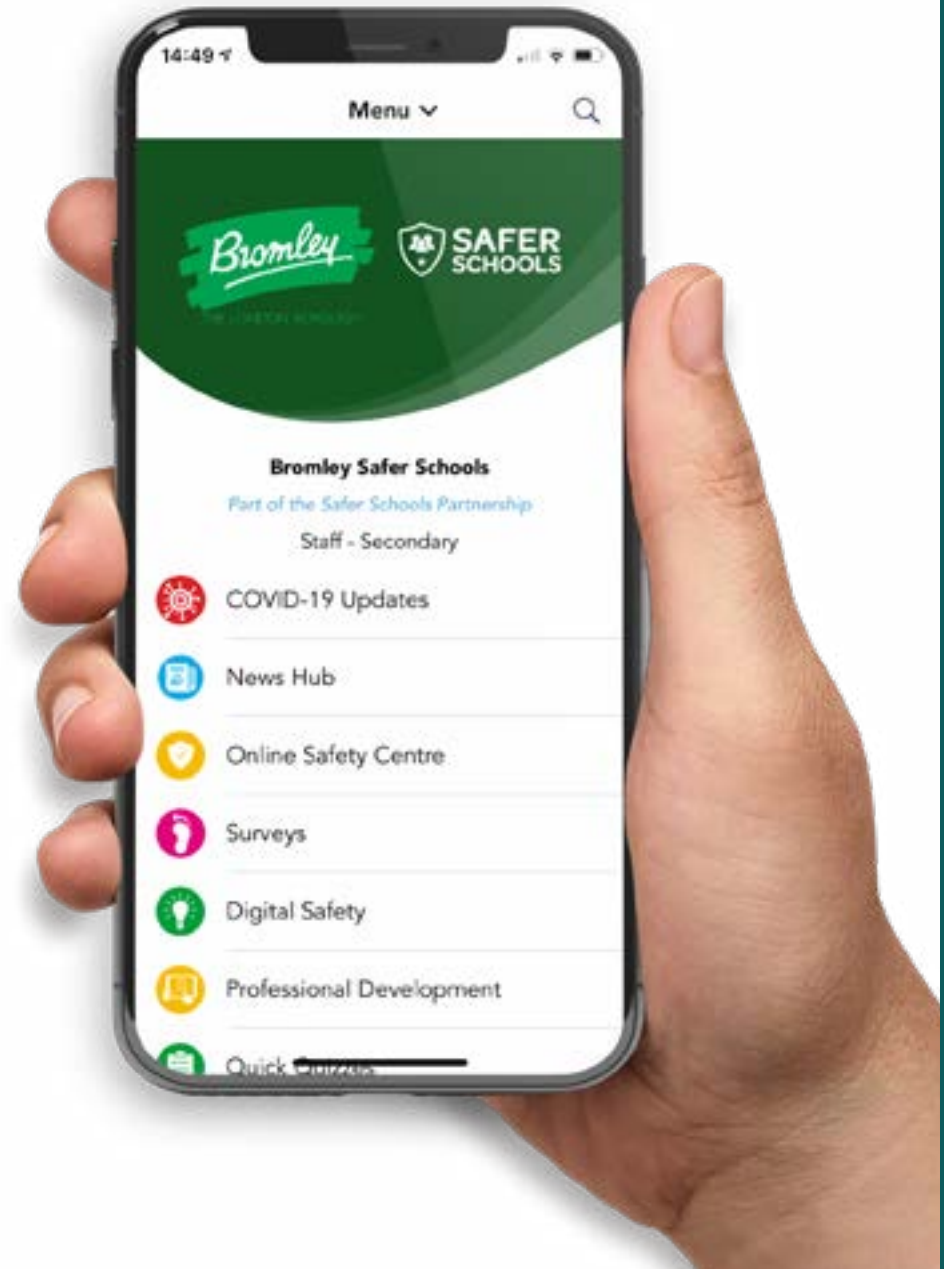




EDUCATION

The Safer Schools App has been rolled out to all Bromley schools in 2019-20. Bromley staff have been trained as Safer Schools Ambassadors and more of the workforce is benefitting from this excellent resource. The Safer Schools App is designed to reinforce and enhance current safeguarding practices within schools by providing contemporary, credible and relevant resources to ensure the correct information gets to the right people at the right time and is never further away than their back pocket. The App provides dynamic continuous professional development for all school staff and also provides contemporary updates on emerging risks and threats via push notifications and the weekly updates from the Safer Schools Centre, both of which are highly regarded by local staff. The resources are available at any time, all from the convenience of a phone with the specific aim of creating a bond of safety among pupils, parents and teachers. The aim for next year is to ensure all schools in Bromley have free access to this resource.

The Ofsted and Care Quality Commission (CQC) SEND Local Area inspection took place in September 2019. Bromley was found to have made progress in a number of areas and was not required to submit a Written Statement of Action, negating the need for an inspection re-visit. Bromley's self-evaluation set out 18 key areas for improvement which will be monitored through the SEND Governance Board.





POLICE

Operation Aegis ran between October 2019 and March 2020 with input from child protection experts and KPMG. Front line officers were given additional training on child protection matters including “voice of the child”. There was bespoke input to the CSE/Missing Person teams, Child Abuse Teams and units that deal with indecent images. Information sharing has improved between departments as a result of the daily whiteboard used at the daily safeguarding meetings. This has increased awareness and identification of risk around safeguarding for the children significantly. It has also greatly improved the quality of reports where children are victims and where safeguarding features prominently, rather than solely the crime aspect.

A bespoke Child Criminal Exploitation Team was set up in February 2020 in the South Basic Command Unit (BCU Sutton, Croydon and Bromley). This aims to engage with children and partners in order to reduce risk and vulnerability around children becoming involved in County Lines. There have already been successful Operations around the country where lines have been disrupted, exploiters identified and arrested and children safeguarded.

In December 2019, a bespoke online Child Sexual Abuse and Exploitation Team was set up to provide an enhanced and specialised response to referrals from the National Crime Agency relating to distribution and downloading of indecent images of children. Specialist trained and equipped officers with specific safeguarding training aim to not only disrupt and arrest offenders, but also identify risk and take part in Strategy Discussions. The team also offers training and guidance to school officers around safeguarding in regard to peer to peer sharing.

OXLEAS NHS FOUNDATION TRUST (PROVIDER OF CHILD AND ADOLESCENT MENTAL HEALTH SERVICE AND 0-4 HEALTH VISITING SERVICE IN BROMLEY)

There has been integration of the safeguarding children and safeguarding adults teams this year and governance to promote Think Family safeguarding throughout all Oxleas services. Oxleas has also responded to concerns raised about the management of children with faltering growth through provision of training and clear pathways with partner providers.

The documentation of children in the network of adult mental health service users in clinical records has improved following training, supervision and audits but this still remains a challenge. It will be further tackled through development of the new Record Keeping guidance and Ifox informatics reports which show clinicians and managers at a glance whether this has been completed and we will be able to gain senior management oversight of this.

BSCP Challenge: The Independent Chair challenged the increase in serious incidents at a tier 4 mental hospital for young people

Action: The Independent Chair has requested background on the incidents and has consulted with the Local Authority Designated Officer (LADO) on referrals. He has arranged a site visit to conduct an audit of policy and practice, once it is safe to do so following COVID-19.

KINGS COLLEGE HOSPITAL NHS TRUST (ACUTE SETTING: PRINCESS ROYAL UNIVERSITY HOSPITAL AND SOUTH SITES)

King’s College Hospital (KCH) has robust process and procedures in place to safeguard children and young people accessing services and works closely with statutory partners. Adhering to the “Think Child, Think Family” agenda has strengthened working relationships between adult and children safeguarding, a culture that safeguarding children and adults is everyone’s responsibility permeates across teams and services in the Trust with clear governance structure in place for safeguarding. There are individuals with clearly defined leadership roles and a dedicated safeguarding children and adult teams which offers support to a wide range of clinical and non-clinical staff.

Safeguarding staff at Kings College Hospital dealt with a case of Fabricated Induced Illness (FII) whereby a mother fabricated concerns for her toddler for a year and was subsequently sentenced to 8 years in prison. This child was not a resident of Bromley but the learning is important across all boroughs so was shared by Kings with other partners via the PCI Subgroup. The Safeguarding Lead committed to presenting a summary of learning at a Bromley event when the ‘George’ learning review is published. This will ensure the Bromley workforce has case studies from across the



age spectrum to inform their learning.

After significant turnover in the team, KCH has recruited into the permanent Safeguarding Children vacant posts. Additional resources have been agreed to recruit another Clinical nurse specialist for Safeguarding Children for a fixed term of 15 months. This will enable and facilitate the support of children and their families as well as our staff.

KCH is now able to provide and record Safeguarding Children Level 3 training virtually via Microsoft teams which will improve the support and education given to its staff.

BROMLEY HEALTHCARE (COMMUNITY HEALTH SERVICES)

Bromley Healthcare's (BHC) Health Support for Schools Service provides support to those vulnerable children and young people who have been identified to the service, including those attending the Youth Offending Service (YOS). All schools in Bromley benefited from the work of a Named School Nurse. This means that education staff are able to seek advice and guidance if they are concerned about the social, emotional and mental health needs of children and young people in their settings.

The Children Looked After (CLA) Nursing Team works with various professionals to provide advice and support to vulnerable children and young people in care. Each CLA Nurse has an area of interest, such as the Leaving Care Team (LCT) and the Children with Disabilities Team. This year, the CLA Nursing Team delivered a multi-agency training day for Young People Advisors (YPAs) and Social Workers in the Leaving Care (LCT) Team. This training day helped to facilitate a closer working relationship between the CLA Nurses, YPAs and Social Workers and helped to highlight which health related issues a CLA Nurse can and cannot help with.

BHC's Child Protection Paediatric On-Call Team receives calls from GPs for advice regarding safeguarding issues and concerns. It aims to respond to GP queries regarding child protection issues by telephone within one hour. This was achieved in all the seven cases during the past year. The pathway put in place for dealing with telephone calls for safeguarding advice has generally been successful.

BHC's Children's team continue their work within the Bromley MASH, providing health information and influencing decision making on referrals received into Children's Social Care. Bromley Healthcare has made efforts to ensure full time health cover in MASH and there is also remote cover from one of the Safeguarding Advisors on duty.

BSCP Challenge: BHC reported that the workload for the MASH Health representative has increased from 6-8 cases per day to 15-20, placing more demands on BHC's Safeguarding Children's team. Many of the cases are more complex and need more analysis.

Action: The partnership requested and analysed MASH data to understand the reasons for this and have agreed for a partnership MASH Steering Group to be set up. The role of the MASH Health representative will be reviewed this year.

CLINICAL COMMISSIONING GROUP

The Designated Nurse for Safeguarding Children and Young People has worked closely with CCG commissioning colleagues through the stages of procurement for new services. For example, the Designated Nurse worked on several different procurements to ensure safeguarding is an essential component of any commissioned service. The Designated Nurse led on the commissioning of the Paediatric Liaison Nurse for Bromley and the role has been recruited to.

Safeguarding training for Primary Care has remained strong. Led by the Named GP and the Designated Professionals, this year's annual half day Safeguarding Children training was attended by record numbers with 317 delegates, helping to achieve 98% compliance with level 3 specialist training for GPs and contributing to a 40% increase in the number of members of the Primary Care Team trained in year.

The Designates for Children Looked After (CLA), over the past year, have further developed the structure of the quarterly multi agency Children Looked After Health Forum, raising the profile of CLA within health and other agencies, and contributed more effectively to the Corporate Parenting Board.

There have been changes and a shift in the safeguarding landscape due to changes



in legislation as well as changes to the organisational architecture within Health and Social Care Systems. However, the Designated Professionals and Named GP have continued to deliver whilst demonstrating strong leadership skills and have delivered in discharging their safeguarding statutory functions.

On 1 April 2020, NHS South East London CCG was established. The new CCG is made up of the previous six south-east London CCGs in Bexley, Bromley, Greenwich, Lambeth, Lewisham and Southwark. To prepare for this, NHS England commissioned a mapping and gap-analysis exercise across Safeguarding Children & Young People, and Safeguarding Vulnerable Adults pathways in relation to the six CCGs, with recommendations for future working.

YOUTH OFFENDING SERVICE (YOS)

This year the YOS has developed its Youth Justice Strategy 2020/23 with a clear vision and focus on ‘child first, offender second’. The service has also developed an early help YOS Prevention Support Programme for children on cusp of offending or anti-social behaviour. The YOS Risk and Safeguarding Panel has continued to meet fortnightly, providing a partnership approach to managing risk and protecting the public. There is an ongoing challenge around serious offending and gangs, with a focus on Contextual Safeguarding rather than just intelligence and information sharing.

PROBATION

This year the National Probation Service (NPS) has implemented a mailbox to ensure that all MASH queries coming into the probation service are dealt with expediently. There have been positive transitions for service users from Bromley Youth Offending Service to Bromley NPS with a clear transfer process and NPS has been represented at the Bromley Gangs Tasking meetings to ensure better information sharing and therefore risk management.

There has been an increase in Child Safeguarding risk registers by the CRC (Community Rehabilitation Company) which is a positive sign that practitioners are recording the identified risks correctly. However, Safeguarding Assessments are underutilised. Work is underway to improve this and following the recent announcement around renationalisation of Probation, there are plans to align the

practices of London CRC and the National Probation Service (NPS) ahead of 2021 when the case management function of Probation comes under NPS control.

BSCP Challenge: Partners challenged the low compliance figures for safeguarding assessments completed by CRC

Action: CRC provided full written evidence to explain how the issue had arisen and what remedial actions are being put in place to ensure safeguarding assessments are captured alongside the new OMNIA system. Progress will be monitored by the PCI Subgroup to ensure numbers increase as soon as the Exceptional Delivery Model ceases.

CHANGE, GROW, LIVE (BROMLEY CHANGES DRUG AND ALCOHOL SERVICE FOR CHILDREN AND YOUNG PEOPLE)

This year Bromley Changes has delivered in-house Safeguarding Workshops with the whole staff team; each workshop covers a different adult or child safeguarding theme, providing an opportunity to share experience, increase knowledge and develop further professional curiosity amongst the team.

The referral rate from children's Social Care was lower than CGL expected and there was a rise in the number of inappropriate referrals. This was addressed on a case by case basis and the service prepared webinars in order to explain the work that they do with young people.





Communication



The Partnership

Communication

Safeguarding Context

Progress in Bromley

Learning & Improvement

The Child Death Overview Panel

Training & Development

Priorities

Technology & Social Media

What you need to know

BSCP Membership



BSCP communicates with partner agencies and Bromley residents via the BSCP website and Twitter account. We also produce a newsletter for the children's workforce in Bromley and have a series of short videos explaining our work and priorities.

THE BSCP WEBSITE

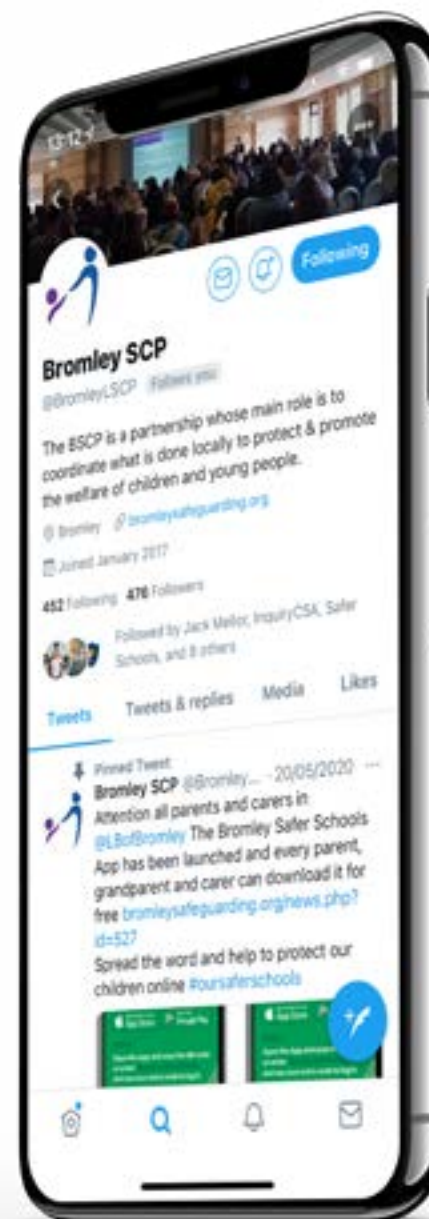
 www.bromleysafeguarding.org

The BSCP website includes separate sections for people working with children, for parents and carers, and for children and young people. Issues including CSE, E-Safety, Gangs, Harmful Practices, Radicalisation, Emotional Health and Wellbeing; Domestic Abuse, Bullying, Substance and Alcohol Misuse and Sexual Health have their own sections of the website with advice, signposting to resources, tips and information tailored to the specific audience. There are specific pages for young carers, children in care, licensed premises, and educational establishments. We have videos embedded, a News section and a live Twitter feed. The BSCP multi-agency training programme is accessed through the website and the Training and Resources section is a rich source of learning from audits, reviews and partnership events.

TWITTER

 [@BromleyLSCP](https://twitter.com/BromleyLSCP)

BSCP's Twitter account was launched in January 2017 and has been steadily increasing its number of followers. BSCP uses Twitter to share information about local and national safeguarding campaigns and promote local learning events and BSCP products to the children's workforce in Bromley as well as children, young people and families in the Borough. BSCP has supported the following campaigns through Twitter and our website this year: online safety, mental health, young carers, neglect, safer sleeping, homelessness, FGM, preventing suicide, private fostering, adoption, kinship care and Social Work Day.





Safeguarding Context in Bromley





BROMLEY DEMOGRAPHICS SNAPSHOT



Approximately **80,000** children and young people are under 18. Of these, around **21,000** are aged less than five years.

0-18 year olds make up **24%** of the total population in Bromley.

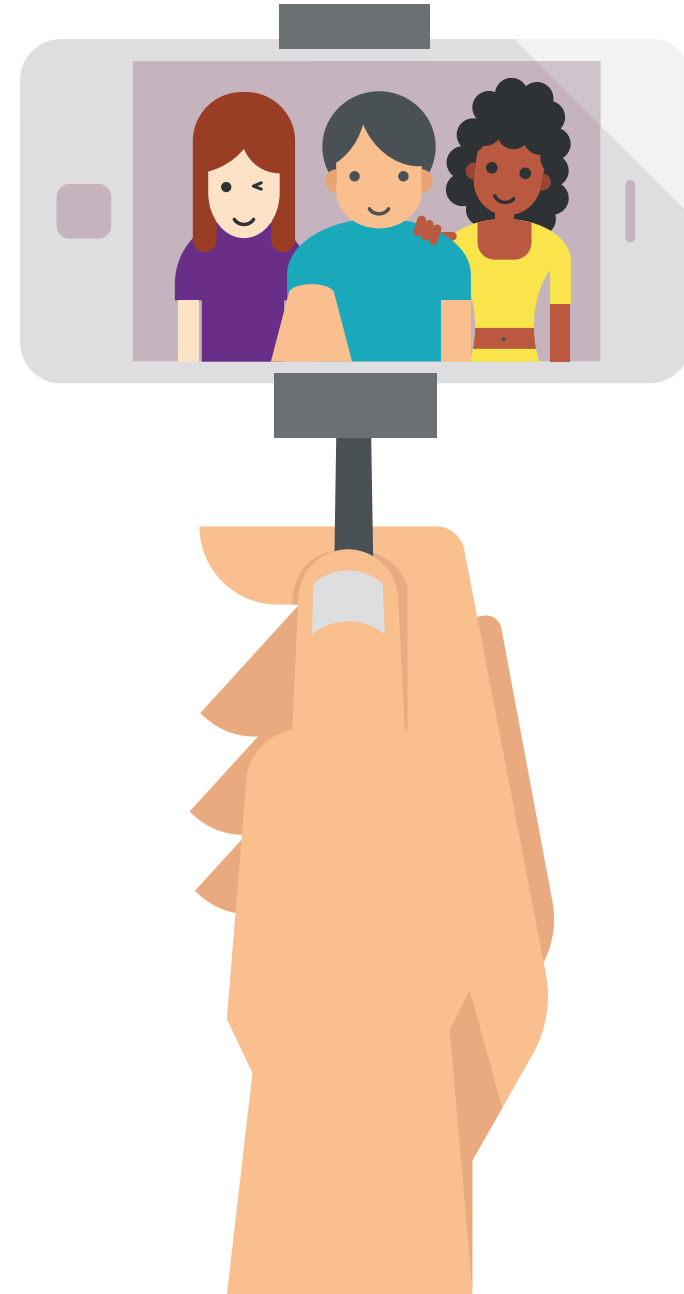
Bromley's largest ethnic group is white British.

Our other ethnic groups are Black African (7%), White and Black Caribbean (3%) and Black Caribbean (3%). Other White group, which include Gypsy or Irish Travellers, is 6%. Although only around 19% of Bromley's population are from BAME, for our school population the percentage of BAME is much higher at 35%.

The level of child poverty is better than the England average with **15.5%** of children aged under 16 years living in poverty..

The children and young people JSNA 2018 was published in July 2018:

 **Children and Young People Joint Strategic Needs Assessment (JSNA) 2018**





BROMLEY SAFEGUARDING INFORMATION

MASH ENQUIRIES AND REFERRALS

The number of monthly MASH enquiries received during 2019-20 has fluctuated throughout the year peaking at a high of 870 in July 2019.

The three biggest sources of enquiries to the MASH in this period were:

- Police - 43%
- Health - 19%
- Schools - 14%

44% of all children with MASH enquiries in 2019-20 were referred to Children's Social Care (CSC) for an assessment. This conversion rate is the same as 2018-19; there has been an improved awareness of safeguarding and we continue to work with partners on their understanding of threshold. The highest conversion happened in October 2019 (53%); with the lowest (33%) in March 2020.

BSCP Challenge: Data showed that a significant proportion of MASH contacts were passing through MASH without MASH input

Action: The partnership requested and analysed MASH data to understand the reasons for this and have agreed for a partnership MASH Steering Group to be set up.

SOCIAL WORK ASSESSMENTS

In 2019-20, 3588 Social Work Assessments (SWAs) were completed; compared to 2957 in 2018-19. 87% of SWAs were completed within 45 days, above the previous year's outturn of 81% and in line with our annual 2019-20 target of 87%. The 3 most common factors identified at SWA were:

- Domestic Abuse (of parent/carer)
- Mental Health (of parent/carer)
- Emotional Abuse (of child)

CHILDREN IN NEED

A child in need is defined under the Children Act 1989 as a child who is unlikely to reach or maintain a satisfactory level of health or development, or their health or development will be significantly impaired, without the provision of services, or where the child is disabled.

The Department for Education Child in Need Census includes all children referred to CSC and any that are currently open cases, except cases where children have reached successful permanence and are being monitored for funding purposes. Locally, our Child in Need cohort is those children who have been assessed as being in need by a completed Social Work Assessment (excluding Children Looked After, Care Leavers, Child Protection and Private Fostering). Children with a disability are categorised into further subcategories of Child in Need.

In 2019/20, 5421 children were open to Children's Social Care at some point. At 31st March there were 2419 children in need. This is 322 per 10,000 children in the Bromley population, below the 2018/19 national average of 334 per 10,000.

SECTION 47 INVESTIGATIONS AND INITIAL CONFERENCES

1166 Strategy Discussions were held in 2019-20 and 814 Section 47 enquiries commenced. This is a significant decrease from 2018-19.

446 children were the subject of Initial Child Protection Conferences (ICPC) in 2019-20. This is a 5% increase from 2018-19. The average monthly number for 2019-20 was 37, ranging from the lowest number of 22 in January 2020 and the highest of 49 in June 2019. Per 10,000 children in Bromley, 59 children had an ICPC, the same as last year, but below the national average of 65.

87% of ICPCs have resulted in the child becoming subject to a Child Protection Plan in 2019-20, compared to 86% nationally. 79% of ICPCs were conducted within 15 days of S47. This is the lower than the previous year's outturn and in line with the national average.



CHILDREN SUBJECT TO A CHILD PROTECTION PLAN

There were 294 children subject to a child protection plan at 31st March 2020. This represents 39 per 10,000 population and is an increase from last year but below the national average rate of 44.

The highest category of abuse for Child Protection Plans is Neglect (194, 66%); followed by Emotional Abuse (95, 32%).

In 2019-20, 10 children have ceased to be subject to a Child Protection Plan that was longer than 2 years. This is 2 less than the previous year and remains in line with the national average of 3%.

63 children (15%) were subject to a Child Protection Plan for a second or subsequent time in 2018-19. This is lower than the national average of 21%.

CHILDREN LOOKED AFTER

At the end of March 2019, there were 331 Children Looked After (CLA). This is a decrease of 17 children compared to the end of 2018-19. This amounts to 44 per 10,000 population and is significantly below the national average rate of 65 per 10,000.

53% of the CLA cases were held in the CLA team and 15% in the Leaving Care Team (LCT). The remaining children were spread across 5 other Children's Social Care teams.

At 31st March 2020, 21% of children were looked after under Section 20. This is a decrease from the previous year and can largely be explained by the reduction in unaccompanied Asylum Seeking Children which has decreased from 50 to 22 at 31st March (2019 to 2020).

33 (10.0%) children were in 3 or more placements during 2019-20. This is the same as 2018-19 and the national average of 10%.

56% of Children Looked After under the age of 16 have been in care for 2.5 years and in the same placement for two years. This is below the National average of 69%.

At 31st March 2020:

- 76% of CLA were in foster placements. Of these, 42% with in-house carers, 40% with IFAs, 18% in connected persons placements
- 20% in residential placements
- 1% in independent living
- 2% in adoptive placements
- 1% placed at home





17% of children are placed outside of Bromley and more than 20 miles from where they used to live. This is slightly above the national average of 15%. Of the 75 care leavers aged 17 and 18, 74 were in touch, and of this, 93% were in suitable accommodation. 68% were in Education, Employment or Training (EET). The outturns for 19-21 year old care leavers are below the national average. 17% of the 169 care leavers were no longer in touch on their birthday compared to 7% nationally. 78% were in suitable accommodation, compared to 85% nationally. 47% were in EET.

Of those children continuously looked after for 12 months at 31st March 2020:

- 91% of under 5s had up to date health checks completed within the statutory timeframe
- 91% of children had a health assessment completed within the statutory timeframe
- 88% of children had a dental check completed within the statutory timeframe
- 95% of children were up to date with their immunisations

ADOPTION

8 children were adopted from care in 2019-20. This is 12% of children ceasing to be looked after - above last year (9.5%) and just below the national average of 13%. 9 children have been newly placed for adoption in the year, a reduction from 22 in 2017-18. At the end of 2018-19 there were 4 children placed for adoption and a further 10 had had a decision for adoption and were waiting to be placed.

27 Children Looked After (14%) ceased to be looked after due to a Special Guardianship Order in 2019-20. This is an increase on the number from 2018-19. The average number of days between a child entering care and moving in with an adoptive family in 2019-20 was 374. This is lower than the national threshold of 426 days.

The average number of days between Bromley receiving court authority to place a child, and matching the child with an adoptive family, was 147 days in 2019-20. This is longer than the national threshold of 121 days. The 3-year average is also above this at 172 days.

The percentage of children waiting less than 14 months between entering care and moving in with their adoptive family was sustained at 61%; above the national average of 43%.

The published scorecard looks at data over the last 3 years.

At the end of 2018-19, there were 110 approved foster carer households (including respite and connected persons). This is a decrease from 122 at the end of 2018-19. There have been 7 newly approved mainstream foster carer households in 2019-20, 8 less than the previous year.

YOUTH OFFENDING

BSCP Challenge: Partners noted a shift in focus in the partnership model between YOS and CAMHS, moving to a clinical in-reach service to the YOS

Action: BSCP have committed to reviewing this arrangement in six months in order to establish if this is a reduction in service and if so, what the impact is

The Youth Offending Service (YOS) works with children and young people aged 10 – 17 years involved in offending. The aim is to reduce offending and reoffending. The service provision and performance is managed and scrutinised by the YOS Partnership Board chaired by the LBB Chief Executive and reports directly to the Youth Justice Board/ Ministry of Justice (MoJ).

YOS is a multi-disciplinary team comprising of education (education welfare and Education, training and employment advisor), police and health (speech and language, Nurse and Psychologist, substance misuse). YOS delivers a range of interventions to address offending behaviour including restorative justice, reparation and cognitive behaviour programmes.



Out of Court Disposals (OOCd) is an effective way of preventing children coming into the criminal justice system. In response to the increase in number of early entrants into offending, Bromley has reviewed out of court disposals and has implemented a Joint Decision Making Panel.

REDUCING THE NUMBER OF FIRST TIME ENTRANTS

Preventing first time entrants (FTE) into the Youth Justice System continues to be positive in Bromley. This measure helps us to understand how effective the local area is in supporting young people not to offend. The number of first-time entrants entering the criminal justice system is tracked by the YOS for an annual period. The latest figures available are for a 12 month period October 2018 – September 2019:

- 54 young people became first time entrants into the criminal justice system during this period. This is a 29% (74) reduction in the rate of first-time entrants compared with the previous year.
- Bromley's rate of first-time entrants is 36% lower than the average for London, and is 21% below the national average. FTEs are 1% above statistical neighbours. Bromley also has the lowest rate compared with the 6 surrounding boroughs.

- Bromley has the 10th lowest FTE rate in London and is ranked 66th lowest out of the 154 YOS in the country.

Part of the success in reducing FTE in Bromley is the triage offer to young people that diverts them from the criminal justice system away from crime.

REDUCING THE NUMBER OF CHILDREN AND YOUNG PEOPLE WHO OFFEND AND REOFFEND

The YOS tracks a cohort of offenders who received a pre-court, court disposal or were released from custody in a 12 month period. The latest figures available are for a 12 month period between April 2017 - March 2018 (tracked until the end of March 2019):

- 182 young people were sentenced between April 2017 - March 2018.
- This is an 18% (39 cases) reduction over a 4 year period. 68 (37%) reoffended within a one year tracking period. Bromley YOS reoffending rate has reduced by 3% on the previous year (April 2016 – March 2017). Bromley YOS reoffending rate is 5% lower than the average for London and 1% below the national average. The rate of reoffending is 4% higher than statistical neighbours





The YOS continues to target the most prolific and high risk of reoffending children with more intensive interventions aimed at reducing further offending through constructive activities, group work and one to one supervision. Re-offending is monitored weekly by the YOS management team who produce reports on any young person who has reoffending each week. This allows YOS to learn and identify the reason for further offending and put plans in place to prevent any offending occurring in the future.

There are a number of areas of activity that the YOS will be jointly working on this year with partners to better understand offending in Bromley. This will increase the opportunities to enhance a preventative offer as well as enable better use of the existing early help provision in the borough, all of which will impact on better outcomes for this group of young people.

CUSTODY

The YOS tracks the number of young people sentenced to custody on an annual basis. Good performance is typified by a low figure (January 2019 – December 2019):

- Two young people were sentenced to custody between April 2019 - March 2020. One young person was sentenced to custody 3 times for 3 separate offences, resulting in four custodial sentences.
- This is a slight increase on the same period last year (from 3 to 4). Bromley's rate of custodial sentences is 22% below the London average, 10% below the national average and 1% below statistical neighbours.
- Bromley is currently ranked 56 out of the 154 YOS in the country and has the 5th lowest rate of custodial sentences in London. Bromley has the 2nd lowest custody rate in comparison to its 6 neighbouring boroughs.
- Bromley continues to work with the courts, young people and families to manage risk safely in the community. Although the YOS acknowledges that all of the current children are in custody for serious offences and custodial was inevitable in these cases, however, it continues to provide support to all its children in custody.





DOMESTIC VIOLENCE AND ABUSE

BSCP Strategic Priority 1: The Local Safeguarding Context

Action 2017-19: To monitor the ongoing effectiveness and impact of the partnership in responding Domestic Violence

In August 2019, Bromley appointed a new Domestic Abuse (DA) Strategy Coordinator. Prior to this the post had been vacant for some time. The role now sits within Early Intervention and Family Support Services which aids the early intervention approach we want to take in Bromley to addressing and tackling domestic violence and abuse.

The Violence Against Women and Girls (VAWG) / DA strategy is currently being refreshed. One of the key priorities is to raise the profile of DA/VAWG in the borough and promote the message that it is everyone's responsibility to tackle this issue. Bromley wants to adopt an integrated, multi-agency approach of early intervention. The strategic DA/VAWG forum has been in place since April 2020; the operational forum has been delayed due to COVID-19.

10,000 discreet wallet sized cards are being disseminated to partner agencies for front line practitioners to give to people, who may be experiencing domestic abuse. The cards contain numbers and websites for local and national services and helplines. Another priority is to enhance and develop the DA/VAWG training offer with a move

towards providing more web-based training, to assist remote working during the COVID 19 pandemic.

Bromley is currently reviewing its MARAC (multi agency risk assessment conference for DA), to raise its profile and to ensure all services are aware of its function and are equally represented at MARAC meetings. A MARAC action plan will be developed for implementation across all relevant agencies.

Main areas of work this year were:

- Refreshing the Violence Against Women and Girls Strategy
- Service mapping and identifying gaps in provision (on-going – local analysis completed)
- Development of partnership working and Strategic and Operational DVA/VAWG Forums
- Funding (on-going area of work)

Data from the Mayor's Office for Police and Crime (MOPAC) shows that in Bromley, between June 2019 and May 2020, there were:

- 3037 domestic abuse offences (where a crime has been committed and recorded)
- 4,776 domestic abuse incidents (where a crime has not been committed but is recorded for intelligence purposes –i.e. a verbal argument)
- 506 sexual offences.





With regard to commissioned services:

- 466 new referrals were made to our IDVA Service, between April 2019 and March 2020.
- 358 people accessed the One Stop Shop between April 2019 and March 2020.
- There are 180 places available for the Freedom programme each year. In 2019/2020 275 women were offered a place on the programme with 135 women completing the course.

ELECTIVE HOME EDUCATION

The table below records the number of children known to be Electively Home Educated in Bromley dating back to 2011/12. It should be noted that these figures are based on academic years as opposed to financial years.

As of March 2020, 314 children were registered as receiving elective home education (EHE).

Year	Number of EHE
2019/2020 March 2020	314 (Jul'19 317)
2018/2019 March 2019	287 (Jul'18 298)
2017/2018	232
2016/2017	206
2015/2016	212
2014/2015	178
2013/2014	146
2012/2013	139
2011/2012	122

Bromley's Elective Home Education Policy and Guidance for parents is in the process of review in light of Government Guidance issued in April 2019. It is important to note that Bromley's systems and oversight of Elective Home Education continue to be

a focus for everyone involved. The Director of Education has monthly oversight of this cohort in order to ensure systems retain the robustness identified in the Ofsted Inspection report in early 2019.

The data demonstrates that there continues to be a steady year on year increase. This is not confined to Bromley, but seen as a national trend. It is recognised that this number is fluid with families returning to mainstream education during the academic year. That said, the approximate number of children and young people under the age of 18 years living in Bromley is 75,055. Meaning as a percentage, the EHE cohort that we are aware of is approximately 0.4%.

EHE reviews undertaken by way of home visits by the EHE Adviser for the 2019/2020 academic year have been understandably affected by the COVID-19 lockdown.

However, there has been a 71% engagement from families from both home visits and receiving reports and work samples by email or post in the 2019/2020 academic year to end June 2020. EWS has supported the EHE Advisor in undertaking telephone calls with some of the hard to engage families in this cohort to satisfy the LA that the young people are in receipt of an education. Where there are cases of non-engagement there are clear systems of escalation embedded in practice which are followed.

The Local Authority has a good understanding of the reasons why parents choose to home educate their child. The table below confirms that philosophical preference continues to be the biggest reason for parents choosing to declare EHE, however in the last year the gap between this reason and dissatisfaction with the school appears to have narrowed.

Year	2019/20	2018/19	2017/18	2016/17
Philosophical Preference	26%	31%	26%	27%
Bullying and anxiety issues	5.3%	13.9%	17%	18%
Dissatisfaction with the school	20%	19.9%	12.1%	6.1%



The ethnic breakdown of students whose family declare EHE appears to be representative of the demographic mix of the population of Bromley. Of the 319 families that declared EHE, 217 disclosed their ethnicity with 40.75% of EHE declarations coming from a white British background compared to the previous year of 56.4% and 22.9% from a minority ethnic background compared to 30.3% the previous year. However, this is tempered by the number of families who did not wish to disclose their ethnicity which stands at 31.97%.

A clear protocol exists between Bromley CSC and the Education Welfare Service to manage EHE arrangements. These arrangements remain subject to on-going and robust scrutiny by Senior Leadership Team and Portfolio holders.

Partnership working continues to be important and has enabled partners to take a more preventative approach to decisions on Elective Home Education, as well as providing children and families with appropriate support.

PRIVATE FOSTERING

The Private Fostering Regulations apply when children or young people, under the age of 16 years (18 if they have a disability) live with a person who is not a close relative for 28 days or more. The Local Authority where the arrangement takes place needs to assess the suitability of this arrangement and review it under the Private Fostering (PF) Regulations to ensure the placement can safeguard and promote the child's welfare.

The BSCP monitors the arrangements in place for privately fostered children in Bromley. The PCI Subgroup considers the quarterly data on private fostering and scrutinises the PF annual report to scrutinise the arrangements the LA has in place to discharge its duties.

The PF Service was reviewed and inspected in November 2018 and underwent a Practice Assurance Stocktake by the LA in February 2019 and September 2019 respectively. In all three inspections the service received positive and encouraging feedback. They concluded that assessments were child centred, placements were appropriate, arrangements were made within required timescales and all statutory checks are completed.

The data below illustrates that the number of notifications has continued to rise in Bromley over the last 4 years. This is due to proactive work in raising awareness amongst partners. In 2019/20 there were 29 notifications compared to 25 in the previous year. This is a continued upwards trend in notifications and what is most encouraging is the increase in the diverse sources of notifications, for example; housing, hospital and faith groups. Visibly there is a more proactive role from social workers across children services. This is the result of making PF Training part of Safeguarding mandatory training for social workers and other children safeguarding officers in Bromley.

SOURCE OF NOTIFICATIONS	NUMBER OF NOTIFICATIONS
Bromley School Admissions	7
Children Social Care	7
Kings College Beckenham	4
Public	3
Bromley Housing	3
School Inclusion	1
GP Surgery	1
Hospital	1
Other Professionals	1
Faith Group	1
Total Notifications for the Year	29

In 2019-2020 there were 27 children in private fostering arrangements, and 10 open arrangements at 31st March 2020. Two children were accommodated by the LA and permanence was achieved for three children via the making of Special Guardianship Orders.



From the 27 private fostering arrangements, 14 were on-going arrangements from previous years and 13 were new arrangements. This continues to be encouraging compared to previous years and compares well to geographical and statistical neighbouring authorities. The service is aware of the lack of notifications from partners in Health such as GPs and A&E and focusses awareness raising appropriately.

The PF Service took part in Private Fostering week in July 2019 as part of a co-ordinated awareness raising campaign in England, using breakout rooms for events. The PF app has been downloaded 12,000 times; downloads continue to rise and is a useful tool for new entrant social workers.



This financial year we worked collaboratively with lead practitioners from 15 local authorities including Norwich, Cambridge, Kent and Essex in developing effective safeguarding systems which are uniform across local authorities. Bromley continues to lead on this and with Bromley's leadership the group has agreed Terms of Reference for the Group and proposed an annual subscription fee. This will empower the interest group to be financially viable in sourcing for practice, academic and legal experts in private fostering, to give advice and support to the group in developing best practice, collaborative and consistent awareness raising campaigns. The group also formed subgroups for training, awareness raising and communication; the aims are to promote collaborative training within neighbouring authorities, liaising with border agencies to curb child trafficking and the standardization of forms, processes, procedures and policies across local authorities.

YOUNG CARERS

Young carers are young people who care for a family member who is affected by a long-term illness, disability, mental health issue, alcohol or substance misuse or HIV. Bromley Well supports young carers aged 4 - 19 years to manage caring relationships whilst enjoying childhood.

Bromley Well is currently in contact with 260 young carers living in the London Borough of Bromley.

SEND (SPECIAL EDUCATIONAL NEEDS AND DISABILITY)

The Ofsted and Care Quality Commission (CQC) SEND Local Area inspection took place in September 2019. Bromley Council and Bromley NHS Clinical Commissioning Group welcomed the inspection, which provided a real opportunity to evidence the local area's hard work and shared commitment to improving services and support for children and young people who have special educational needs and/or disabilities and their families.

Through the self-evaluation of the local area, the Council, CCG and other partners were able to provide inspectors with areas of strength including evidenced examples of good practice and sustained improvement. Bromley's self-evaluation set out 18 key areas for improvement. The local area has been found to have made progress



in a number of areas and was not required to submit a Written Statement of Action, negating the need for an inspection re-visit. Progress is monitored through the SEND Governance Board.

As at March 2020, there are 2,544 children and young people who have an Education Health and Care Plan, a 14% increase on the same period in 2019.

The January 2020 school census indicates that 1,859 children with either SEN Support or an EHCP are eligible for free school meals, 810 speak English as an additional language and 77 are identified as being from the traveller population:

	Travellers	EAL	Free School Meals
SEN Support	71	628	1,352
EHC Plan	6	182	507
	77	810	1,859

Bromley schools have a higher percentage than London or nationally of pupils with the following needs:

- Specific learning difficulties
- Severe learning difficulties
- Social, emotional and mental health needs
- Hearing impairment

CHILDREN WITH DISABILITIES

At the beginning of August 2020, there were 382 children open to the Children's Disability Service. These are children with a severe or profound disability. Children who require social care support who have a mild or moderate disability can be supported by colleagues across other social care teams.

Within the 382 children, there are presently 79 children open via a self-assessment. These are children with a severe or profound disability, whom benefit from the

provision of short breaks, although do not require a social work visit or increased intervention from social care. This supports children with disabilities and their families to receive a service through a more proportionate assessment.

The team is presently responsible for 22 looked after children and 3 children who are subject to a child protection plan.

All children known to the Children's Disability Service are classed as 'children in need'. There are currently 7 'children in need level 3', requiring the highest level of support with 4 weekly visits and 6 weekly meetings. These children may be at risk of coming into care or there may be safeguarding issues requiring a high level of monitoring.

The Children's Disability Service continue to complete their own strategy discussions and subsequent Section 47 enquiries and recommend for Child Protection Conferences if applicable. This has strengthened the safeguarding of disabled children; having practitioners with knowledge of the child, family, and the child's communication needs, therefore aiding in making appropriate decisions to safeguard the child, whilst also recognising the pressures and complexity of caring for a severely disabled child.

The team also leads on cases that need presenting to the courts. This ownership of the child's situation has improved the skills of practitioners and consistency of support for children with disabilities. The service continues to support the children within the service if they meet the criteria from initial assessment through to adulthood, which offers consistent support to the child and family and embraces the 'relationship model' within Bromley.

CHILDREN'S MENTAL HEALTH

Bromley has a single point of access for children and young people experiencing emotional or mental health issues. This is provided by the Community Wellbeing Service (Bromley Y). Specialist Child and Adolescent Mental Health Services (CAMHS) is provided by Oxleas NHS Foundation Trust in Bromley. It is based at two sites – Stepping Stones House and Phoenix Centre.



The number of children's social care referrals made in 2019/2020 by Oxleas services (Bromley CAMHS, Adult mental health and Health visiting) was 86 which is similar to the previous year. The Safeguarding team continues to monitor and quality assure the referral process.

The number of children seen by Bromley CAMHS in 2019/2020 was 1030. This is approximately the same as the past two years.



dealing with these offenders. The Police, Prison and Probation Services (Responsible Authority) have a duty to ensure that the risks posed by specified sexual and violent offenders are assessed and managed appropriately. Other bodies (Duty to Co-operate agencies) have a duty to co-operate with the Responsible Authority in this task. Duty to Co-operate agencies are YOS, Ministers of the Crown eg Job Centre Plus, local education authority, local housing authority, local social services authority, local health authority, Primary Care trust, NHS Trust, providers of electronic monitoring and Home Office Immigration Enforcement.

As of 31/03/20 there were 50 Category 1 (Registered Sex Offenders), 64 Category 2 (Violent Offenders) and 1 Category 3 (Other violent Offender) in the community supervised by NPS Bromley subject to MAPPA scrutiny.

ALCOHOL AND SUBSTANCE MISUSE

In 2019/2020, Change Grow Live (CGL) Bromley Changes (children's drug and alcohol misuse service) received a total of 221 referrals into the service, compared to 185 the previous year. The service is continuing to be more established within the borough of Bromley as they have received an increase in referrals from Secondary Schools as well as from partner agencies. This year, in-house safeguarding workshops have been delivered with the whole staff team; each workshop covers a different Adult/ Child Safeguarding theme, providing an opportunity to share experience, increase knowledge and develop further professional curiosity amongst the team.

MAPPA

The Criminal Justice Act 2003 provided for the establishment of Multi-Agency Public Protection Arrangements (MAPPA) in England and Wales.

These are designed to protect the public, including previous victims of crime, from serious harm by sexual and violent offenders. They require the local criminal justice agencies and other bodies dealing with offenders to work together in partnership in



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EARLY HELP

BSCP Strategic Priority 2: Early Help and Early Intervention.

Actions 2017-19: To evaluate the effectiveness of early help arrangements in Bromley

Early Intervention and Family Support Services (EIFS) comprise of the Bromley Children Project (BCP) which includes Children and Family Centres, Family Support and Parenting Practitioners under Sure Start Children and Family Centres and the Tackling Troubled Families agendas, as well as the Information Advice and Support Service, the Common Assessment Framework (CAF) Team, and the Family Contact Centres.

The strong focus on effective early intervention is so that children and their families can receive the help they need at the best time for them. When children and their families need to receive a service, the focus is on understanding their needs and their context well so that help is purposeful and achieves the best outcomes for them. This is reviewed closely so that intervention is no longer than is necessary. Practitioners work holistically with the family to help them take back control by supporting them to build their self-efficacy and resilience in order to make changes to improve their lives and leave them with the skills to tackle future challenges.

The Bromley Children Project Facebook presence continues to grow in popularity and a BCP Instagram account has also been launched. In the coming year, and as a direct response to COVID-19, BCP will be publishing videos for parents to use with their children on Mondays and Fridays including story time, singing and craft.

EIFS continues to host the monthly MAPE (Multi Agency Partnership Event) 'Safeguarding is Everyone's Business' training event. This has been well attended and feedback has been excellent. This year two new events have been introduced covering special educational needs and disability, Youth Offending Service and Youth Services.

COMMON ASSESSMENT FRAMEWORK (CAF)

Bromley maintains a centralised Common Assessment Framework (CAF) service within EIFS, providing support, training and a central repository for all CAF (also known as early help assessments) completed by any professional working with families in Bromley.

The CAF team works with any agency working with children providing bespoke training as requested as well as the training published through the BSCP.

There has previously been an increase in CAF referrals during 2018/19. Unfortunately, during 2019/20 there has been a reduction. Primary schools remain the biggest author of CAF, with Children's Social Care, Bromley Children Project and Secondary Schools making up the vast majority of the CAFs logged this year.

Data shows that Early Years Settings and Health services continue to log very few CAF. Despite work undertaken with partners to increase their knowledge and understanding of both the process of CAF and benefits of it to families, this has not translated into an increase in the number of CAF being logged. This continues to be a key focus for the service during the coming year.

FAMILY SUPPORT AND PARENTING WORK

The EIFS continues to deliver a range of evidence based accredited parenting programmes across all six Children and Family Centres and when demand requires, out of other venues including pupil referral units and schools, subject to capacity.

The range of programmes delivered cover parents of children and young people of all ages (0-25, including SEND) and include self-reported before and after measures in relation to confidence, learnt strategies and family cohesion.

All Family Support and Parenting Practitioners are trained to deliver these programmes which ensures consistency of practice and advice / support for families including in their one to one case work. Previously there has been a year on year increase in the number of evidence based parenting programme, however, during 2019/20 EIFS ran 59 courses, but due to COVID-19 only 42 fully completed.



This year EIFS introduced ‘Cygnets’, a specialist course for parents and Carers of children with ASD, and based on demand, they have run this course more than any other programme. Feedback has been extremely positive from the vast majority of the parents attending.

Feedback continues to demonstrate the positive impact of attending any of these evidence based parenting programmes with other parents who are struggling. The positive impact reflects improved parenting abilities, improved wellbeing, reduced isolation and generally happier families.

CHILDREN AND FAMILY CENTRES

The Children and Family Centres offer a wide range of activities and courses to promote good physical and emotional development. These are commissioned annually to meet needs and are also delivered in partnership with other agencies.

Some examples of the types of activities for physical health include; Parent and Baby yoga, Family Sports, Cookery activities, Exercise classes, Pregnancy classes, Dietetic drop-ins, Music and Movement classes for babies and toddlers, Therapy sessions through Bromley Healthcare, Midwifery both standard and young person’s clinics, breastfeeding support, healthy snack choices in our crèches.

Each of the three Children and Family Centre Localities has run targeted Education Engagement Events, Pre-School Engagement Events, Health Engagement Events to target their local partners within the wider children’s workforce. There has been an increase in referrals to Bromley Children Project for family support and parenting support from schools who have attended these events.

EIFS has increased the number of visits to the Children and Family Centres and the unique users accessing the Children and Family Centres year on year, with the exception of 2019/20 due to COVID-19, as shown by the table below.

Year	No. of Visits	No. of ‘unique’ visitors
2016/17	85,430	19,179
2017/18	94,709	23,547
2018/19	99,982	25,035
2019/20	97,232	24,486





In 8 of the 12 months of this year, footfall was higher than in 2018/19. The largest decrease in footfall was in March 2020. The data strongly suggests had COVID-19 not happened, that the service would have seen in excess of 100,000 visits during 2019/20, and supported in excess of 26,500 unique visitors.

Due to COVID-19, the Children and Family Centres ceased all group activities mid-March 2020. The commissioning process for services for the coming year 2020/21 had been completed but contracts were held back due to the uncertainty of lockdown. It is hoped that when lockdown is lifted, and it is safe to reopen, providers will be in a position to return.

TACKLING TROUBLED FAMILIES

EIFS continues to lead on the Tackling Troubled Families (TTF) agenda within Bromley. The number of families referred to BCP for support continues to grow. A referral for Bromley Children Project relates to a whole family rather than an individual child or children, and EIFS have received an all-time high this year.

As at 31 March 2020, all the Troubled Family Programme milestones agreed with the Ministry of Housing, Communities and Local Government (MHCLG) had been achieved: Bromley had ‘attached’ 3,289 families against the agreed target of 1,700, therefore exceeding the target by 1,589.

In September 2019, the MHCLG announced funding for TTF will continue in 2020/21. Work has continued in terms of identifying families through EIFS on a daily basis and the total of ‘attached’ families will continue to grow during the additional year of Phase 2 of this programme.

Bromley also succeeded in achieving the targets set by the MHCLG in relation to claims for families who have been successfully ‘turned round’. In order to do so officers have to submit evidence to Internal Audit to evidence that the changes made by the family are both ‘significant and sustained’.

INFORMATION ADVICE AND SUPPORT SERVICE

The Information Advice and Support Service continues to provide independent impartial information advice and guidance to children and young people with SEND and their parents/carers, as well as professionals across the children’s workforce.

The number of families supported by Information Advice and Support Service continues to support a steady number of families:

Year	No. of IASS cases opened
2016/17	530
2017/18	546
2018/19	553
2019/20	550





CHILD SEXUAL EXPLOITATION (CSE), MISSING CHILDREN AND GANGS

BSCP Strategic Priority 1: The Local Safeguarding Context

Action 2017-19: To monitor the ongoing effectiveness and impact of the partnership in responding to CSE, Missing and Gangs

The Atlas Team was established in January 2017 with key emphasis on co-ordinating activity in relation to young people who are at risk of child sexual exploitation (CSE) and Missing. Since then the team has however expanded their remit to include tracking young people at risk of criminal exploitation and gang affiliation. The team is located in MASH and works alongside MASH partners to support and promote the safeguarding of vulnerable adolescents. Because the team is integrated in MASH, it works closely with partner agencies including MASH Police, CAIT Team, Health, Education, YOS, CSE interventionist, Bromley Targeted Youth Services (TYS), Probation, Bromley Wellbeing Service and adult mental health. The Atlas team also work closely with all Children’s Social Care teams and Early Intervention Services.

In Bromley all children and young people known to be at risk of CSE, criminal exploitation, County Lines activity, gang affiliation or those missing regularly are tracked through the MEGA (Missing Exploitation and Gangs Affiliation) panel on a fortnightly basis. The criteria for making a referral to the MEGA panel requires the level of risk to be medium to high as identified through the risk assessment tool. The MEGA panel supports risk management and risk reduction through better strategic and operational oversight of the young people who fall into the above categories. The shared intelligence and partnership arrangements support joined up planning and interventions for young people. The panel also allows for high risk young people to be more visible to all partner agencies who are able to offer support.

With regard to demographic profiling, children discussed at MEGA consistently have the following family factors: parental substance misuse, parental mental health issues, domestic violence, neglect and offending in the family. Gang affiliated children are more likely to have risks to their personal safety identified by practitioners. There are particularly strong associations with going missing, drug/alcohol misuse and CSE. A





significant number of the children are in alternative provision such as a Pupil Referral Unit (PRU) or residential placement, and have suffered school instability either through exclusions, periods of absence from school or mid-year school moves.

In 2019/20 73 new young people were presented at MEGA. The risk for 40 young people reduced significantly and resulted in them being closed to the panel.

There are three Return Home Interview (RHI) workers based in the Atlas team. Between April 2019 and March 2020, 633 return home interviews were undertaken (compared to 453 in 2018/19). Given the number of RHIs undertaken in the last 12 months, LBB is now in a better position to analyse the findings of these interviews and to target and commission service delivery in line with the intelligence gathered and trends identified. RHIs are offered to all Bromley children even where they are placed a considerable distance away from the Local Authority.

MISSING FROM EDUCATION

The Education Welfare Service (EWS) through their Children Missing Education Officer (CME) continues to ensure that Bromley Council is meeting its statutory responsibilities with regard to the identification, monitoring and tracking of children missing or not receiving a suitable education. This includes liaison with MASH where there are safeguarding concerns.

The work of the EWS team fits closely with other strands of work to support vulnerable pupils including supporting schools and families to prevent poor school attendance, truancy, exclusions and supporting schools and families to get children back to school once absence has occurred. The team liaises closely with Social Care Partners and Admissions services. In addition, the Director of Education has monthly oversight of CME and Children Missing out on Education (CMOE). This ensures there is continued rigour in the tracing and tracking of young people to confirm their safety and ensure measures are in place to secure schooling.

All referral forms for EWS are online and this provides a secure central access point for all schools and other agencies to use. All submissions from schools and partner agencies are received into a central mailbox which is monitored throughout the day.

Cases are allocated swiftly to officers to begin enquiries.

Whilst robust referral and tracking procedures are in place, children continue to leave the borough without a known destination. These cases are tracked and traced by the Education Welfare Service and Child Missing Education Officer (CME). From April 2019 to March 2020, the EWS received 530 CME referrals in total, 62 being received from outside agencies and 468 received from schools. Whilst the number of referrals from schools appears high, it reflects how the service records requests to delete a pupil from the school roll. In cases involving families moving abroad or out of borough, where sometimes the destination of the family is unknown, then the matter is opened as a CME case. Once enquiries are complete and the whereabouts established then school will receive confirmation and records are updated.

During the pandemic, EWS has continued to ensure families who moved into borough prior to lockdown have been supported with their schooling applications. In addition, EWS officers have contacted other Local Authorities where families had been found to have moved out of borough.

The table below demonstrates how the majority of pupils referred to the Education Welfare Service and CME officer moved out of the borough or remained resident in the borough but transferred to an out of borough school.

Reason	2019/20	2018/19	2017/18
Moved Overseas	14%	18.8%	13%
Moved Out of Borough	46%	31.98%	26%
Identified as EHE	1.9%	1.3%	1.1%
Confirmation of attendance within Bromley schools or return to Bromley Schools	38.1%	47.92%	50%

The Education Welfare Service received 1,980 'Intention to Delete from School Roll' notifications between 1/4/2019 and 31/03/2020. All notifications are tracked and verified before deletion is confirmed with the school and records updated.



Occasionally it can take time for confirmation to be received but officers remain tenacious and through monthly supervision of casework, the service can ensure no notification is overlooked.

MODERN DAY SLAVERY

The Adult Safeguarding Board continues to lead the Modern Day Slavery Pathway group with input from BSCP to ensure the policy and pathways are also appropriate for under 18s. Publicity material has been circulated and online training commissioned which is suitable for the entire workforce.

London currently has the highest recorded rates of modern slavery in the UK according to the National Referral Mechanism.

It is a common misconception amongst the public that modern slavery only affects foreign nationals or illegal migrants in the UK or only occurs abroad. In fact, figures from the National Referral Mechanism show that UK nationals are the most exposed to modern slavery in the UK, particularly where child exploitation is concerned. Amongst adults and children in the UK, the foreign nationalities most likely to be victims of modern slavery are Albanian and Vietnamese; other nationalities with a high prevalence slaves in the UK include Nigerian, Chinese, Sudanese and Indian. Whilst there was a slightly higher prevalence of slavery amongst adults and males, the rates of exploitation amongst females and children are also high and it is important that we work towards eradicating slavery for all people.

LOCAL AUTHORITY DESIGNATED OFFICER (LADO)

In accordance with Working Together to Safeguard Children, the London Borough of Bromley, like all Local Authorities, has a designated officer with overall responsibility for managing and co-ordinating allegations made against staff who work with children. This role is undertaken by a Local Authority Designated Officer (LADO). The LADO should be informed of all allegations and should provide advice and guidance to ensure cases are dealt with and resolved in a timely manner.

The LADO has developed close working relationships with some of the most experienced LADOs in the London region and has developed an improved system to

capture and track LADO cases as a result of these links. This will increase the LADO's capacity to provide a rich set of data so that we can measure most effectively the volume, timeliness and effectiveness of the LADO role.

Referrals to the LADO have remained stable with 206 referrals. There have not been convictions or cautions during 2019-20 and two DBS referrals were proportionate to make about individuals where concerns were substantiated. A LADO goal for the year was to increase the use of Allegations against Staff and Volunteers (ASV) meetings to help improve collaborative working and evidence of the decision-making process in LADO investigations. The LADO has significantly increased the use of these meetings having completed 72 ASV meetings and additionally holding review ASV meetings where required. The challenge for improvement in 2019-20 will be to ensure that administrative support is in place to further support the new LADO to embed in post and improve the timeliness of LADO outcomes.

The LADO has worked closely with regulatory agencies and LADO investigations have resulted to three urgent inspections of school and nursery providers. The LADO has continued to seek to provide information and learning to all partners. This has included the delivery of sessions to the NHS England and the South East London CCG meetings to raise the profile of the LADO along with advice around what constitutes a referral to the LADO and LADO processes. Further, the LADO has delivered training to the Designated Safeguarding Leads (schools) forum, ESAC and frontline teaching staff. The LADO line manages the Education Safeguarding Officer (ESO) and has been instrumental in supporting the development of the ESO role during the year. The LADO had planned twilight sessions that would have been delivered in a range of community settings to build the reach of the LADO more broadly to community organisations, including sports organisations. It continues to be a challenge locally to form LADO links with the broader voluntary umbrella of organisations that provide services to children. Unfortunately, the growing difficulty towards the end of the reporting year associated with the pandemic meant that these plans had to be put on hold.





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BSCP Strategic Priority 3: Strong Leadership and Strong Partnership

Actions 2017-19: scrutinise and challenge performance; identify, disseminate and embed lessons; engage with children, young people and families and evaluate the impact on outcomes

THE CHILD'S VOICE

BSCP Business Plan Principle: At the core of our safeguarding and child protection work is the commitment to ensuring that children and young people are seen in the context of their lives, heard through professionals taking time to listen and helped by remaining professionally curious.

To understand the quality of a child's individual experience in the unique context of their lives in Bromley.

Children's Social Care's (CSC) Active Involvement team has expanded and now has a team manager and four workers. This has expanded the offer of group work and

support for children and young people to collaborate with Children's Social Care moving into 2020.

CSC ran its biggest ever care leavers celebration in October 2019 with nominees for achievements in education, achievements of our young parents and celebration of young people achieving independence. Young people were given the opportunity to nominate staff in recognition of the level of support they have received from Children's Social Care.

Children and young people continue to be involved in CSC service design by sitting on staff recruitment panels and participating in the Corporate Parenting Board. This has been hugely successful as young people co-chair a session of the Board and have a challenge session called 'Strive' to hold Children's Social Care and partners to delivering against Living in Care Council (LinCC) priorities and ensure that the Board is delivering the Bromley Pledge.

The SHEU (School Health Education Unit) survey was completed by Bromley Year 10 pupils (fourteen and fifteen year olds) during the 2018-19 academic year. A total of





seventeen schools (2,122 students) agreed to participate in the survey - 60% of them identified as being White-British. The survey covered a range of issues such as sleep, bullying, feeling safe, wellbeing, substance misuse and risky behaviours. Results were scrutinised at a BSCP and PCI meeting and shared with partners for them to address within their own agencies. Public Health colleagues are meeting with individual schools to discuss the results and consider the best approach for areas of concern. As well as targeted support from the Health Support to Schools service, Public Health may propose involving other key partners in work at schools.

Bromley Healthcare School Nurses continue to use “It’s All About Me” questionnaire for all vulnerable children and young people they know about. This includes children and young people referred for an initial case conference and vulnerable young people in the YOS, Pupil Referral Units or Electively Home Educated. BHC’s Named Doctor has also developed a leaflet for families & children referred to the Phoenix Centre for a child protection medical, which helps make the process more easily understood.

REVIEWS OF PRACTICE

Safeguarding Practice Reviews (SPR) are undertaken to learn lessons and improve the way in which local professionals and organisations work together to safeguard and promote the welfare of children. These reviews were previously known as Serious Case Reviews (SCRs) but were transitioned to a new SPR structure from July 2019 in accordance with Working Together 2018. Responsibility for learning lessons lies with a new national panel – the Child Safeguarding Practice Review Panel (the Panel) – and with local safeguarding partners. The Panel and local partners help to identify serious child safeguarding cases that may raise issues of national importance. They commission a review that involves all practitioners who may be relevant or have information that will help to provide learning for future practice. At the time of writing, the BSCP has not commenced any SPRs. This report includes reviews that followed the SCR structure. A serious child safeguarding case is one in which:

- abuse or neglect of a child is known or suspected
- the child has died or been seriously harmed.

Where the SPR criteria has not been met, the BSCP can also undertake smaller-scale multi-agency case reviews. Whatever the type of review, the principles are still the same with the aim being to share information, identify good practice and establish the key lessons that will help to improve practice.

BSCP Challenge: The BSCP were advised of a Domestic Homicide Review (DHR) where the children had survived and partners felt that the review required a more child focussed approach than a DHR could achieve

Action: The Independent Chair negotiated a joint DHR / Learning Review with a child focussed Terms of Reference. The joint review started in March 2020 and learning will be shared across the partnerships in 2020/21.

During 2019/20, the SPR Subgroup:

- Published a joint Serious Case Review (SCR) with Lambeth regarding the murder of a five-year-old boy
- Completed a SCR on child sexual abuse
- Completed a Learning Review on FGM
- Continued working on two Learning Reviews regarding suspected fictitious illness and cross borough working for children with disabilities
- Commissioned a joint Domestic Homicide Review / Learning Review where the children survived.

The findings of these reviews reflect Ofsted’s judgement during the 2016 inspection which judged services to be inadequate. Many of the shortcomings in these cases were identified during the inspection and have since been addressed as part of an overall CSC improvement plan in partnership with other agencies. During the more recent Ofsted inspection of Bromley CSC, they were judged to be good in all areas with outstanding leadership. This is a direct reflection on the many improvements made since 2016. All agencies involved in these reviews have submitted action plans to address recommendations and these are being monitored by the BSCP’s PCI Subgroup. Learning Sessions and briefings have also been delivered to partners.



As part of our commitment to transparency and the need to learn from case reviews, we include the following overview of cases below with key learning. Access to published serious case and learning reviews can be found at www.bromleysafeguarding.org – Training and Resources.

www.bromleysafeguarding.org (Training & Resources)

SERIOUS CASE REVIEW 'CHILD K'

In 2017, Lambeth and Bromley Children's Safeguarding Boards jointly commissioned a Serious Case Review following the murder of Child K who was assaulted by his mother's partner and later died as a result of the injuries he sustained. Although Child K and his mother had lived in Bromley for five months before his death, this was unknown to any services in Bromley. Child K's mother kept all their universal services from Lambeth who were also unaware of the house move. For this reason it was agreed that Lambeth led the SCR and appointed the independent chair and reviewer.

The SCR sought to gain a better understanding of the events that led up to the death of K, and of any involvement of professionals and agencies with responsibilities for safeguarding, and identify any opportunities for learning coming from the tragic death of K, which might serve to improve services, and better protect children in future.

This Serious Case Review raises specific concerns with regard to the release of offenders from prison who are known to pose serious risk to both adults and children. It also raises issues about the manner in which they are supported and supervised by the National Probation Service when returned to the community. The SCR also raises important issues about the support provided to adults with no recourse to public funds. This has potential implications not just in Lambeth and Bromley, but also for the children of adults in similar circumstances across the country as a whole. In 2019, a number of learning events were held in Bromley for multi-agency audiences, and a specific session was held for probation services. All were well attended.

SERIOUS CASE REVIEW 'HANNAH'

In 2017, a Child Protection Medical found that seven-year-old 'Hannah' had been sexually abused. It was not possible to state how recent the abuse was or for how long the abuse had been going on. Hannah was taken in to Care the next day and now lives in long term foster care, where she is doing well. In the Family Court Proceedings, the Judge stated that Hannah's mother and stepfather were the only two people in the possible pool of perpetrators. The Judge suspects the sexual abuse occurred on multiple occasions. Hannah has not disclosed anything about her abuse but experience tells us she may do in the future. For that reason, this SCR has not been published since it could be prejudicial to any future criminal case. The BSCP therefore published a summary version of the review and a shared a restricted version with the children's workforce in Bromley for the purposes of learning. Three multi-agency learning events were held in 2019 which were well attended. Single agency events were also held.





FGM LEARNING REVIEW

The BSCP conducted a learning review in relation to the services provided for a primary school aged girl and focussed on the possible risk of female genital mutilation (FGM). Unusually for a learning review, the child concerned had not suffered significant harm but the review was conducted to see whether lessons could be learned and also as an opportunity to understand whether the current response of services in Bromley to FGM was effective. The child was kept safe throughout the period under review by court orders preventing her from leaving the UK and restricting access to travel documents.

However, agency responses reflect the fact that in 2015 – 2016 front line staff working in Bromley had limited expertise in dealing with FGM, including the potential value of an application for a FGM Protection Order (FGMPO), which was new legislation at the time. The recommendations from the review were:

- Bromley CCG should confirm the elements of a framework to identify girls born to mothers who have suffered FGM, adding warning flags to the records of children as with other potential safeguarding risks.
- Bromley CCG should underline the importance of antenatal services identifying who the father of a female child is, which should be established good practice.
- Head teachers, the local authority and the safeguarding partnership should agree how the issue of FGM is to be addressed in secondary schools in Bromley, taking into account the specific needs of the local school population.
- The local authority should audit the outcomes of recent referrals to the MASH on FGM.
- Member agencies should report to the partnership on current arrangements for training on FGM and the level of awareness of their staff.
- The partnership should revise the current FGM protocol to take account of the findings of this review.
- The partnership should identify a peer local authority area with a high estimated prevalence of FGM and invite it to review the Bromley approach.
- The partnership should identify a small group of professional advisers and senior managers who will acquire a relevant degree of expertise in FGM.
- The safeguarding partnership should draw relevant areas to the attention of the editorial board of the London Child Protection Procedures.

The partnership's current level of preparedness for dealing with such a case is now very different. A local protocol was published in 2016 and was reviewed and updated in 2019, signposting to assessment and direct work toolkits by the National FGM Centre. Training on FGM and other 'harmful practices' is now widely available and accessed by agencies. An audit of MASH referrals has also been carried out and is detailed in the audit section of this report. The BSCP delivered a multi agency conference on FGM in January 2019. At the event, the BSCP FGM app was launched which has now been downloaded 636 times. The National FGM Centre Flash Cards were also disseminated to attendees.

The review highlighted that this remains extremely complex work in which detailed risk assessments, tailored to the specific circumstances in each case, are required.

ACTION FROM PREVIOUS LEARNING REVIEWS

The BSCP has continued to monitor the implementation of Learning Review action plans. The following has been achieved as a result of Learning Review recommendations:

Serious Case Review Elizabeth

- GP training, covering the need for professional curiosity and safeguarding risk assessment when young people present with anxiety.
- Bromley Healthcare completed a record keeping audit across each service to assess the compliance with BHC record keeping policy and NMC (Nursing and Midwifery Council) record keeping codes of practice.
- CAMHS completed the rollout of the Sexual Health Risk Assessment Tool.
- ESAC holds an annual Transitions day for primary and secondary schools to share pastoral and academic information.

Serious Case Review Julia

- Training day delivered to improve accuracy of attendance records by schools.
- Chronology/case history training workshops have taken place throughout 2019.
- Training provided to GP on Early Help services to improve their understanding of the Early Help offer.



- Bromley Healthcare have updated their 'Was Not Brought' policy which has been reinforced in training.
- There is now a dedicated Child in Need Manager in CSC who chairs, tracks and monitors Child In Need Plans.
- CAMHS have revised their risk management guidance to ensure young people are spoken with in response to risk incidents and responses recorded in their database (RiO).
- CAMHS have amended their Did Not Attend Policy to include 'Was Not Brought' and have included 'consult with Safeguarding Lead where there are safeguarding concerns'.
- CAMHS consultants are now available to consult with GPs in allocated slots.

Learning Review Leo

- There are now regular joint service meetings between Children's Social Care and Housing Group managers.
- A housing representative now attends the MASH.
- YOS staff have attended SEND training.
- YOS now allocate a named worker to a child.
- The Atlas team manager (CSE, Missing Gangs Team) has provided training to Early Help staff on indicators of gang affiliation.
- Bromley Healthcare have delivered internal training on the BSCP Vulnerable Adolescents Strategy.
- A process has now been agreed whereby two health representatives attend the MEGA panel and they inform the relevant GP when a patient is discussed at the MEGA (Missing, Exploited, Gang Affiliation) panel.
- Bromley Healthcare Speech and Language Services now offer two days at the YOS to support young people. The speech therapist works closely with the School Nurse and the YOS team to identify young people who need this service and offer interventions to support them. This can take place either at the YOS site or as a joint home visit with the YOS case worker.
- Speech and Language Therapy offer now includes a link therapist available to give advice to all schools in each locality area for a minimum of one term. Specialist Advisory teachers for Speech Language and Communication Needs now work in Bromley as part of the Inclusion Support Advisory Team.

- Mentalisation approach for working with adolescents with complex needs and Bromley Relationship Model training has been rolled out to YOS in 2019, as well as unconscious bias training.
- A full review of the SEN Statutory Assessment Service in 2019 identified a need to focus on the process for annual reviews, ensuring they are taking place in a timely way with input from all the relevant professionals. Annual Review programme is in place (in partnership with health and care) to fully update all EHC Plans during 2020/21.
- The Principle Social Worker has delivered 3 training sessions on undertaking analytical assessments in 2019/20. More are planned. The Practice Review Cycles also now feature a standing analysis of the quality of assessment in each service area to ensure they are meeting the expected standards.





AUDITING

BSCP AUDIT OF CHILDREN AT RISK OF FGM

In November 2019, the BSCP undertook an audit to assess the quality of practice and how practitioners deal with girls who may be at risk of FGM. Between 2018-2019 there were 11 children assessed by Bromley CSC following a referral related to FGM. Two additional referrals were received but not progressed to assessment. The audit identified that two children had actually experienced FGM and this had occurred prior to moving to the UK. The majority of cases assessed each had a number of risk factors associated with FGM.

In one instance, a child's mother had not communicated her absence from school to the level desired by the school. Although it was a valid concern that the whole family travelled and the rest of the children returned except the subject child and her younger brother, an explanation had been given which could have been followed up with medical advisors as well as there being no concern that child's mother and older sisters had been subject to FGM or at risk of FGM,

In another case, the child was absent from school for 3 days and the father had contacted the school to inform them that the child's grandmother had suffered a heart attack and the family had travelled for this reason. This was reported to the Police on 101. It transpired that school staff had based their actions on the family travelling abroad, their religion and difficulty in communication due to English being the family's second language, instead of basing their decision making on the FGM guidance or protocols. This further indicated that the risk assessment tools were not used.

Overall the quality of assessments was seen to be good. The main elements of the FGM protocols have been utilised with pragmatic and sensible judgments made when analysing the risk factors in the child's circumstances. Some files, however, did not consistently demonstrate that practitioners are utilising the specific BSCP FGM tools available to them.

One practitioner was able to utilise resources to establish that the risk of FGM was low. The mother had demonstrated that although she had experienced FGM herself, she did not condone the act and support it being performed on her daughter. The assessment was able to identify that she had capacity to show insight in discussions around FGM and openly discuss the impact it has had on her own life being a victim of FGM. There was no evidence of FGM outside of the experience of the child's mother and therefore no need for a FGMPO.

The audit overall demonstrated that quality and detailed management oversight supported assessment and decision making. However, it also evidenced that the rationale for actions undertaken by the practitioner was not consistently reflected on the file. That said, the overall outcome and level of assessed risk was not changed by the practice reviewer.

The audit concluded that practice continues to develop and positively progress alongside practitioners' understanding of FGM. Continuous professional development in this area will further assist in sustaining quality assessments of FGM. This will in turn support the need to apply a more nuanced approach to risk assessment allowing a considered response by managers and partners to be applied which does not simply focus on the country of origin but on the context of the family's life and functioning to evidence and to inform their decisions. The recommendations coming out of this review were:

- Practitioners and managers access training to increase evidential decision making through increased recording and analysis.
- Practitioners and managers access updated training on the tools and guidance when assessing FGM

Following the FGM audit, the BSCP FGM guidance and tools were updated and relaunched in January 2020 at the BSCP annual conference, along with the BSCP FGM app which has been downloaded 636 times. The conference was attended by 176 multi agency professionals.



The Child Death Overview Panel



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What you need
to know

BSCP
Membership



The Child Death Overview Panel (CDOP) is chaired by a Consultant in Public Health and enables the BSCP to carry out its statutory functions relating to child deaths. The CDOP Panel reports to the BSCP's SPR Subgroup. The overall purpose of the Child Death Review process is to understand why children die and put in place interventions to protect children and prevent future deaths.

CDOP FACTS AND FIGURES

- In 2019/20 there were 17 deaths of children and young people who lived in Bromley
- In 2019/20 there were 4 CDOP meetings. One case from 2017/18 and one case from 2018/19 remain open. Six cases from 2018/19 and 10 cases from 2019/20 have been signed off at CDOP and these cases are included in this analysis.
- The number of deaths in the first month of life was 8 in 2019/20.
- Six of those deaths were due to prematurity and one due to congenital abnormalities which were not compatible with life.
- There were three deaths categorised as Sudden Unexpected Deaths in 2019/20 although not all cases have been completed in CDOP. Two of the deaths were young babies and the third was a 17 year old with complex needs.
- There were 6 unexpected deaths in 2019/20 and 5 Rapid Responses.
- There were 11 expected deaths in 2019/20.
- Overall Bromley stillbirths and neonatal deaths are below the national and London rates.
- However, the trend in deaths of older children is upward, in contrast to the rates in London and England. The reasons for this are more trauma deaths, more deaths due to a chronic medical condition and more sudden unexpected deaths in Bromley than in England. This should be kept under review.
- Analysis of 9 years of Bromley data shows possible over-representation of deaths in children of ethnicity other than White British.

CDOP RECOMMENDATIONS 2019/20

Recommendation	Action to be taken
Maternity to ensure safe discharge of vulnerable mothers	Midwives to clarify discharge address where baby is actually going, especially if home address is a hostel
The care during transition to adult services of young people with disabilities could consider starting some aspects of adult services early	Examples include undergoing a Mental Capacity Assessment and working with a care manager early
Consult with other CDOPs regarding use of SleepyHead	SPOC to contact other CDOPs
Keep death rates in children aged 1-17 years in Bromley under review	CDOP Chair to write report to Health and Wellbeing Board



Training & Development



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What you need to know

BSCP Membership



The BSCP training programme consists of the following elements: online e-learning courses, classroom-based courses (formal face to face learning), and shorter face to face briefings/seminars/workshops. This section of the Annual Report reviews multi-agency training activities, attendance rates and evaluation scores from participants who have attended the multi-agency training offered by the BSCP between 1 April 2019 and 31 March 2020.



In 2019-20, there continued to be a wide range of multi-agency learning opportunities for the children's workforce in Bromley. The vast majority of it was very well received and had a beneficial impact on practice.

The take up of BSCP e-learning for levels 1 and 2 continues to increase with 3179 modules completed in 2019-20. A wide range of staff completed e-learning ensuring that 'safeguarding is everybody's business'.

967 people attended a face to face training session, which was either formal and classroom based (662), or a more informal seminar/briefing (319). This was a good increase from last year where 867 attended a face to face session.

Police and staff in health agencies do not partake of multi-agency training as much as the BSCP would expect. This continues to be challenged at Board level.

The Training Subgroup faces the ongoing challenge of providing a variety of useful multi-agency training which will make the biggest impact on improving practice whilst keeping the offer affordable for the Board and provides good value for money.

The training programme for 2020-21 will be significantly impacted by the COVID-19 pandemic. BSCP will ensure as many courses as possible are moved to live webinars when face to face training cannot be run safely. We will also commission additional e-learning modules to ensure staff training needs are met during this time.

The BSCP commissions LBB's Workforce Development Team to support the commissioning and administration of the BSCP training programme with strategic direction provided by the BSCP Training Subgroup. The Training Subgroup consists of a multi-agency mix of managers from the following agencies: LB Bromley; Oxleas NHS Foundation Trust; Bromley Healthcare CIC; Kings College Hospital; Change, Grow, Live (the young people's and adults substance misuse service provider); General Practice (GPs); Clinical Commissioning Group (CCG); Schools; Early Years and Metropolitan Police. The Subgroup is chaired by LBB's Head of Workforce Development.



E-LEARNING COURSES

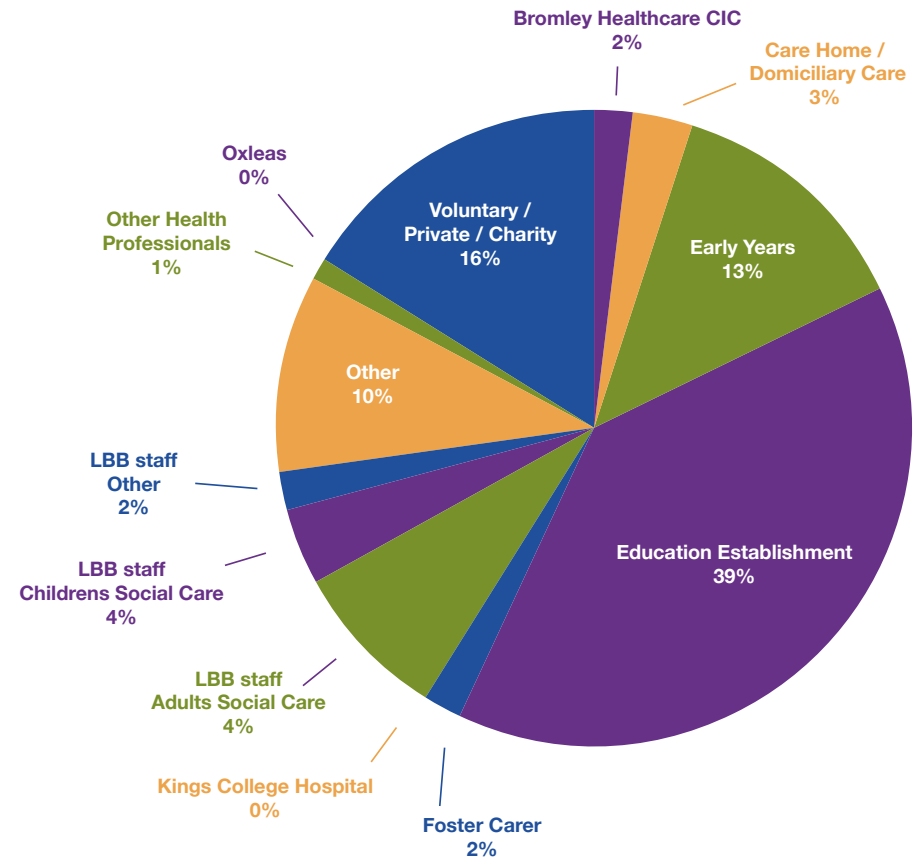
The BSCP's free e-learning courses for Group 1 and 2 training, which was introduced in 2012, continues to be good value for money. The BSCP and BSAB commission a provider together with neighbouring boroughs to achieve economies of scale. This year Bromley's e-learning package consisted of 17 courses suitable for the children's workforce. These courses make up the majority of the BSCP Group 1 and 2 training offer. The advantage of online training is that delegates can learn at a time and pace that suits them.

3179 people completed online learning modules for children's safeguarding this year, which continues the significant year on year increase.

This year, there was increased take up of nearly every course. Participants on the Level 1 this year included dentists, refuge staff, sports coaches, therapists, benefits advisers, private tutors, employment advisers/coaches, youth workers, midday supervisors and those working as volunteers.

The use of e-learning is particularly important for those in the children's workforce who struggle to attend daytime learning sessions. 589 Early Years staff completed e-learning this year, as did 92 foster carers, and 697 voluntary/ charity/private agency staff. This is an excellent take up and another significant increase from last year.

	Number of 'children's safeguarding' modules completed
2016-17	1489
2017-18	1896
2018 - 19	2370
2019 - 20	3179





Online Course Title	2017-18	2018-19	2019-20
Autism Awareness	106	131	144
Child Sexual Exploitation - Levels 1 & 2 new course 2020-21*			7
Data Protection Law, Definitions and Principles	136	174	172
Domestic Abuse	50	82	78
Female Genital Mutilation	57	109	226
Gangs & Youth Violence	35	57	189
Hate Crime	23	34	44
Human Trafficking and Modern Day Slavery	28	44	57
Information Sharing and Consent for people working with Children	33	66	75
Handling Violence and Agression at Work (previously called <i>Managing Conflict - Children's Workforce</i>)	18	52	89
Online Safety - Risks to children	86	138	197
Online Safety for Parents and Carers		31	64
Safeguarding Awareness	37	73	66
Safeguarding Against Radicalisation - The Prevent Duty	58	224	323
Safeguarding Children - Level 1	964	748	926
Safeguarding Children - Level 2	211	292	347
Safeguarding Children with Disabilities	54	115	175
TOTAL	1896	2370	3197

*Course trialled by BSCP for start in 2020-21 year.

The take up of Bromley e-learning training in 2019-20 across both the Adults and Children's courses, by agency/sector, is as follows:

SECTOR/AGENCY	Number of courses completed 2017-18	Number of courses completed 2018-19	Number of courses completed 2019-20
Bromley Healthcare CIC	225	101	71
Care Home/Domiciliary Care	150	82	116
Early Years	339	447	589
Education Establishment	922	1030	1704
Foster Carer	28	78	92
Kings College Hospital NHS	2	1	1
LBB staff Adults Social Care	179	223	353
LBB staff Children's Social Care	206	289	159
LBB staff Other	115	45	102
Other	190	204	455
Other Health Professionals	33	23	53
Oxleas FT NHS Trust	4	22	3
Voluntary/Private/Charity	450	545	697
TOTAL	2843	3090	4395

Online learning is increasingly popular among the children's workforce in Bromley and continues to provide good value for money for the Partnership. Courses are of high quality and have been quality assured by the BSCP Training Subgroup with feedback given to the provider and amendments made where necessary.

The BSCP will continue to promote these courses as our Level 1 and 2 offer. We will increase the number of online courses available for 2020-21 during the COVID-19 pandemic as classroom-based courses are unable to run.



CLASSROOM-BASED TRAINING (FACE TO FACE)

This is the second year of our three-year commissioned training programme of 22 classroom-based learning courses, including the two Designated Safeguarding Lead (DSL) courses that we commission on behalf of schools. These courses range from half a day to two days' duration and comprise our formal multi-agency training offer.

Single agency safeguarding training continues to be mandatory for most agencies and covers a broad range of issues. Staff are strongly encouraged to complete some multi-agency training as well as their own agency training every year.

This year, the BSCP face to face classroom-based programme (including the DSL courses) consisted of 22 different courses run in 49 sessions, attended by a total of 662 people across the different agencies (breakdown on pages 63-64).

Excluding the DSL courses, there were 20 different multi-agency courses run in 44 different sessions, attended by a total of 581 people across the different agencies.

There were 772 bookings made for our bookable training courses in 2019-20. 86% of people who booked on a classroom-based course actually attended (n=662). This is very similar to the excellent rate from last year of 85%. This high proportion is attributed to the 'no show/late cancellation' charge implemented by the BSCP Training Subgroup in 2015. 48 people were no shows/late cancellations this year.

The Training Subgroup routinely looks at no show/cancellations and line managers are informed in each case. The BSCP Board continues to support this policy.

SEMINARS, BRIEFINGS, AND OTHER MULTI-AGENCY LEARNING EVENTS

In addition to the half day and full day classroom-based courses, the BSCP also ran ten shorter multi-agency briefing/seminar sessions in 2019-20. The topics covered included managing allegations against professionals and learning events from the BSCP's Serious Case Review and Learning Reviews. We do not require staff to book





for these events as they are less formal than training courses. Typically they are one or two hours. 314 people attended these multi-agency learning sessions this year. In addition, the BSCP team delivered SCR learning at single agency events but those numbers are not counted here.

The Multi Agency Partnership Events (MAPE) commissioned by London Borough Bromley in partnership with key partners which started in 2017 are highly evaluated and continue to be a welcome contribution to multi-agency training. The MAPE sessions are not counted in this evaluation since this is now business as usual and organised by the Local Authority's Early Intervention and Family Support division.

In January 2020, the BSCP and CCG jointly commissioned an educational theatre company to perform their county lines production with Q&A session to General Practice staff then to schools' DSLs and groups of Year 10 and 12 students. This was highly regarded and further funding through the Safer Neighbourhood Team has since been secured to have this learning event at ten other Bromley secondary schools in 2020-21. The GP staff and DSL attendees are not included in this report since this was delivered as single agency training.

In October 2019, Research In Practice ran a half day workshop for BSCP board members and members of the Bromley Safeguarding Adult Board, Bromley Health and Wellbeing Board and Safer Bromley Partnership on transitional safeguarding. This learning opportunity was funded equally by the BSCP and BSAB. The event was well evaluated and there was an appetite among partners to think more innovatively about the 18-25 age group.

BSCP TRAINING UPTAKE - NUMBER OF COURSES AND NUMBER OF ATTENDEES 2019-20

Course Title	No. of sessions run over the year	Total no. of attendees, per
Face to face classroom learning		
Group 3 Safeguarding Children	4	73
Group 4/5 (full 2 day course)	3	37
Group 4/5 refresher (one day)	1	11
Early Help: Understanding & Using Common Assessment Framework (CAF)	4	41
CAF: developing confidence chairing TAC	2	18
CSE (Child Sexual Exploitation) and Missing	2	41
*Domestic Abuse Foundation	4	33
*Domestic Abuse Intermediate	2	19
*Domestic Violence Advanced	2	16
Ending Harmful Practices	2	29
*What Is Sexual Violence?	1	6
Safeguarding Children for Designated Teachers	3	46
Safeguarding Children for Designated Teachers – refresher	2	35
Teenagers who self-harm	1	16
Parental Mental Ill Health - Working Better Together to SG the Child & Adult	2	29
Parental Substance Misuse	2	29
Private Fostering	2	19
Prevent WRAP	2	41
Professional Curiosity	1	10



Effective Practice: Working with Families living with complex neglect	3	49
Working with complexity and risk	1	18
Chronologies	3	46
SUB TOTAL FOR FACE TO FACE CLASSROOM COURSES	49	662
Seminars, briefings, workshops and other multi-agency learning events		
SEMINARS: Allegations Against Professionals	5	116
BRIEFING: Learning from BSCP Learning Reviews	2	102
Serious Case Review Hannah	3	96
SUB-TOTAL for briefing/seminars/workshop events	10	314
TOTALS (classroom-based courses and lunchtime briefings/seminars) 2019-20	59	967

*shared courses with Adults Safeguarding Board



Capacity for each classroom based course is usually 16-18 people due to the size of the rooms available. Capacity for the briefings is often significantly more. Where a course is co-commissioned by BSCP and the Bromley Adult Safeguarding Board then capacity is split evenly between the two board, therefore BSCP capacity is usually 8 or 9 places.

WHO ATTENDS OUR COURSES?

BSCP aims to have a multi-agency mix of professionals at every training course/event as we believe this is key to fostering trust and confidence, building relationships and understanding among the children's workforce in Bromley which will lead to improved outcomes for children and families.

It is a challenge for some agencies to send their staff to our multi-agency training as their training budgets have reduced dramatically in the last five years resulting in some difficult decisions about where to prioritise their staff development. Health agencies and police have struggled with this the most as their organisations have introduced more mandatory online learning modules for children's safeguarding. The BSCP has continued to robustly challenge those agencies whose staff are not attending sufficient multi-agency training.

There is a better multi-agency mix at briefings/seminars/workshops. These are shorter, less formal events where attendees do not need to book in advance – staff just turn up and sign in. They are also free to all. The flexibility suits many in our workforce better as working with vulnerable children and families is often unpredictable and unexpected crises emerge requiring immediate attention. Free courses also mean less management approval is required. Many people use their lunchtimes to attend lunchtime briefings on audit findings or reviews. For many, safeguarding children is one of the elements of their job but not the full focus so attending a full day of safeguarding children training may not be their agency's priority for them each year.

For all these benefits, not all training can take place in short informal sessions and it is important for all staff to have some protected time for formal training where they have a safe space to reflect on their own practice, share experiences with other members



of the Bromley children’s workforce and learn from each other. The BSCP promotes that partner agencies ensure a balance and BSCP provides opportunities for different types of learning every year.

A breakdown of agencies attending our multi-agency face to face training (both formal classroom-based and less formal briefings/workshops and seminars), excluding the DSL training, follows.

Agency	Number attending our 2018-19 multi-agency classroom based courses, briefings/ seminars	% attending our 2018-19 courses	Number attending our 2019-20 multi-agency classroom based courses, briefings/ seminars	% attending our 2019-20 courses
LBB	378	48%	449	50%
Oxleas	20	3%	48	5%
Bromley Healthcare CIC	30	4%	55	6%
Kings College Hospital	17	2%	17	2%
Other Health Professionals	19	2%	35	4%
Early Years	82	10%	50	6%
Education Establishments	153	19%	181	20%
Foster Carers	10	1%	4	1%
Met Police	5	1%	0	0%
Other including PVI and third sector	71	9%	56	6%
Total attendees	785		895	

Table : 2019-20 attendance at any multi-agency BSCP training- by agency Excludes DSL courses.

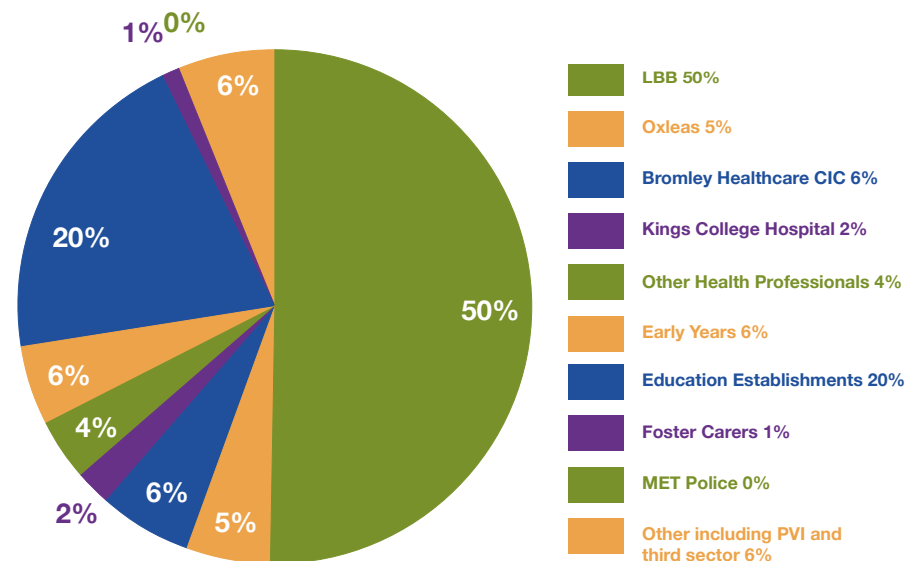


Diagram: Attendance at all BSCP training in 2019-20. Includes classroom based courses (excluding DSL courses) and the non-bookable briefings/seminars/ workshops.

Workforce Development and BSCP continue to promote training via the BSCP website, with regular email reminders and through other forums to continue to maximise the uptake of training across all agencies.

Learning events following Serious Case Reviews and Learning Reviews have been repeated at least twice and held in different locations across the borough to encourage more people to attend. We will continue with this approach in 2020-21 in an effort to broaden attendance from those agencies who do not often engage. Where there is particular learning for one sector (for example, SCR Child K and probation services) then the BSCP Manager also delivers bespoke learning at their single agency events (such as Away Days) in order to reach a much higher number of staff.



EVALUATING QUALITY AND IMPACT

The BSCP consistently provides training of a high standard, with course participants agreeing that courses are useful and relevant to their needs. Each course is subject to user evaluation at two points in time – immediately after the course (every participant) and 8 weeks after the course (one session per course).

In the immediate post-course feedback in 2019-20, 82% of the attendees judged the courses to be Excellent which is similar to the 81% the previous year. Nobody rated the course as poor and only four people rated it as satisfactory; This was followed up and adjustments made.

	Excellent	Good	Satisfactory	Poor
2014-15	68%	30%		
2015-16	73%	25%	2%	
2016-17	78%	21%	1.4%	0%
2017-18	85%	14%	1.6%	0%
2018-19	81%	18%	0.02%	0%
2019-20	82%	17%	1%	0%

In 2019 -20, 164 participants were invited to complete an 8 week follow up evaluation of impact and 163 completed them. They were asked to state whether they had had time to reflect on the training with colleagues and in supervision, whether the training made them feel better equipped to do their job in working with professionals, how they'd applied the training to their work and to give examples of any impact. Evaluations were received from a wide range of agencies including educational establishments, social care, health, early years, third sector and residential care. 149 of the 163 scored that they felt (significantly or much) better equipped to do their job, 14 scored there was some improvement and none said there was no particular improvement.

Feedback was about increased confidence in contributing to CAF/CHiN and CP meetings, and feeling empowered to challenge and/or formally escalate, deeper





understanding about the types of abuse/neglect, pathways and processes, and best practice. Participants had shared and cascaded learning with others, made practical changes back in the workplace, challenged parents, better supported young people, made referrals and improved their contributions at safeguarding meetings.

Each BSCP training course is allocated to a member of the Training Subgroup to monitor, dependent on their specialist area. Where a course consistently has a low score, indicating low impact, attendees are contacted to obtain more specific details, which is then fed back to the trainer to amend content or delivery. Poor evaluations can lead to unsatisfactory trainers being replaced or courses decommissioned. Furthermore, certificates can be withheld if individuals do not apply the training and the BSCP also expects that this is followed up by supervisors and line managers during supervision.

All trainers are required to submit an evaluation form to evaluate how well the course went. Questions include how relevant the course was to the experience of the delegates and whether any organisational issues emerged during the training. Forms are submitted to and followed up by the Chair of the Training Subgroup. The Training Subgroup routinely analyses evaluation data and also carries out observations of courses to ensure quality and impact.

Courses are amended during the year by trainers in agreement with BSCP to reflect learning from evaluations, new developments (for instance the introduction of a new policy or guidance) and learning from new reviews. Our trainers continue to be accommodating and receptive to these amendments.

VALUE FOR MONEY

The BSCP training programme (including conferences) costs £21,657 in 2019-20. This was less than forecast due to the LMS delay (therefore incurring no cost for BSCP this year) and the cancellation of some courses in March 2020. Further expense was avoided by LBB waiving the fee for the training administrator again this year.

Income is generated by the contribution of paying attendees (schools, private companies, large charities, private healthcare etc) and to a small extent by charging for no shows/late cancellations.

The new LBB Learning Management System for bookings/payment which was initially expected to go live in the Summer of 2019 was considerably delayed. No financial contribution was therefore required from BSCP in 2019-20. Once it is running all BSCP courses will be booked through it saving much manual time.

BSCP has committed to commissioning courses with the Bromley Safeguarding Adults Board in 2019-20, including domestic abuse/violence and a sexual violence course.

In the last month of the financial year 2019-20 we took the decision to cancel all classroom-based training and briefings/seminars as the COVID-19 pandemic began to spread. This impacted slightly on performance and spend for 2019-20 but as the lockdown continues it will have a significant impact next year.

BSCP Challenge: Partners challenged the National Probation Service to provide evidence that staff were managing cases having had the appropriate child safeguarding training.

Action: NPS provided confirmation that all permanent staff have completed the additional classroom training except one Probation Officer who is booked to complete training.

BSCP Challenge: The BSCP advised that there had been a low take up by partners of the Parental Conflict Train the Trainer Programme.

Action: The BSCP Team promoted the training programme amongst partners, advising them of the benefits and as a result, more trainers were recruited





ANNUAL CONFERENCE

The subject of this year's main BSCP annual conference was Female Genital Mutilation and was held in January 2020. It was attended by 176 multi-agency attendees which was a significant increase on the previous year and the reasons given for this increase were that it was free and that it was a subject that professionals felt they needed more information on. There was a variety of speakers including the National FGM Centre, the Home Office, Police FGM leads, an FGM survivor, an FGM activist and Norbury School who are a Knowledge Centre and share practice on FGM awareness raising across schools in London. The BSCP Chair also presented learning from recent learning review on FGM.

The conference included the launch of the updated BSCP FGM Guidance as well as the new BSCP FGM app. This has been downloaded 636 times. The National FGM Centre Flash Cards were also disseminated to attendees.

96% of attendees found the conference very/extremely useful this year. 89% stated this year's conference was very or extremely helpful/relevant to their job. 95% fed back that speakers were very/extremely knowledgeable. Feedback from the day included:

"As a DSL this was extremely useful and relevant and has empowered me to talk more confidently on the issues raised on this topic."

"Operation Limelight and FGMPO was useful to know what they were. "

"Having a presentation on tools and resources worked well."

"Survivor story was a deal breaker for making this authentic and not just a professionals meeting"

"The National FGM Centre was extremely passionate, knowledgeable and engaging"

The BSCP also held a free half day conference in October 2019 on Early Intervention which was attended by 80 multi agency professionals. Speakers included: a Research Fellow from Kings College London, presenting findings from a longitudinal study on the impact of early years; midwives from the Princess Royal Hospital on perinatal mental health services in Bromley; a Professor of Child and Adolescent Psychiatry from the University of Glasgow on the London Infant and Family Team trial in Bromley; and members of the Early Help service in Bromley.





Priorities for next year & beyond



BSCP Vision: “Children and young people in Bromley are seen, heard and helped; they are effectively safeguarded, properly supported and their lives improved by everyone working together.”

PRIORITY 1: THE LOCAL SAFEGUARDING CONTEXT

Outcome sought: Children and young people at risk of specific vulnerabilities in Bromley are seen, heard and helped. They are effectively protected from harm by robust and coordinated multi-agency intervention and support. The BSCP and partner agencies focus on how to safeguard children and young people in the context of their lives at home, in friendship circles, health, education and public spaces including social media – context is key.

Actions: To monitor the ongoing effectiveness and impact of the Partnership in responding to identified vulnerabilities and pathways to harm (including CSE, Missing, Gangs, Domestic Violence, Neglect, Radicalisation and FGM). To work with partners to deliver comprehensive, multi-agency arrangements that tackle the identified safeguarding priorities set out below; and to evaluate their impact on children and young people:

- Domestic Violence
- Mental Health
- Authentic voice of Children with special and educational needs
- Authentic voice of Children Looked After

PRIORITY 1 PROGRESS:

- This year, the BSCP has increased the number of Domestic Abuse training sessions for professionals and the Domestic Abuse Strategy is being refreshed
- In September 2019, the BSCP Board scrutinised the CAMHS Transformation Plan and an audit of mental health crisis admissions to A&E by school
- In January 2020, The PCI Subgroup analysed findings from the SHEU Survey of over 2000 year 10 students in Bromley schools, escalating issues of concerns to the Board and agencies took immediate action to make improvements
- The Performance, Challenge and Impact Subgroup scrutinised datasets on





multiple vulnerabilities including for children looked after; on serious youth violence; exploitation and missing; FGM; and mental health.

- Bromley's Ofsted and Care Quality Commission (CQC) SEND Local Area inspection took place in September 2019. Bromley was found to have made progress in a number of areas and was not required to submit a Written Statement of Action, negating the need for an inspection re-visit. Bromley's self-evaluation set out 18 key areas for improvement which has been scrutinised by the BSCP.
- There was a renewed focus on FGM this year following a learning review, case audit and subsequent learning events and training sessions and refresh of the local pathway and guidance.



PRIORITY 2: EARLY HELP & EARLY INTERVENTION

Outcome: Children and young people receive effective early help and appropriate interventions when needs are identified and/or problems arise.

Actions: To evaluate the effectiveness of early help arrangements Bromley.

PRIORITY 2 PROGRESS:

- The BSCP scrutinises Early Help data annually. A summary of this can be found in the 'Progress in Bromley' section above.
- The BSCP held a free conference on Early Help and Early Intervention in October 2019, attended by 82 multi agency professionals.
- The PCI Subgroup scrutinised low take up of CAF by particular settings and has challenged specific agencies to increase this.
- The Vulnerable Adolescents Strategy has been reviewed to ensure that it has a focus on early intervention and includes younger children.
- Bromley has been successful in receiving £2.1 m over two years for the 'CAMHS Trailblazer' pilot schemes between 2019/20-2020/21 to establish new Mental Health Support Teams (MHSTs) - which will provide an early intervention and prevention service for CYP with mild to moderate mental health issues. This Trailblazer pilot aims to test how MHST teams can work with other services and how they can accelerate the wider transformation of care for CYP. Strengthening the mental health training within schools will help teachers spot warning signs earlier, ensuring young people can access vital support services as quickly as possible.

PRIORITY 3: STRONG LEADERSHIP AND STRONG PARTNERSHIP

Outcome: The BSCP leads the safeguarding agenda, is professionally curious and challenges the work of partner organisations, and commits to an approach that learns lessons, embeds good practice and is continually influenced by children, young people and their families. A key focus within Priority 3 is how the BSCP and partner agencies commit to Making the Invisible Visible. This reflects the importance that the



BSCP and partner agencies apply to ALL children and young people living in Bromley being seen, heard and helped.

Actions:

- In the context of the Children and Social Work Bill and the proposed abolition of LSCBs, partner agencies will continue to commit to engaging in robust arrangements that coordinate and ensure the effectiveness of how children and young people are safeguarded
- The BSCP and partners successfully deliver against the Business Plan and associated work plans set for the BSCP and its subgroups / working groups
- Continue to strengthen the governance interface between the BSCP and other key strategic forums and Chairs
- Maintain the BSCP Learning & Improvement Framework; scrutinise & challenge performance; identify, disseminate and embed lessons; engage with children, young people and families and evaluate the impact on outcomes
- To communicate and raise awareness about safeguarding to individuals, organisations and communities
- To consistently promote the importance of effective and swift information sharing, promoting a culture that puts the protection of children before the protection of information.

PRIORITY 3 PROGRESS:

- This year, Bromley has put in place multi-agency partnership arrangements in response to the Children and Social Work Act 2017 and Working Together 2018, which replace Local Safeguarding Children Boards (LSCB) with new local multi-agency safeguarding partnership arrangements. Partnership consultations were held in June 2019 to develop and agree future arrangements. Our safeguarding partnership arrangements have been improved to form the new Bromley Safeguarding Children Partnership (BSCP) and its sub-groups.
- The safeguarding partnership is held accountable by the Safeguarding Children's Partnership Executive (BSCPE) which is formed of the three statutory safeguarding partners: the Police; the Local Authority; and the Clinical Commissioning Group. The new multi-agency partnership arrangements, published in June 2019, can be found on the [BSCP website](#).





- A Transitional Safeguarding Workshop was held in October 2019, led by Research in Practice. This was attended by senior representatives across strategic partnerships in Bromley (BSCP, Adults Safeguarding Board, Health and Wellbeing Board and Safer Bromley Partnership) to explore the effectiveness of transitions in Bromley and how this could be improved.
- To prepare for the reporting year 2020/21, partners have signed up to the [BSCP Pledge](#).
- The Performance, Challenge and Impact Subgroup continues to scrutinise and challenge performance.
- The Safeguarding Practice Review Subgroup leads on identifying, disseminating and embedding lessons from learning reviews. The BSCP team has delivered a number of learning review briefings this year and monitors the partnership's action plans that arise from lessons learned and review recommendations.
- The BSCP has produced apps to raise awareness (Safer Schools, Private Fostering, FGM and BSCP Safeguarding) and actively promotes safeguarding lessons via Twitter.
- The Interboard Chairs Subgroup continues to meet to work collaboratively on joint priorities.
- The BSCP Board maintains a Risk Register of both strategic and operational risks which is reviewed every quarter. This 'live' document reflects the current and emerging threats facing partner agencies, families and children in Bromley.
- The Independent Chair fulfils the scrutiny role of the BSCP and challenges robustly where outcomes are not as good as they should be or where progress is slow.

PRIORITY 4: A HEALTHY WORKFORCE

Outcome: In the context of reducing public sector funding, the BSCP listens to partners and seeks reassurance that agencies have in place effective arrangements to support their staff deliver high quality safeguarding practice.

Actions: The BSCP sets up a task and finish group to lead on designing and implementing a thorough health check of the organisational arrangements in place to support effective safeguarding practice.

PRIORITY 4 PROGRESS:

The BSCP conducted a practitioner survey across the partnership to provide assurance that the children's workforce in Bromley understands the thresholds of need, how to escalate when professionals disagree, when to share information and whether they have sufficient and good professional supervision. Areas of concern were raised with senior managers or addressed through guidance and awareness raising.

Since March 2020, the BSCP has held contingency oversight meetings every three weeks to monitor the partnership's response to COVID-19. The health and wellbeing of the workforce has been a standing agenda item and has assisted in preparing for a possible second wave - anticipating further selfless commitment of staff to the detriment of their own wellbeing. Assurance has been sought around sufficient supplies of appropriate PPE, access to training, OT and wellbeing support, access to bereavement support, and risk assessments which take account of individual staff's age, ethnicity, gender and relevant health conditions.





Technology & Social Media





The BSCP business plan aims to develop and deliver services that meet the needs of the children they seek to safeguard. This in the context of children's lives; at home, in care, in education and health, with family and friends and in all the offline and online spaces they frequent. The BSCP recognises that children's access to technology and use of social media is not novel and distinct; rather it is fundamentally integrated in the lives of young people. We further recognise that the context within a child's offline life; neglect, emotional or physical abuse or living in the shadow of abusive relationships is often reflected in the online 'digital footprint' children, young people and many adults now create.

We have therefore discarded the development of an e-safety strategy on the basis of its singular focus on technology and have instead, developed a strategy and suite of supporting documents focused on safeguarding children and young people within the context of their real lives and their access and use of technology. In the toolkit supporting this strategy, professionals are provided with policy, guidance and checklists that will assist safeguarding professionals identify and support children and young people in need of help and protection. This is available on the [BSCP website](#).

BSCP Strategic Priority 3: Strong Leadership and Strong Partnership

Actions 2017-19: To communicate and raise awareness about safeguarding to individuals, organisations and communities

In addition, the BSCP has developed Apps to support professionals so that they have immediate access to the guidance they need. The BSCP App includes information on subjects such as thresholds of needs, escalation, what to do if you are concerned about a professional and how to get help if you are concerned about a child. The BSCP Private Fostering App has been downloaded around 12,000 times and the BSCP Safeguarding App has been downloaded around 11,808 times. Short videos on a number of topics, including exploitation, are also available for professionals on the [BSCP website](#).





What you need to know





THE BSCP WEBSITE

 www.bromleysafeguarding.org

 www.twitter.com/BromleyLSCP

CHILDREN AND YOUNG PEOPLE

- Nothing is more important than making sure you are safe and well cared for
- As adults, sometimes we think we always know best...we don't..... and that's why your voice is so important
- This is about you and we want to know more about how you think children and young people can be better protected
- We want to talk to you more often and we want to know the best way to do this..... please help
- If you are worried about your own safety or that of a friend, speak to a professional you trust or speak to ChildLine on **0800 1111**

PARENTS AND CARERS

- Public agencies are there to support you and prevent any problems you are having getting worse...Don't be afraid to ask for help
- Tell us what works and what doesn't when professionals are trying to help you and your children
- Make sure you know about the best way to protect your child and take time to understand some of the risks they can face
- You'll never get ahead of your child when it comes to understanding social media and IT – but make yourself aware of the risks that children and young people can face.

THE COMMUNITY

- You are in the best place to look out for children and young people and to raise the alarm if something is going wrong for them.

- We all share responsibility for protecting children. Don't turn a blind eye. **If you see something, say something.**
- If the child lives in Bromley, call the Multi Agency Safeguarding Hub (MASH) on **0208 461 7373/7379 7026** during working hours
- If you need to speak to someone out of office hours contact the Out of Hours Duty Service on **030 0303 8671**
- You can also call the NSPCC Child Protection helpline on **0808 800 5000**

FRONT-LINE STAFF AND VOLUNTEERS WORKING WITH CHILDREN OR ADULTS

- Make sure children and young people are seen, heard and helped... whatever your role
- Your professional judgement is what ultimately makes a difference and you must invest in developing the knowledge, skills and experiences needed to effectively safeguard children and young people. Attend all training required for your role
- Understand the importance of talking with colleagues and don't be afraid to share information. If in doubt, speak to your manager
- Escalate your concerns if you do not believe a child or young person is being safeguarded
- Use your representative on the BSCP to make sure that your voice and that of the children and young people you work with are heard
- If your work is mainly with adults, make sure you consider the needs of any children if those adults are parents

LOCAL POLITICIANS

- You are leaders in your local area. Do not underestimate the importance of your role in advocating for the most vulnerable children and making sure everyone takes their safeguarding responsibilities seriously
- Councillor Peter Fortune is the Portfolio Holder for Education and Children and Families and has a key role in children's safeguarding - so does every other councillor
- You can be the eyes and ears of vulnerable children and families... Keep the protection of children at the front of your mind



CHIEF EXECUTIVES AND DIRECTORS

- You set the tone for the culture of your organisation. When you talk, people listen - talk about children and young people
- Your leadership is vital if children and young people are to be safeguarded
- Understand the capability and capacity of your front-line services to protect children and young people - make sure both are robust
- Ensure your workforce attend relevant BSCP training courses and learning events
- Ensure your agency contributes to the work of BSCP and give this the highest priority. Be Section 11 compliant
- Advise the BSCP of any organisational restructures and how these might affect your capacity to safeguard children and young people
- Keep engaged with the safeguarding process and continue to identify children who need early help and protection

HEAD TEACHERS AND GOVERNORS OF SCHOOLS

- Ensure that your school / academy/ educational establishment is compliant with 'Keeping Children Safe in Education' (DfE 2020)
- You see children more than any other profession and develop some of the most meaningful relationships with them.

THE POLICE

- Robustly pursue offenders and disrupt their attempts to abuse children
- Ensure officers and police staff have the opportunity to train with their colleagues in partner agencies
- Ensure that the voices of all child victims are heard, particularly in relation to listening to evidence where children disclose abuse
- Ensure a strong focus on MASE, MAPPA and MARAC arrangements.

CLINICAL COMMISSIONING GROUPS

- CCGs in the health service have a key role in scrutinising the governance and planning across a range of organisations
- Discharge your safeguarding duties effectively and ensure that services are commissioned for the most vulnerable children.

THE LOCAL MEDIA

- Safeguarding children and young people is a tough job
- Communicating the message that safeguarding is everyone's responsibility is crucial - you can help do this positively
- Hundreds of children and young people are effectively safeguarded every year across the borough of Bromley





BSCP Membership

(AS AT MAY 2020)





INDEPENDENT CHAIR

Jim Gamble QPM

BSCP TEAM

Kerry Davies Board Business Manager (Job Share)
Joanna Gambhir Board Business Manager (Job Share)
Hazel Blackman Business Support Officer

BOARD MEMBERS

Janet Bailey Director Children's Social Care, LBB
Sara Bowrey Director of Housing, LBB
Hannah Brice Manager, Change, Grow, Live
AJ Brooks Area Manager, London CRC
Kim Carey Interim Director, Adult Social Care, LBB
Deborah Carter ESAC Chair and Deputy Head Teacher, Bullers Wood School
Jane Clegg Director of Nursing, NHS England (once a year attendance only)
Neil Cochlin Superintendent, Bromley BCU (Metropolitan Police Service)
Sonia Colwill Director of Quality Governance and Patient Safety, CCG
David Dare Assistant Director Children's Social Care, LBB

Helen Dyer Bromley CFVSF Chair (third sector)
Janet Ettridge Director of Operations, Bromley Healthcare (frequent rep is Felicity Akers)
Peter Fortune Portfolio Holder, Education, Children and Families Services
Julia Hale Designated Dr, Bromley Clinical Commissioning Group
Stuart Hills Head of Service Quality Assurance, LBB
Debbie Hutchinson Deputy Director Nursing, Kings College Hospital
Marina Laurie Lay Member
Shalene Lemmie Senior Service Manager CAFCASS
Betty McDonald Head of Youth Offending Service, LBB
Katie Nash Head of Service, National Probation Service
Jared Nehra Director of Education, LBB
Rebecca Saunders Designated Nurse, Bromley Clinical Commissioning Group
Jenny Selway Consultant Public Health Medicine (Chair of CDOP)
Antoinette Thorne Learning and Development Manager, LBB and chair of BSCP Training Subgroup
Jane Wells Director of Nursing and Safeguarding, Oxleas NHS Trust



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Address: Stockwell Building,
Civic Centre, Stockwell Close,
Bromley, Kent, BR1 3UH

Website: www.bromleysafeguarding.org
Email: BSCP@bromley.gov.uk
Tel: 020 8461 7816
Twitter: @BromleyLSCP

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BROMLEY
SAFEGUARDING
CHILDREN
PARTNERSHIP

Seen | Heard | Helped

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