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NP15 1GA

Friday, 23 October 2015

Notice of meeting / Hysbysiad o gyfarfod:

Children and Young People Select Committee

**Monday, 2nd November, 2015 at 2.00 pm,
Council Chamber, County Hall, The Rhadyr, Usk, NP15 1GA**

Please note that a pre meeting will be held 30 minutes prior to the start of the meeting for members of the committee.

AGENDA

Item No	Item	Pages
1.	Apologies for Absence	
2.	Declarations of Interest	
3.	Performance reporting on Pupil Results 2015 <ul style="list-style-type: none">• Present final results:<ul style="list-style-type: none">- Welsh Government National Tests- Foundation Phase- KS2- KS3- Provisional KS4 and KS5- Specific groups – FSM/non FSM and ALN pupil results• Present Quarter 2 education framework measures	
4.	The Local Service Board Contribution to Improving Attainment <ul style="list-style-type: none">• Scrutiny of the Integrated Youth Offer Annual Report	1 - 34
5.	Safeguarding Report Card and Performance Information September 2015	35 - 78
6.	To confirm the date and time of the next meeting as Thursday 12th November 2015 at 2.00pm	

Paul Matthews

Chief Executive / Prif Weithredwr

MONMOUTHSHIRE COUNTY COUNCIL
CYNGOR SIR FYNWY

THE CONSTITUTION OF THE COMMITTEE IS AS FOLLOWS:

County Councillors:

P. Jones
P. Farley
P. Clarke
L. Guppy
R. Harris
M. Hickman
S. Howarth
D. Jones
M. Powell
M Fowler (Parent Governor Representative)
C Robertshaw (Parent Governor Representative)
Dr S James (Church in Wales Representative)
K Plow (Association of School Governors)

Added Members

Members voting on Education Issues Only

Added Members

Non Voting

Vacancy (NAHT)
Vacancy (ASCL)
Vacancy (NUT)
Vacancy (Free Church Federal Council)
Vacancy (NASUWT)

Public Information

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Welsh Language

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Aims and Values of Monmouthshire County Council

Sustainable and Resilient Communities

Outcomes we are working towards

Nobody Is Left Behind

- Older people are able to live their good life
- People have access to appropriate and affordable housing
- People have good access and mobility

People Are Confident, Capable and Involved

- People's lives are not affected by alcohol and drug misuse
- Families are supported
- People feel safe

Our County Thrives

- Business and enterprise
- People have access to practical and flexible learning
- People protect and enhance the environment

Our priorities

- Schools
- Protection of vulnerable people
- Supporting Business and Job Creation
- Maintaining locally accessible services

Our Values

- **Openness:** we aspire to be open and honest to develop trusting relationships.
- **Fairness:** we aspire to provide fair choice, opportunities and experiences and become an organisation built on mutual respect.
- **Flexibility:** we aspire to be flexible in our thinking and action to become an effective and efficient organisation.
- **Teamwork:** we aspire to work together to share our successes and failures by building on our strengths and supporting one another to achieve our goals.

Nodau a Gwerthoedd Cyngor Sir Fynwy

Cymunedau Cynaliadwy a Chryf

Canlyniadau y gweithiwn i'w cyflawni

Neb yn cael ei adael ar ôl

- Gall pobl hŷn fyw bywyd da
- Pobl â mynediad i dai addas a fforddiadwy
- Pobl â mynediad a symudedd da

Pobl yn hyderus, galluog ac yn cymryd rhan

- Camddefnyddio alcohol a chyffuriau ddim yn effeithio ar fywydau pobl
- Teuluoedd yn cael eu cefnogi
- Pobl yn teimlo'n ddiogel

Ein sir yn ffynnu

- Busnes a menter
- Pobl â mynediad i ddysgu ymarferol a hyblyg
- Pobl yn diogelu ac yn cyfoethogi'r amgylchedd

Ein blaenoriaethau

- Ysgolion
- Diogelu pobl agored i niwed
- Cefnogi busnes a chreu swyddi
- Cynnal gwasanaethau sy'n hygyrch yn lleol

Ein gwerthoedd

- **Bod yn agored:** anelwn fod yn agored ac onest i ddatblygu perthnasoedd ymddiriedus
- **Tegwch:** anelwn ddarparu dewis teg, cyfleoedd a phrofiadau a dod yn sefydliad a adeiladwyd ar barch un at y llall.
- **Hyblygrwydd:** anelwn fod yn hyblyg yn ein syniadau a'n gweithredoedd i ddod yn sefydliad effeithlon ac effeithiol.
- **Gwaith tîm:** anelwn gydweithio i rannu ein llwyddiannau a'n methiannau drwy adeiladu ar ein cryfderau a chefnogi ein gilydd i gyflawni ein nodau.

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SUBJECT: MONMOUTHSHIRE INTERGRATED YOUTH OFFER ANNUAL REPORT

MEETING: Children and Young People Select

DATE: 2nd November 2015

DIVISION/WARDS AFFECTED: ALL

1. PURPOSE:

To present to the Children and Young People's Select Committee the Annual Report on progress and achievements made by Monmouthshire's Integrated Youth Offer group.

2. RECOMMENDATIONS:

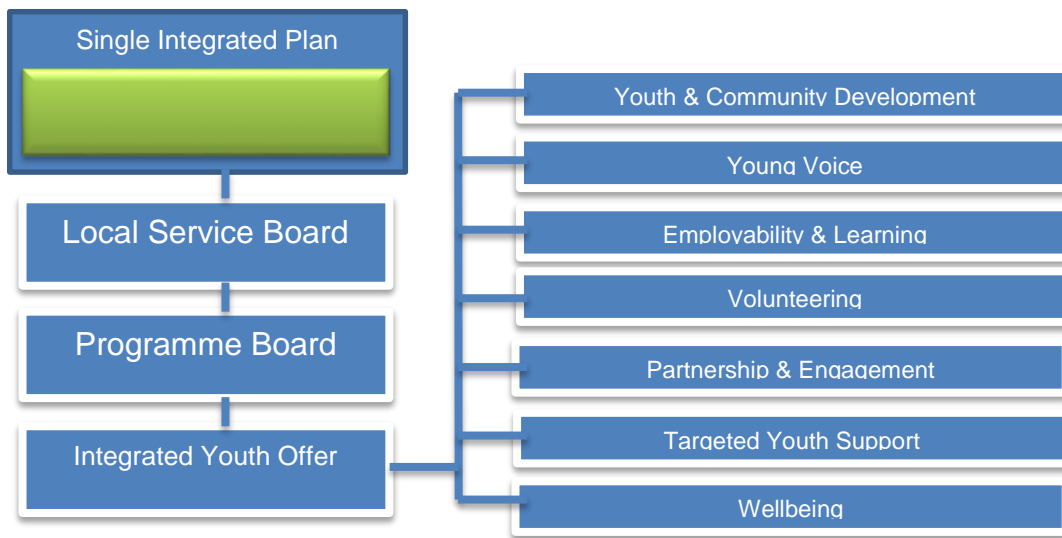
That Members scrutinise the Annual Report of the Monmouthshire Integrated Youth Offer Group (Appendix 2) and challenge the group on its performance in delivering measurable outcomes to young people.

3. KEY ISSUES:

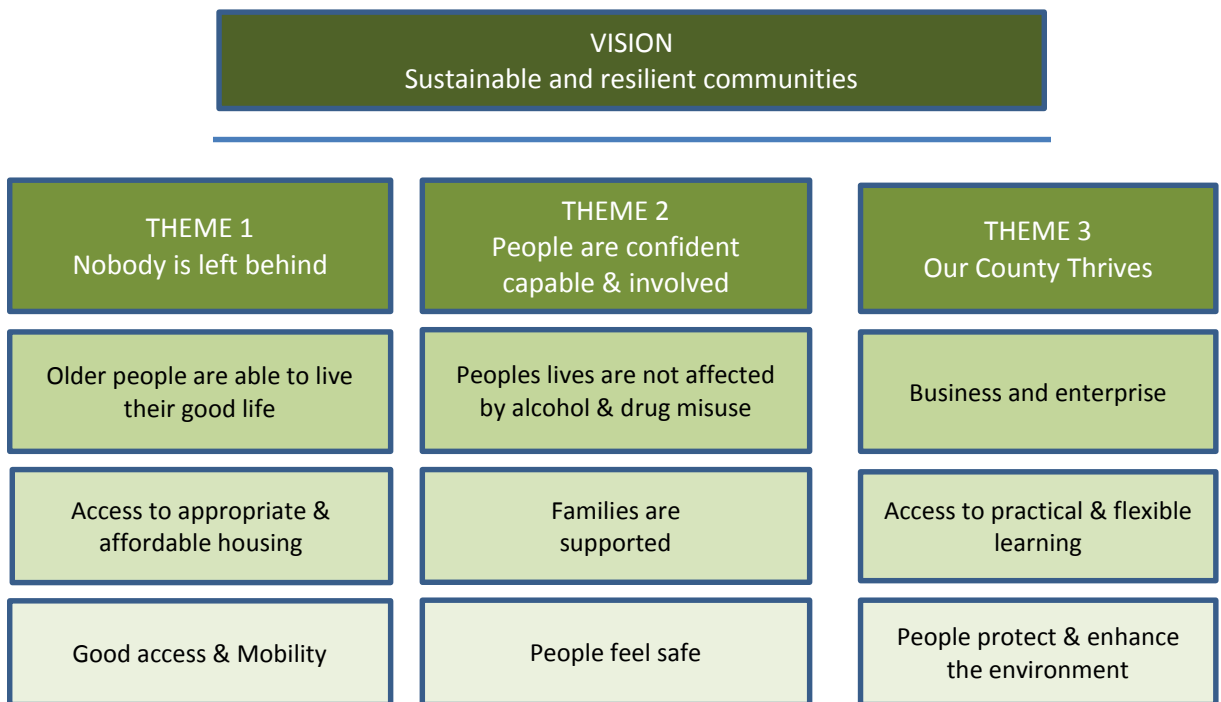
3.1 The Integrated Youth Offer has been bestowed the formal delegation of Youth Support Services by the Local Service Board.

3.2 The Integrated Youth Offer has clear governance and reporting structures in place through the LSB Programme Board.

3.3 The current structure within Monmouthshire is depicted in the diagram below indicating the governance of the Integrated Youth Offer Group.



3.4 The 7 operational subgroups work well to implement the vision of the LSB and the priorities of the Single Integrated Plan as set out below.



3.5 The continued work of the Integrated Youth Offer group has led to reduced duplication and improved focused delivery of services to young people.

3.6 Key findings from the mapping exercise carried out in the summer of 2014 have been analysed and used to inform priorities and develop future work programmes.

3.7 Collectively all youth support services as part of the IYO have worked with 14,500* young people between the ages of 11-25 in 14/15.

3.8 The IYO has clear Safeguarding protocols and hold a database of all members of IYO group for DBS clearance that is current and valid.

3.9 The IYO has gathered intelligence from partners to feed into the Single Integrated Plan to provide clear evidence on outcomes achieved.

3.10 Both Chief Officer and Cabinet Member for Children and Young People attend and receive information quarterly on the work of the Integrated Youth Offer.

*This is not 100% representative of individual young people as some agencies do work with the same young people

4. REASONS:

4.1 Our purpose is to ensure that **all** young people in the County continue to have access to Youth Support Services and that despite the budget pressures these life enriching services are not lost.

4.2 Sustained current provision is vital to the well-being, social and personal development and future prospects of young people in Monmouthshire.

4.3 The Welsh Government's National Youth Service Strategy; Engagement and Progression Framework and Families First programme, opens the way for the contribution of youth work organisations to be better connected with broader support services available to young people. All strategies realise the contribution to the lives and futures of young people across Wales and to our Welsh economy.

4.4 To collectively ensure effective use of resources in the current financial climate.

5. RESOURCE IMPLICATIONS:

5.1 No cost implications to MCC

6. SUSTAINABLE DEVELOPMENT AND EQUALITY IMPLICATIONS:

There are no current direct impacts to young people as identified in the equalities assessment (Appendix 1). The Integrated Youth Offer will continue to sustain services available to young people in Monmouthshire through collaboration and resources available. Good service awareness allows us to ensure effective use of service delivery; be aware of services lifespan and when services are reduced/lose funding to seek alternatives to ensure young people are not disadvantaged

The impacts from this report's priorities will be reviewed every 2 years and criteria for monitoring and review will include:

7. SAFEGUARDING AND CORPORATE PARENTING IMPLICATIONS

7.1 The report outlines the Integrated Youth Offer Group commitment to continuing youth support services to young people, in order for them to remain accessible, safe, available and relevant to the young people of Monmouthshire

8. CONSULTEES:

8.1 LSB Partnership Manager

8.2 Youth Service Manager

8.3 Youth Support Services across Monmouthshire

9. BACKGROUND PAPERS:

Appendix 1 Please see attached 2014 – 2015 Annual Report of Integrated Youth Offer

10. AUTHOR:

Tracey Thomas, Youth Service Manager

11. CONTACT DETAILS:

Tel: 01873 833200

E-mail: traceythomas@monmouthshire.gov.uk

The “Equality Initial Challenge”

Appendix 1

Name: Tracey Thomas Service area: CYP, Youth Service – Integrated Youth Offer Date completed: 27 th July 2015		Please give a brief description of what you are aiming to do. To continue to sustain youth support services across Monmouthshire to young people aged 11-25 through collaboration with statutory, voluntary, third and private sectors.	
Protected characteristic	Potential Negative impact Please give details	Potential Neutral impact Please give details	Potential Positive Impact Please give details
Age		X Continual monitoring of youth support services available to young people will determine any future changes to service delivery and therefore could change the EQIA impact measure	
Disability		X Continual monitoring of youth support services available to young people will determine any future changes to service delivery and therefore could change the EQIA impact measure	
Marriage + Civil Partnership		X Continual monitoring of youth support services available to young people will determine any future changes to service delivery and therefore could change the EQIA impact measure	
Pregnancy and maternity		X Continual monitoring of youth support services available to young	

		people will determine any future changes to service delivery and therefore could change the EQIA impact measure	
Race		X Continual monitoring of youth support services available to young people will determine any future changes to service delivery and therefore could change the EQIA impact measure	
Religion or Belief		X Continual monitoring of youth support services available to young people will determine any future changes to service delivery and therefore could change the EQIA impact measure	
Sex (was Gender)		X Continual monitoring of youth support services available to young people will determine any future changes to service delivery and therefore could change the EQIA impact measure	
Sexual Orientation		X Continual monitoring of youth support services available to young people will determine any future changes to service delivery and therefore could change the EQIA impact measure	
Transgender		X Continual monitoring of youth support services available to young people will determine any future	

		changes to service delivery and therefore could change the EQIA impact measure	
Welsh Language		X Continual monitoring of youth support services available to young people will determine any future changes to service delivery and therefore could change the EQIA impact measure	

Please give details about any potential negative Impacts .	How do you propose to MITIGATE these negative impacts
➤	➤
➤	➤
➤	➤
➤	➤

Signed

Designation Youth Service Manager

Dated 27th July 2015

EQUALITY IMPACT ASSESSMENT FORM

What are you impact assessing	Service area
The youth support services that are currently available to young people in Monmouthshire within resources allocated	CYP
Policy author / service lead	Name of assessor and date
Tracey Thomas	

1. What are you proposing to do?

The Integrated Youth Offer seeks to sustain services available to young people in Monmouthshire through collaboration and resources available. Through mapping and awareness of all services purpose and offer available to young people we are able to ensure effective use of delivery; be aware of services lifespan and when services are reduced/lose funding to seek alternatives to ensure young people are not disadvantaged.

2. Are your proposals going to affect any people or groups of people with protected characteristics in a **negative** way? If **YES** please tick appropriate boxes below.

Age		Race	
Disability		Religion or Belief	
Gender reassignment		Sex	
Marriage or civil partnership		Sexual Orientation	
Pregnancy and maternity		Welsh Language	

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3. Please give details of the negative impact

There should be no negative impact on the protected characteristics above as all services will remain operational for as long as the Integrated Youth Offer can sustain them within the resources and budgets sourced.

4. Did you take any actions to mitigate your proposal? Please give details below including any consultation or engagement.

There is no proposed change to service delivery currently so no consultation or engagement carried out to date, however as part of our ethos when working with young people we consult with them regularly to ensure that current delivery is what young people require.

5. Please list the data that has been used to develop this proposal? eg Household survey data, Welsh Govt data, ONS data, MCC service

user data, Staff personnel data etc..

Members of the Integrated Youth Offer and individual services data (MCC Youth Service; Youth Offending Service; Leisure; Education; Families First; Young Carers; Police; Scouts; Young Farmers; Menter Iaith; Housing;)

Signed... *G. Alhouse*Designation...**Youth Service Manager**.....Dated...27-07-15.....

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Monmouthshire Integrated Youth Offer Annual Report 2014-15



*A collaboration of youth support services in
Monmouthshire for 11-25 year olds*

Contents

1. Introduction

2. Integrated Youth Offer Vision

3. Priorities and Impact

3.1. Single Integrated Plan Performance Framework and Outcomes

3.2. Trends

4. Case Studies

5. Feedback from young people

6. Priorities for 2015/16

7. Key Contacts

1. Introduction

Welcome to the 2014-2015 Integrated Youth Offer Annual Report. I am pleased to present this report which reflects another very positive and successful year for the group. My congratulations and thanks to all our member staff and volunteers who continue to provide excellent support and opportunities to young people in Monmouthshire, often in quite testing circumstances.

In the last 12 months the group has formally been delegated the Youth Support Services responsibilities by Monmouthshire's Local Service Board. With clear governance in place the group is able to report quarterly to the LSB Programme Board. We have also included an additional sub group - Wellbeing. This group encompasses the work across the authority around Bullying Prevention; Self Harm; Mental Health and Restorative Practice.

The main focus for this year's report is progression and impact. It is very important that there are opportunities, within the Integrated Youth Offer programme, for young people to progress. By this we mean that youth support services youth workers and volunteers support young people to take advantage of opportunities to develop as citizens and to use their skills, experience and confidence in new and different settings.

The key findings from the mapping exercise of 2014 has been analysed and used to inform our priorities for 2015. We have measured the impact that youth support services have on the lives of young people in Monmouthshire and the impact young people can have on their peers and their communities.

During the year of 2014-15, Youth Support Service's in Monmouthshire have collectively supported and enabled in excess of 14,700* young people.

A series of case studies are presented to illustrate the ways in which the Integrated Youth Offer supports young people's progression and impact of services received. Case studies are a powerful way to illustrate the ways in which youth support services support young people to develop personally and socially and can bring to life the dry presentation of statistics.

The work of the Integrated Youth Offer is focussed on priorities drawn from the Single Integrated Plan. Our work has a very positive impact on the lives of young people in terms of their:-

- Health and Wellbeing
- Learning and Employability
- Involvement in Decision Making
- Building resilience to be positive active citizens

Partnership working is crucial to all of our work. Through effective partnership working we are able to provide services that are relevant; meet local needs; avoid duplication and maximise efficiencies.

I hope you enjoy the report

Tracey Thomas
Chair, Monmouthshire Integrated Youth Offer Group

*This is not 100% representative of individual young people as some agencies do work with the same young people

2. Integrated Youth Offer – Our Vision

Our Vision Statement and purpose

To coordinate the services and resources of the Integrated Youth Offer partnership to ensure that they are used effectively to deliver youth support services to young people in Monmouthshire.

The agencies and services of the Integrated Youth Offer group will ensure that:-

- Young People are able to maximise their potential
- Young People are able to manage their emotions and relationships effectively
- Young People have access to effective services
- Young People are consulted about issues that could affect them
- Equality and diversity is recognised and supported

Our priorities

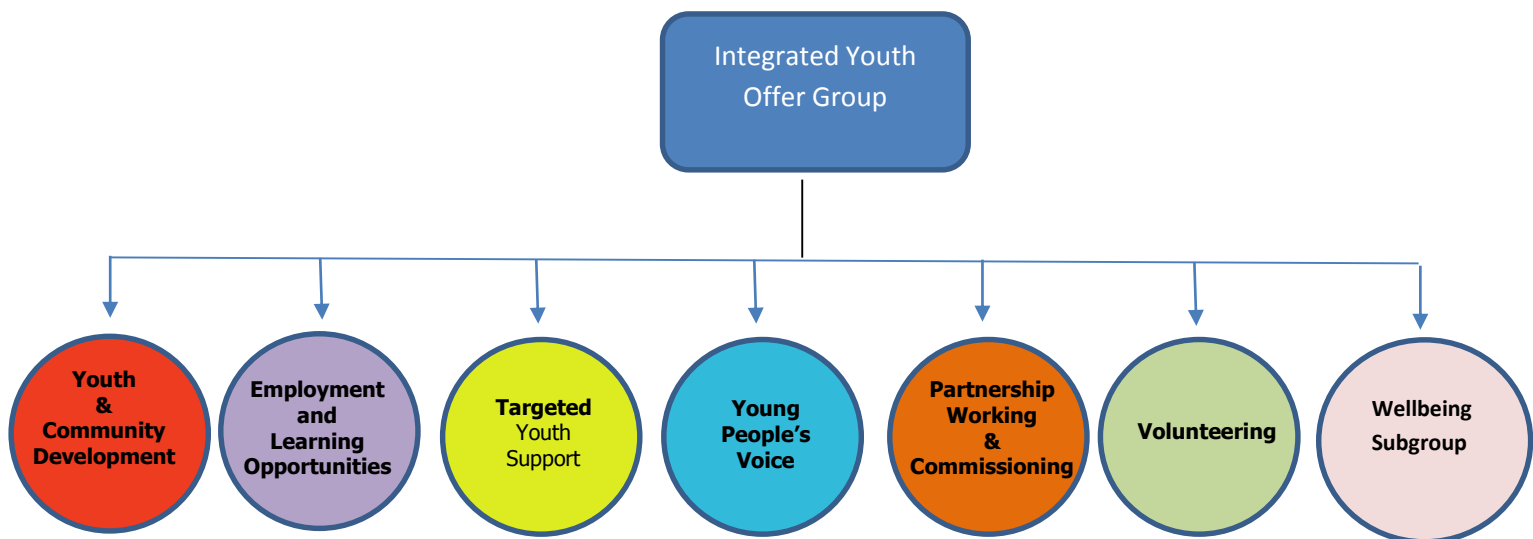
OUTCOME 1 – *Young people maximise their potential*

OUTCOME 2 – *Young people manage their emotions and relationships effectively*

OUTCOME 3 – *Young people have access to effective support*

OUTCOME 4 – *Young people are consulted and listened to about issues that affect them*

Flowchart of group and subgroups



3. 3.1 Priorities, Impact and Outcomes for 2014-15

Integrated Youth Offer actions aligned to the Single Integrated Plan Outcomes:

- Outcome 3:** Good Access and Mobility
- Outcome 4:** Peoples’ lives are not affected by alcohol and drug misuse
- Outcome 5:** Vulnerable families are supported
- Outcome 6:** People feel safe
- Outcome 8:** Access to practical and flexible learning

The IYO sets out a “shared vision” for how all parts of society – including statutory, voluntary, third and private sectors can work together in partnership, with a single goal, to support and improve outcomes for young people, particularly those who are most disadvantaged or vulnerable.
The following evidences the outcomes of the IYO subgroups during 2014-15

Measure of Success

SIP Performance Indicators:

- % of people aged 18-24yrs on Monmouthshire claiming JSA
- % children achieving KS4 L2T incl English/Welsh and Maths – FSM eligible
- Unemployed persons as a % of the Economically Active population aged 16-24yrs

Description/Objectives	Action	Lead person/agency	How Much/How Often	How Well?
<p>Outcome 1: Young People Maximise their potential</p> <p>1.1 Number of young people who engage in a recognised qualification/ award, employment or training.</p> <p>1.2 Number of young people who achieve a recognised qualification or award, employment or training</p> <p>1.3 Number of young people in self-directive informal learning experiences.</p>	<ul style="list-style-type: none"> • Engage young people in the traineeship programme • Reduce the number of young people in tier 1 • Reduce the number of young people claiming JSA • The Youth Offer Roadshow in Monmouth which the sub-group hosted. Identified a need for a 	<p>Employment and Learning Opportunities Sub-group</p>	<ul style="list-style-type: none"> • 12 young people engaged in the traineeship programme • From intervention of the Keeping in Touch Group from April 14 to August 14 the number of young people in tier 1 reduced from 11 to 6 • Weekly sessions of 21 hours per week • Multi- agency information sharing through monthly meetings. Lead Worker daily/weekly contact 	<ul style="list-style-type: none"> • Out of the 12 young people, 9 progressed into either further education or employment • 5 young people progressed into either education, training or employment • Significant reduction in youth unemployment in 18 -24 years. • In April 2014 the number of

	<p>'Job Centre' provision in the area. This was shared with the JCP Partnership Manager who agreed to explore.</p>		<ul style="list-style-type: none"> • Work of post 16 steering group which meet on a quarterly, sharing information and employment opportunities. • On 26th January 2015 the JCP Partnership Manager held a 'Job Fair' in Overmonnow Family Learning Centre to launch the digital Kiosk for claimants and a range of employers and providers were there to show case their opportunities. 	<p>young people claiming JSA was 330 and reduced to 205 in December 2014</p> <ul style="list-style-type: none"> • Approximately 25 young people aged 16 -24 years attended the event.
	<ul style="list-style-type: none"> • Carry out a mapping exercise to identify what volunteering opportunities available to young people across Monmouthshire. 	Volunteering Subgroup	<ul style="list-style-type: none"> • One off piece of work • All partners aware of MV programme and ensure young people register when carrying out volunteering work • Links to Welsh Bacallaureate in schools for volunteering section 	<ul style="list-style-type: none"> • Clear referral pathway through GAVO for MV; all partners able to register and update progress on volunteer • Introduction of a Volunteer Induction handbook used by all partners as model of good practice and consistency
	<ul style="list-style-type: none"> • Deliver workshops based on the young peoples 'risk factors' i.e. substance misuse, anti social behaviour, 	Targeted Youth Support Subgroup	<ul style="list-style-type: none"> • Weekly sessions for 2 hours per week. • The Positive Futures project is running a pilot and working 	<ul style="list-style-type: none"> • Early indications are very positive.

	<p>peer pressure etc. The young people also engage in a football / activity session that can lead to a Sport Leadership Qualification.</p> <ul style="list-style-type: none"> • Encourage young people with disabilities to access sport. 		<p>with 9 young people. The project delivers workshops based on the young peoples 'risk factors' i.e. substance misuse, anti-social behaviour, peer pressure etc. The young people also engage in a football / activity session that can lead to a Sport Leadership Qualification. Following the 1st April 2015 this service will be rolled out across the four town areas of Monmouthshire.</p> <ul style="list-style-type: none"> • All Leisure Centre staff are trained to ensure young people with disabilities are able to access sporting activities. • Posters / flyers are distributed to parents of young people with disabilities to ensure they are aware of the service available. • Equipment and specific sporting activities are available 	<ul style="list-style-type: none"> • 50 clubs provided • 272 participants under 11-16 accessing services across Monmouthshire
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			to ensure this happens i.e. wheelchair basketball.	
<p>Outcome 2: Young People manage their emotions and relationships effectively</p> <p>2.1 Number of young people referred for specialist support</p> <p>2.2 Number of young people who show an improvement in emotional wellbeing</p>	<ul style="list-style-type: none"> • Deliver workshops based on the young peoples 'risk factors' i.e. substance misuse, anti-social behaviour, peer pressure etc. • Help young people manage their anger • Enable quicker response time to dealing with young people in crisis 	Targeted Youth Support Subgroup	<ul style="list-style-type: none"> • Weekly sessions for 2 hours per week • Positive Futures project delivers workshops depending on the needs of the group i.e. peer pressure, substance misuse, acceptable and unacceptable behaviour • A reducing Anger day was held for 10 young people who find it difficult to manage their anger (hosted by the Youth Service) • Clear Referral process for all partners to aid quicker response time to dealing with young people in crisis 	<ul style="list-style-type: none"> • 9 young people engaged. • Early indications are that feedback so far is very positive. • Positive feedback received – data available from the Youth Service on request • Referrals received into Counselling; Choices; Housing; ABHB- Data available on request

<p>Outcome 3: Young People have access to effective support</p> <p>3.1. Number of young people who have access to effective support</p> <p>3.2 Number of young people who show a reduction in need after intervention.</p> <p>3.3 Number of young people entering and re-entering the criminal justice system</p>	<ul style="list-style-type: none"> • Tailored Future sessions delivered to the group's with identified need. • Host a LGBT support group regularly throughout the county. • LGBT training delivered to partner agencies across the County to raise awareness of the issues facing the LGBT community. • Deliver presentations to school assemblies to raise awareness of LGBT and empower young people. 	<p>Targeted Youth Support Subgroup</p>	<ul style="list-style-type: none"> • Weekly sessions for 2 hours per week • Meeting held monthly across Monmouthshire • Programmed and advertised through the IYO to partners <p>Ongoing:</p> <ul style="list-style-type: none"> • 6 presentations have taken place within comprehensive schools to year 10 and 11 (approx. 600 young people and staff) 	<ul style="list-style-type: none"> • 9 young people engaged. Early indication are that feedback so far is very positive. • 15 young people attend every month • 60 people attended training to date. Very positive feedback from users – data available from Youth Service. • Presentations to school assemblies have taken place to raise awareness and empower young people facing these issues to seek support.
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	<ul style="list-style-type: none"> • Prevention Service Packages delivered depending on need. • JAFF/TAF services – responsible for co-ordinating agencies to ensure young people and families receive appropriate support. • Deliver a “raising awareness” session to Senior Managers of SSD. 		<p>Ongoing:</p> <ul style="list-style-type: none"> • Prevention Service – interventions available to young people who are showing signs of offending behaviour through tailored intervention. • Two projects running concurrently in Caldicot and Chepstow engaging young people in planned diversionary activities • Referrals to JAFF/TAF are made when need is identified • Young people referred through targeted sub group • Sub group members attend some TAF meetings <p>One planned session delivered:</p> <ul style="list-style-type: none"> • A raising awareness session was delivered by Monmouthshire Housing to Senior Managers of SSD to enable better communication links between housing providers and SSD services. 	<p>Referrals made Prevention: 9 Restorative Justice: 45 Completed successfully Prevention: 7 Restorative Justice: 45</p> <ul style="list-style-type: none"> • Staff are better informed and this will enable better planning of services for the future based on potential need.
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	<ul style="list-style-type: none"> • Deliver the Way Into Work programme. 	<p>Employment and Learning Opportunities Sub-group</p>	<ul style="list-style-type: none"> • 6 week course of daily support and provision • 33 young people aged 18 -24 years access effective support through the Way into Work Programme • Varied hours of support and provision on a daily and weekly basis 	<ul style="list-style-type: none"> • 9 entered into employment and have come off JSA – Job Seeker Allowance. The remaining 24 are still engaged in provision or independent job search with support from Post 16 Worker on request. • 35 young people who have engaged and completed in the Traineeship or Way into Work programme show a reduction in need. • Young people leave programmes up skilled and on an agreed pathway
<p>Outcome 4: Young People are consulted & listened to about issues that affect them</p> <p>4.1. Number of young people who have their voice heard through appropriate mechanisms.</p> <p>4.2. Number of young people who feel we have listened and responded to their</p>	<ul style="list-style-type: none"> • Established Engage 2 Change (E2C) Youth Council for Monmouthshire • Support LAC young people to set up forum • Set 4 youth forums up across authority in 	<p>Young People’s Voice Subgroup</p>	<ul style="list-style-type: none"> • E2C meet monthly to work on their priorities for the year • Youth forums meet monthly and feed into E2C. • Working across partners in MCC to establish reasons why LAC young people do not attend youth provisions and establish what can be done to enable them to attend. 	<ul style="list-style-type: none"> • Hosted event in Shire Hall in early 2014 to advise young people on the budget mandates for MCC – 60 young people attended and received feedback on the event • 12 new members have joined E2C from being at local forums

<p>views 4.3 Number of young people who feel it was easy to take part in the engagement process</p>	<p>youth centres</p> <ul style="list-style-type: none"> • Support the LAC Safeguarding Survey • Conduct bi-annual Safeguarding survey for LSCB on how safe young people feel 		<ul style="list-style-type: none"> • Annual survey in July 2014 with 41 young people • Annual Safeguarding Survey conducted in March 2015 	<ul style="list-style-type: none"> • Survey highlighted that LAC young people are not confident in attending youth provisions across the county • 1200 young people took part; results analysed and reported to LSCB for further action.
<ul style="list-style-type: none"> • Hold consultation road shows with young peoples across the 4 main towns in Monmouthshire • Hold topic specific consultations across the 4 main towns in Monmouthshire focussing on: <ul style="list-style-type: none"> - More accessible coffee shops for young people - Accessible cinema and fair pricing - Youth shelters in open spaces. 	<p>Youth and Community Development Subgroup</p>	<ul style="list-style-type: none"> • Hosted 5 sessions across county in June 2014 • Coffee shops being piloted through youth service in Abergavenny and Monmouth held in youth centres Jan-March 2015 • Mobile cinema has been held in Caldicot for 60 young people. This will now roll out across county. • Meetings have taken place with head of Recreational services regarding the youth shelters to discuss design and costings to be shared with young people 	<ul style="list-style-type: none"> • 480 young people took part across the week. • Intelligence gathered provided and informed work programme for 2015 • The 72 Young people who took part in the consultations were happy to engage with staff and informed decisions/suggestions and enabled young people to contribute to their society and have a voice 	

	<ul style="list-style-type: none"> Establish a LGBT group for young people 	Targeted Youth Support Subgroup	<ul style="list-style-type: none"> Monthly meetings set up in safe, central location for young people. 15 attending monthly 	<ul style="list-style-type: none"> Group have been meeting for a year and young people are reporting growing in confidence; knowledge.
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3.2 Trends

The Single Integrated Plan Performance Framework give an indication of the direction of travel with regards to our collective priorities. It is useful overview of how we are performing and in some cases can show the trends emerging from 12 months of data.

Broad analysis tells us the following:

- We are moving in the right direction in priority areas such as employability, volunteering, specialist and diversionary work and involvement in decision making.
- We are increasing the number of young people engaged in youth support services in Monmouthshire.
- We are showing an increase in the number of young people accessing specialist, diversionary and targeted services across Monmouthshire.
- We are managing to sustain a good level of engagement with young people in the face of budget pressures and reduced capacity.
- We are increasing the opportunities available for young people to be involved in local decision making and ensuring their voices are heard.
- The number of young people achieving recognition for their learning through accreditation and who are volunteering continues to increase.
- Transport continues to be a challenge for our young people in Monmouthshire in particularly in rural areas.

Actions

We will use this data and collation of outcomes as part of our annual self-evaluation and agree the improvements to be made to address the areas where we think performance has dipped below anticipated levels.

Improvements will include:

- Ensuring consistent reporting through the IYO meetings by each sub group
- Agree key outcomes with each sub group
- Continue to share localised data with all partners involved in IYO in order to contribute to discussions about improving services

4. Case Study – Specialist Targeted Work

Positive Futures

Positive Futures is a Sports based social inclusion programme targeting ‘the most at risk young people’ across Gwent. In Monmouthshire this programme is being managed and delivered by Monmouthshire Sports Development in partnership with Monmouthshire Youth Services and the Youth Offending Service who make up a Targeted Support Group within Monmouthshire’s Integrated Youth Offer Group.

Positive Futures aims to offer positive alternatives to substance misuse and anti-social behavior through sports and activities and hopes to create safer and more inclusive communities by building a culture of respect, increasing youth volunteering and providing quality access to services for young people in their communities.

The Monmouthshire pilot targeted a group of young people who have been involved with Anti-Social Behavior Offences (ASBO) or Crime. Through the use of educative workshops and sport activities, the sessions aim to educate and raise their awareness of the consequences of their actions and the affect said actions have on themselves and others.

Workshops included Effects of Cannabis, Effects of Alcohol, Sexual Health and Sports Leadership. Following the workshops the group have the opportunity to participate in sports and on Friday 27th February they lead an inter primary school football festival by organizing the fixtures, time keeping and refereeing the games.

Since being involved in the Positive Futures project, none of the young people have had any police related incidents in the community, and 7 of the 8 young people have successfully reduced their school behavioral incident ratings.

Following the successful pilot in Chepstow we are currently working in Mounton House School in Chepstow and King Henry in Abergavenny. In the 2015/16 academic year we will be working with the Pupil Referral Service, Caldicot and Monmouth Secondary Schools.



Case Study – Specialist Targeted Work

LGBT+ Group Assemblies

The Monmouthshire Lesbian, Gay, Bisexual and Transgender + group (LGBT+) has been established for the last 12 months. This group enables young people of all sexualities to come together in a safe and supported way with specialist staff. The group has grown in size over the year from 4 to 15 members. Many of these young people experience social isolation as well as dealing with their own emotional journey.

As the group has grown, member's confidence has increased. The LGBT+ group members decided that a proactive way to reach other young people and highlight the existence of the group, the support it offers, and to reduce Homophobic bullying would be to present assemblies to year groups 10 & 11 at all comprehensive schools in Monmouthshire.

The group approached the appropriate members of staff initially in 2 of the schools who organised the timetables of the assemblies, to ask if we could attend and talk about the year group around LGBT+ and homophobic bullying.

3 members of the LGBT+ group along with support staff delivered 6 assemblies in total over a term, reaching 600 young people to date.

The assembly includes digital stories of some of the members of the group and also a parent's story of one of our transgender members; this is played at the beginning and the end of the assembly when each member has finished telling their story and journey to date.

The feedback from staff and pupils at the 2 schools we have currently presented assemblies in has been overwhelming positive

Some quotes we have received from young people and teaching staff after the assemblies:-

"This is the best assembly we have ever had" Yr 11 pupil

"Please will you come next year and do this again for the next yr 10's?" Yr 10 Head

"OMG I didn't realise this group existed, I am going to join" Yr 11 Gay pupil.

"Well done all of you, we will put up the posters all around the school" Pastoral Head

We are continuing to present assemblies throughout this next year and the group has been asked by the founder of "Umbrella Gwent", to join him in rolling this message out in the other authorities in our consortium.

Case Study – Employability and Learning Intervention

Within the past 12 months the Employability and Learning Sub group have worked with a number of partners from co-delivery, sub-contracting, placement proving, guest speaking, to networking and information sharing. Some of these include Torfaen Training; Department of Work and Pensions; Careers Wales; Job Centre Plus; Private Sector / local businesses; SOLAS; MCC various departments; Monmouthshire and Torfaen Youth Offending Service; Gwent Police and schools within Monmouthshire.

The evidential impact of the work carried out by the Employability and Learning Sub group is highlighted at information networking meetings. Members of the group have contributed to the reduction in the number of NEET young people in Monmouthshire (now sitting at 1.7%) and a shift in the number of young people sitting in Tier 1 (unknown) of the Careers Wales tier system. Caseloads are monitored at monthly meetings with individual services are responsible for locating and engaging the young people in all 5 Tiers. The group have also contributed to the reduction of 18 – 24 year olds in receipt of JSA. (Job Seekers Allowance). Monmouthshire has 220 young people claiming JSA, that's 3.4% of the population below the Welsh Average of 4.4%

Soft outcomes – the young people's confidence within their work has improved alongside their motivation, and the young people have a higher ability to work within a team and individually. The young people feel focused and have direction. Often the young people's family relationships have improved. The young people worked with have received qualifications such as Wider Key Skills, Literacy & Numeracy, Level 2 Health & Safety, and in some cases, employment.

FEEDBACK FROM A YOUNG PERSON WHO HAS ENGAGE IN AN EMPLOYABILITY COURSE:-

“ NOW I FEEL SO CONFIDENT IN APPLYING FOR JOBS AND INTERVIEWS, I THINK THAT I HAVE COME SO FAR SINCE THE COURSE, ITS HELPED ME PERSONALLY AS WELL WITH MEETING LOTS OF NEW PEOPLE AND MY CONFIDENCE IN GETTING WHAT I WANT IN LIFE!”

“ MY BEST PERSONAL ACHIEVEMENT IS THAT I HAVE A JOB NOW! I DIDN'T FIND THE JOB BY THE END OF THE COURSE BUT WHEN YOU FINISH THOSE 6 WEEKS NOTHING LEAVES YOU, WHEN YOU LEAVE THE COURSE YOU FEEL SO MUCH MORE CONFIDENT WITH APPLYING AND GOING OUT THERE AND FINDING WHAT YOU WANT!! “

“OVERALL SUMMARY OF THE COURSE JUST ONE WORD - FANTASTIC!!

WE ALL HAVE COME SO FAR SINCE THE COURSE, AND I WOULD SUGGEST THE COURSE TO ANYBODY!! IF YOU GET OFFERED THE COURSE WELL YOU'RE REALLY LUCKY TO BE ON THERE, IF YOU'RE NOT ON THE COURSE - WELL GET ON IT!! SINCE CLAIMING JSA IT HAS BEEN THE BEST AND MOST INTERESTING 6 WEEKS I HAVE HAD!! THANK YOU FOR THIS OPPORTUNITY - I AM NOW A WORKING CLASS CITIZEN AND THAT'S DOWN TO THE WAY INTO WORK.”

The sub group will continue providing support for NEETS within Monmouthshire. We will strive to secure positive outcomes for young people into further education/employment/training. We will recruit more NEET young people onto traineeship programmes to continue decreasing NEET figures within Monmouthshire. To improve services across Monmouthshire we are looking at wider avenues of support for Tier 2s and to offer a wider range of qualifications for NEET young people to increase their opportunities for further education/employment/training.

Case Study – Young People’s Engagement

Engage to Change Youth Council (E2C) is a forum for young people looking to influence decision making and to change things in Monmouthshire. Through the Youth Council young people can raise awareness of wider issues such as transport; access to services and personal safety and have an influence on local decision making.

The aim of the Youth Council is to take an active and influential role in local decision making and help develop local services which are responsive to the needs of young people. In doing so the Youth Council can have an impact on the wider community and influence policy and practice.

The impact on the Youth Council members themselves has led to them becoming more confident, skilled and active community members.

One event supported during the last 12 months has been to attend the Gwent Police and Crime Commissioners youth forum. This forum was set up to engage with young people in Gwent to ensure they have a voice on local policing matters and to build confidence and trust in local policing. The meetings are held quarterly in rotation at the five Local Authorities. A delegation of young people from Monmouthshire joined other youth forums across Gwent in attending the annual PCC’s residential in February 2015. The event was held in Shropshire at Condover Hall for 3 days. Gwent youth forum had met on previous occasions during 2014 prior to the residential to identify key matters to young people to influence the agenda for the residential. The main focus for the residential was to:

- Gather evidence and viewpoints of young people on the validity of PSE Lessons in Welsh schools and to share findings with Welsh Government.
- Gather evidence and viewpoints to share findings with the Chief Constable for Gwent Police on young people’s perceptions of Gwent Police, their real life experiences and interaction with the police in their local communities

Overall the young people had a fantastic time, made lots of new friends and felt issues raised were listened to and duly taken forward. The information that was collected was passed onto the Police and Crime Commissioner and used in the meeting held at Caerphilly in March 2015.

Monmouthshire Youth Service is hosting the next PCC meeting in September 2015 and will be sure to revisit some of the work highlighted on the residential to see what progress has been made around the issues raised by the young people.

Case Study – Volunteering

Volunteering experience of Kirsty, 15 years old from Caldicot

I have been volunteering for over two years now in two different placements. One is a children's club and the other is as a member of the Youth Council and it's been just fantastic. I have so much more confidence with children, I've learned organisational skills, have developed leadership qualities and have many transferable skills to help me with future employment opportunities that I would never have had without volunteering.

It's so rewarding to see the children's confidence and abilities grow as they get more involved in activities and to know that I've helped make that happen. I've always enjoyed meeting new people which this has allowed me to do and seeing the children having a good time is all the motivation I need to keep on being involved.

Volunteering was first mentioned in school and then having to do so many hours as part of my Duke of Edinburgh has led into a greater involvement in volunteering – not only have I increased my volunteering contribution but I've actually persuaded some of my friends to give it a go and now they really enjoy participating too!!

I've already had so much opportunity through what I do to learn skills and have experiences that I know will help in future such as attending meetings and functions, hosting cross-county events, met influential people within the community and been able to give feedback from a young person's perspective on issues. I also organise activities for the club like football or cricket or baking cookies etc. and I've been part of a team that have won awards of recognition for our volunteering which was really good but the best thing is seeing others enjoy taking part in things I've helped make possible.

Quote *"I love volunteering. I love meeting new people, learning new things and knowing I'm a part of providing something that brings happiness and enjoyment to others as well as helping young people have a voice. I've already been volunteering for almost three years and don't intend to stop anytime soon I'm having too much fun and learning too many new skills!!"*



Lucy



Kirsty

Volunteering experience of Lucy, 24 years old from Monmouth

I was lucky enough to be accepted onto a Vi-ability Volunteering Abroad project which gave me a month in India teaching English and sports to over 77 boys at a school there in February of 2015. I heard about the opportunity through signing up to receive emails from GAVO Volunteering (Gwent Association of Voluntary Organisations) and applied for this all expenses paid opportunity.

I was considering a career working with children and was keen to get some experience and develop my skills and being a part of this volunteering opportunity has helped me make up mind that this is definitely what I want to do now. I had the most incredible time and you can click on this link to view my blog and read my day-by-day account of my time there. [Vi-Ability India — Lucy Humble - week 5 Indian Adventure](#)

Quote *"I had such an amazing experience and met some truly beautiful people. India was an amazingly inspiring place. I hope my experiences will help inspire other young people to volunteer and support both local communities and those through travel."*

5. Feedback directly from young people accessing Youth Support Services

"My life has changed so much since I started volunteering – I find it so much easier to meet people and speak with them and I continue to learn skills that will help me in future as well as learning things about myself, like having more confidence in my abilities" Harry

'I've gone from having no motivation to becoming motivated; unconfident to confident; feeling like everything's impossible to believing everything is possible and from negative to positive.'
Josh

'I found that the radiate project was very good and helped me to want to go out and find a full time job. It was very educational, and made me aware of what a full time job was like and I liked meeting new people and communicating with the clients. We also learned how to work as a team and work to a schedule.' Bradley

"Before coming I was in a dark place without much hope, but now I feel there are options open to me and I'm not so stuck in quick sand" Annon

"Everyone treated me with respect and I didn't get patronised. Thought the process was really good and I was pleased with the outcome". Anon

E2C has had a massive impact on me. It has helped me not to be scared to say your own opinion. It has also given me great opportunities such as the "Your Future Your Way" event and Funkydragon.' Marcus

'The young carers project makes me feel less alone when times feel hard'. CR

'They helped me to sort things out with my mum and realise how alcohol was affecting my life in a bad way' Annon

6. Priorities for 2015-16

The next twelve months will see the Integrated Youth Offer group and sub groups focusing on the following priorities:

- Critically examine funding and commissioning of Youth Support Services across Monmouthshire. Having this data will also 'thinking ahead' and enabling of protection of services for young people; create more joined up working; where projects are ending that clear exit strategies are in place and where possible source and secure external funding to provide services to young people.
- To maintain quarterly monitoring and scrutiny of subgroup work programmes ensuring that we are meeting the Performance Indicators of the Single Integrated Plan.
- To ensure all services that provide opportunities to young people do so through Safeguarding procedure and protocols.
- To sustain membership of the IYO and stimulate momentum – all youth support service are accountable to the Local Service Board and ensuring robust, fit for purpose services are made available to the young people of Monmouthshire.
- To continue to develop 'community projects' in areas where specialist targeted projects can support young people in particularly around issues of anti-social behaviour; criminal activity and bullying.
- Raising awareness, developing new and strengthening existing services available to those most vulnerable young people, and those within the protected characteristics.
- To increase volunteering opportunities for young people across Monmouthshire, and to ensure they are treated with respect, valued and appreciated and given appropriate support and training.
- Continue to contribute towards the increase in attainment and attendance of those in Key Stages 3, 4 and 5 across Monmouthshire and to continue providing services that decrease NEET figures.
- To map current transport available to young people after school hours; to identify gaps in service provision and work towards improving opportunities and services to enable young people to access youth support services across Monmouthshire.

7. Key Contact for Integrated Youth Offer Group

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Safeguarding Report Card and Performance Information September 2015

1. Purpose

- To present information about safeguarding in a way that provides a line of sight between our activities and our outcomes.
- To provide and analyse quantitative and qualitative information in a way that will enable us to evaluate the progress we are making against some key areas of safeguarding activity.
- To use a comprehensive range of performance information - from a broad base of safeguarding activity to more specific information regarding child protection case work - to help us evaluate the central questions:
Are all children and young people in Monmouthshire as safe as they can be?
Are vulnerable children in Monmouthshire protected from harm and abuse?

2. Background Information

The report should be read in conjunction with the Service Improvement Plan (SIP) for Safeguarding 2015/16 and the Strategic Report for Safeguarding September 2015. Its purpose is to offer a 'whole system' perspective into how we meet our responsibilities for keeping children safe and to analyse the impact of our performance information. It is **not** a report card on the performance and impact of Children's Services; however, there are links, and where relevant key performance indicators from within Children's Services are highlighted in green. Further detail about how Children's Service contribute to the safeguarding system is to be found in the Children's Services SIP.

3. Key Messages From Performance Information

- On track to achieve 100% of completed SAFEs from within the LA
- Over 2000 individuals trained at level 1 by the safeguarding unit alone – many more are being trained via cascade trainers.
- Exception reporting for safe recruitment processes, and the implementation of safe recruitment training, is driving up awareness and standards
- Slight upward trend in numbers of professional concerns being referred in (indicating good awareness of the regional arrangements for managing professional concerns)
- Neglect is the predominant category over Emotional Abuse, which is a change in pattern for Monmouthshire after several years

- Continuation of downward trend in children on the register for longer than 15 months but an increase in re-registrations possibly correlated to the increased registrations for neglect
- Adolescents, particularly those with complex risks, are prevalent within child protection and preventative services

4. Next Steps

- Strengthen the quality assurance process for grant-funded, commissioned and contracted services in preparation for year 2 of the SAFE
- Complete level 1 training needs analysis across all directorates and build further capacity for directorates to be 'self-sufficient' in meeting their level 1 training needs
- Develop the role of safe recruitment champions in each directorate and ensure all recruitment managers attend safe recruitment training
- Increase take up of level 2 plus training through the SEWSCB
- Continue to raise awareness of key practice messages in working with children at risk of neglect and their families
- Continue to develop services in meeting the needs of adolescents with complex risks

5. Priority Areas and Performance Information

i) Safeguarding Audits

Why we focus on this: All settings and services operating within Monmouthshire are asked to self-assess against safeguarding standards set out in the SAFE (Safeguarding Assessment Framework for Evaluation) and to make improvements where these are required.

The impact of this is that it ensures that safe systems and practices are in place across the authority and that all services are operating in ways which promote the welfare and safety of children. The assessment process exposes potential gaps so that these can be addressed. The conversations that happen as a result create pathways for open communication about individual children of concern.

The SAFE is implemented over a 2 year rolling programme.

Performance Information:

Outcomes from first implementation (April 2013 – March 2015)

In the **first year** there was 100% compliance in terms of completing the assessment from settings and services within the authority. The process facilitated much closer

links between safeguarding and individual service areas with an increased understanding of strengths and weaknesses. We were then able to focus resources and attention onto settings that required more support from a developmental perspective. However, it is an on-going process.

In the **second year**, progress was made in terms of undertaking assessments with organisations that do not fall directly under the auspices of the authority (Families First / WAIMON / SOLAS) and demonstrates the local authority's commitment to forging lines of accountability for safeguarding across the authority. However, what we learned is that connecting with these services requires a different approach and that numbers can sometimes underplay the benefit that is to be gained through building the links and opening the dialogue.

During the second implementation (April 2015 – March 2017) our aim is to:

- Increase and improve our quality assurance arrangements for safeguarding within commissioned, contracted and grant funded organisations.
- Continue to work with GAVO to ensure good safeguarding practice within voluntary organisations operating within our area.

The 2nd implementation of the SAFE commenced in April 2015.

Following the first implementation, revisions to the SAFE have made it a more live 'safeguarding health check' – something that is not just relevant on the date of completion, but that is integrated into staff and governing body meetings under the safeguarding agenda item. The revised SAFE requires settings to record and report on training needs in more detail; and the Designated Officer is asked to provide specific input regarding safeguarding activity. This is aimed to enable settings to monitor and develop safeguarding practice in a more dynamic way, underpinning the message that safeguarding is everyone's responsibility.

April 2015 – March 2015 Target: All settings and service areas that have contact with children, young people and their families and operate directly under the Local Authority

April 2016 – March 2017 Target: All settings and services that have contact with children, young people and their families and i) are grant funded or commissioned by the Local Authority ii) are voluntary or third sector services operating within the borders of Monmouthshire.

2nd Implementation Year 1: Services that fall directly under the Local Authority			
Month to issue	Setting / Service area	Numbers of audits expected and returned	Progress / Comment
April (2015)	Primary	30/ 31	Final SAFE expected
May	Secondary Schools	4/6	Final 2 SAFEs expected
June	Maintained Early Years settings and	29	SAFEs issued
July	FLYING START	1	
August	PTU Highways	1	
Sept	Youth Service	1	
Oct	Leisure Centres and Outdoor Education	4	
Nov	Family Learning and Community Education	2	
Dec	Libraries and museums	-	Need to confirm numbers

Impact and Analysis

What the Audits Have Told Us So Far (2015)	What We have Done
<ul style="list-style-type: none"> Regional guidance and statutory guidance for professional allegations is not always referenced within school safeguarding documents Work needs to be completed in schools to evaluate the impact of safeguarding training on practice Not everyone who needs to has accessed safe recruitment training Designated officers do not fully understand their role Safeguarding training for school governors is not accessed by all Arrangements for early intervention and preventative services are not fully understood Reports from designated officers can identify where practice has improved and where settings can develop further 	<ul style="list-style-type: none"> Highlighted guidance and procedures to all settings; and involved schools in the WG revision of Keeping Learners Safe Given guidance to help organisations develop their child protection operational procedures Trained designated officers to deliver training within their own settings Continued to train (approx 400 individuals April - Sept 15) in basic awareness training some of which is tailored individually Provided group supervision for designated officers of secondary schools in MCC Planning with TAFF to increase awareness of arrangements for early intervention, particularly regarding younger age groups

	<ul style="list-style-type: none"> • Provided additional links and access to SEWSCB information and training courses • Provided additional support for settings dealing with complex safeguarding concerns • Liaised with EAS regarding record keeping and the exchange of information regarding arrangements for governor's training and set further dates • Explored a proposal for bespoke training for COGs and safeguarding governors.
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ii) Child Protection and Safeguarding Training

Why we focus on this: We aim to ensure that in Monmouthshire all workers and volunteers in contact with children and families are trained and confident in understanding their roles and responsibilities in respect of safeguarding including a good understanding of the importance of information sharing and inter-agency working.

Performance Information:

Level 1 training provides information about basic recognition of signs and symptoms with an emphasis on the importance of reporting concerns, sharing information and being aware of operational policies within individual service areas. All staff in contact with children and their families need to be trained at level 1.

In 2013/14 **818** individuals were trained at level 1 predominantly staff based within schools and / or staff within the Children and Young People's (CYP) directorate.

In 2014/15 **730** individuals were trained at level 1 with more than half of these **non-school based staff**.

April – Sept 2015 **406** individuals were trained at level 1 with more than half of these non-school based staff.

34 designated officers are now trained to deliver level 1 training within their own settings.

Level 2: Under MCC Safeguarding and Child Protection Policy Designated Officers require level 2 training which provides a more in-depth knowledge of child protection including making referrals and the statutory process.

2014/15 **105** designated officers were trained at level 2.

Level 2 figures for 2015 – 2016 are not yet available.

All designated and deputy designated officers in school settings are trained at level 2

Level 2 courses are accessed via regional arrangements with an additional two courses per year organised by the Monmouthshire safeguarding unit. This is sufficient to meet training needs at level 2.

The courses are consistently well-evaluated in terms of meeting the learning needs of candidates. The most common feedback received has been that professionals feel more confident in the multi-agency arrangements to safeguard children at each stage including being able to contribute at child protection conferences.

Level 3: level 3 and above courses cover specific aspects of child protection in more depth and includes courses on Neglect, Working with Child Sexual Exploitation, Child Protection Planning and Early Infant Mental Health. Designated officers and those working directly with child protection services are encouraged to attend for their on-going professional development. Course are accessed predominantly through the regional SEWSCB, however, where specific training needs are identified the safeguarding unit has been able to run additional courses.

In 2014/15 **27** individuals from a range of agencies were trained in child protection planning and **50** individuals attended the annual safeguarding conference (November 2015)

The data indicates that access to level 3 courses regionally within Monmouthshire is comparatively lower than the other authorities.

Level 3 figures for 2015 – 2016 are not yet available.

Impact Analysis and Outcomes:

A comprehensive time-table of level 1, level 2 and level 3 training is in place.

Further work is required to understand the profile and needs of Monmouthshire workers accessing level 3 and above courses.

The 34 trainers that have been trained to deliver Level 1 across MCC need to operate so that each directorate can evidence that it is self-sufficient and can sustain its level 1 training needs into the future. The way that directorates analyse training needs, record, monitor and report level 1 training is not consistently in place. Resources within the safeguarding unit need to be re-aligned to focus more on providing support to trainers and to quality assurance the training that is being delivered.

The SAFE process has identified other groups of professionals who require Level 1 and training has been delivered to these groups. Examples of these groups are MCC PTU drivers and MCC licensed officers; Gwent Music; Kerbcraft volunteers; Young Carers Project; SRS service; MCC volunteers.

It is known that the current MCC workforce is 4,200; however, work is needed to ensure that we risk assess and target our level 1 resources appropriately. Evidence from the WAO survey found that 95% of individuals responded positively to the question: 'I know what to do if I have concerns about the safety and well-being of a child'. However, we need to confirm and test this further.

iii) Safe Recruitment

Why we focus on this: We aim to ensure that individuals employed to work in regulated activity posts are safe and suitable, and do not pose a risk to children or young people.

Performance Information:

To date 50 recruiting managers have attended Monmouthshire's Safe Recruitment training session, 20 from within schools and 30 from within Leisure.

An audit of the cohort of new starters into regulated activity posts during the period revealed that 220 / 223 followed the correct procedure for reporting the DBS certification status to People's Services; the recruiting managers for 3 individuals needed additional follow up from People's Services to ensure that all the required checks were in place.

Impact Analysis and Outcomes:

The Safe Recruitment training has commenced and there is a plan in place to extend this across all directorates on an annual basis, including Governors.

There are checks and audits in place via People's Services to ensure safe recruitment is followed and a mechanism in place via exception reports to address any gaps identified.

iv) Professional Allegations and Concerns

Why we focus on this: Ensuring that staff and volunteers are suitable and child focussed is one of the cornerstones of safeguarding. We need to be assured that any professional allegation or concern is referred, investigated and responded to effectively on a multi-agency basis. This ensures that children and young people accessing services are protected from any individuals who may pose a risk. Similarly

it ensures that any themes, trends or issues that might compromise the safety of children at an organisational level are recognised and responded to.

Performance Information:

From 1st April 2015 to Sept 2015 there have been 20 new incidents of professional allegations involving 23 individual workers. This compares with 27 incidents from the previous year indicating that the referral rate for professional allegations has gone up slightly.

Of the 23 individuals 11 concerns were referred because of incidents within the workplace and 12 because of child protection concerns arising within their own family / personal context.

An additional 7 cases referred into safeguarding were deemed not to meet the statutory threshold and were managed as a conduct issue with joint working between the employers, employee services and safeguarding.

During this period 16 cases have concluded including 3 cases from the previous period. In 10/16 **cases the risks were substantiated**: 4 individuals were managed via an internal disciplinary; 4 were provided with additional support and supervision to undertake their work in accordance with appropriate safeguarding; 2 individuals were dismissed and referred to DBS.

8 cases currently remain open (1 from a previous period): 4 for further inquiries to be made within the police; 3 awaiting the outcome of an internal disciplinary process and 1 awaiting further decisions.

Breakdown of worker designation and allegation reason

Designation	Number
Residential Manager	1
Residential Worker	2
Care Worker	3
Driver	3
Foster carer	4
Health Practitioner	3
Other	1
Nursery worker	1
Social Worker	1
Youth Worker	1
Teacher / TA	3
	23

Allegation Reason (Work Place)	Number
Physical Assault	4
Physical / Emotional Abuse	2
Sexualised Behaviour / Professional Boundaries	4
Neglect	1
Allegation Reason (Family)	
Physical / Emotional Abuse	5
Emotional Abuse	1
Neglect	3
Sexual Assault / Sexualised behaviour	3
	23

Impact Analysis and Outcomes:

The professional allegation process identified 10 risky individuals and ensured that the risks they posed were minimised. In terms of impact this means that:

- Children and young people accessing services in Monmouthshire are protected from unsuitable/ unsafe individuals;
- Children, young people and their parents / carers can be assured that where concerns are expressed they will be taken seriously and investigated;
- Employers and governors can be assured that they will be provided with advice and support in a multi-agency context to ensure that they act in accordance with their statutory responsibilities and maintain a safe workforce.

The pattern of referral for professional issues demonstrates a wide breadth of referral sources and reasons indicating that the statutory process is widely understood and implemented. Equally the link between professional / personal conduct and the need to share information of this nature within a wider safeguarding context is being recognised. However, outcomes from the SAFE indicate that there is still work to be done to raise awareness regarding the statutory process for managing professional allegations.

The development of the role of the LOSIE is demonstrated with evidence of conduct issues being referred (where there is an element of safeguarding). This provides the opportunity both to 'test' threshold and ensure that a safeguarding perspective can be brought to bear on any internal disciplinary process / investigation.

Patterns of referrals and child protection registrations

Why we focus on this: Within a 'safe system' we need to be assured that **where individual children are at risk the system reacts appropriately to refer, investigate and respond to concerns as they arise**. We also need to be able to use referral information as a springboard for analysis and further inquiry as part of our on-going planning and development work.

Performance Information:

During April 2014 – March 2015 **71** cases (101 children) were referred to coordinated early intervention services through JAFF (Joint Assessment Family Framework), 59 cases of which went on to have a family plan of intervention (TAF). The majority were referred through education (58%). 5 of these cases went on to be referred to social services because the concerns about the family escalated. 7 cases closed due to positive progress being made within the family.

During 1st April – 30th September, Children's Services received 1,843 contacts of which we made a decision that 163 of these would become referrals, that is they required further action rather than being noted or resulting in information or advice. The contact was reviewed by a manager and a decision made within 1 working day on how to proceed (SCC/006) for 97.5% of all contacts into children's services.

17.2% (28/163) of the referrals were re-referrals within 1 year of the original (SCC/010) which is an appropriate level comparatively with other authorities.

Chart 1 Numbers and Progression for Contacts into Children's Services



The majority of referrals have been received from the police (27%), health (14%) and education workers (12%). This is broadly in keeping with previous periods; the drop

in referrals from education could be a result of the summer holidays falling in this period. (Figures for 2014 – 2015 Education 24%, police 21%, health 11%).

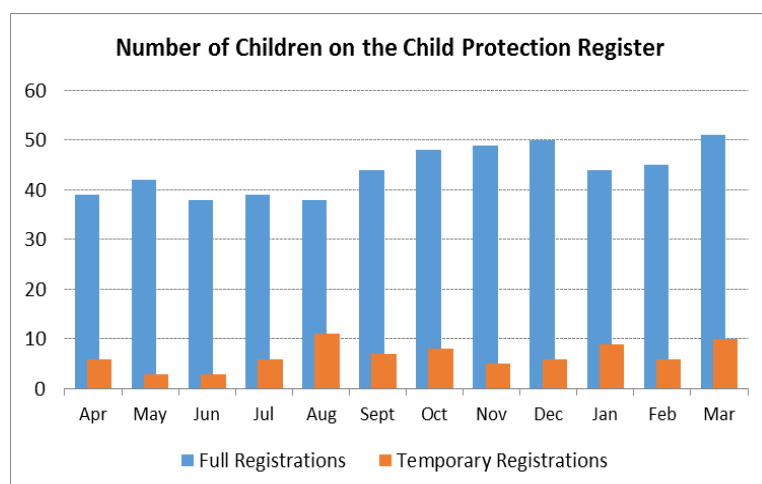
Substance or alcohol misuse is the most commonly observed issue affecting parenting capacity within Monmouthshire, present in 31% of cases (Source: CIN Census 2013/14). The second most common parenting issue within Monmouthshire is domestic abuse. **Substance misuse and domestic abuse** are recognised as the key issues impacting on parental capacity in Monmouthshire. (CIN census for 2014/15 not yet available).

From the 163 referrals generated, 98 of these referrals led to initial strategy discussions being held (concerning 84 children) and initial child protection conferences were convened for **42** children. The decision in 39 cases was to register the child. 100% of children on the register have an allocated social worker (SCC/013a). The percentage of initial child protection conference held within 15 days of the strategy discussion was 90.5% (SCC/014) still slightly short of the target of 93.2%. This is an increase from 75.0% last year, which saw Monmouthshire one of the poorer performers in Wales. The timeliness of child protection processes was identified as an area for improvement this year.

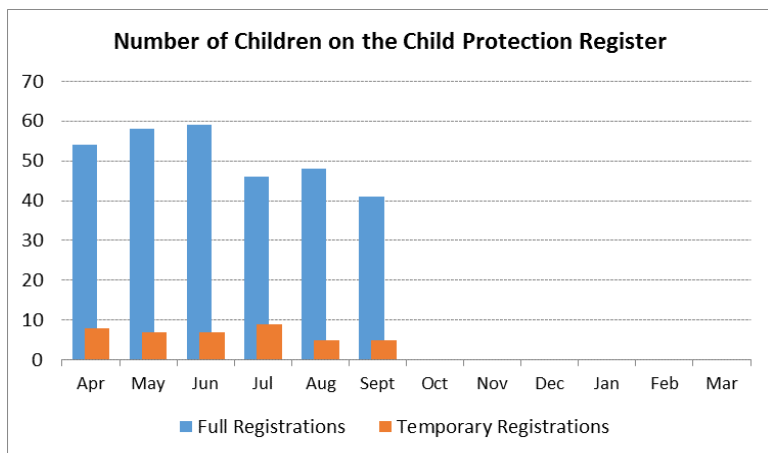
At the end of the period 41 children are registered on the Child Protection Register with an additional 5 under temporary registration. There has been a decrease in numbers of children registered during the period with 5 large sibling groups being de-registered. The numbers of children on the register in the last 2 years is showing no marked trend.

Numbers of Children on the Register

2014 - 2015

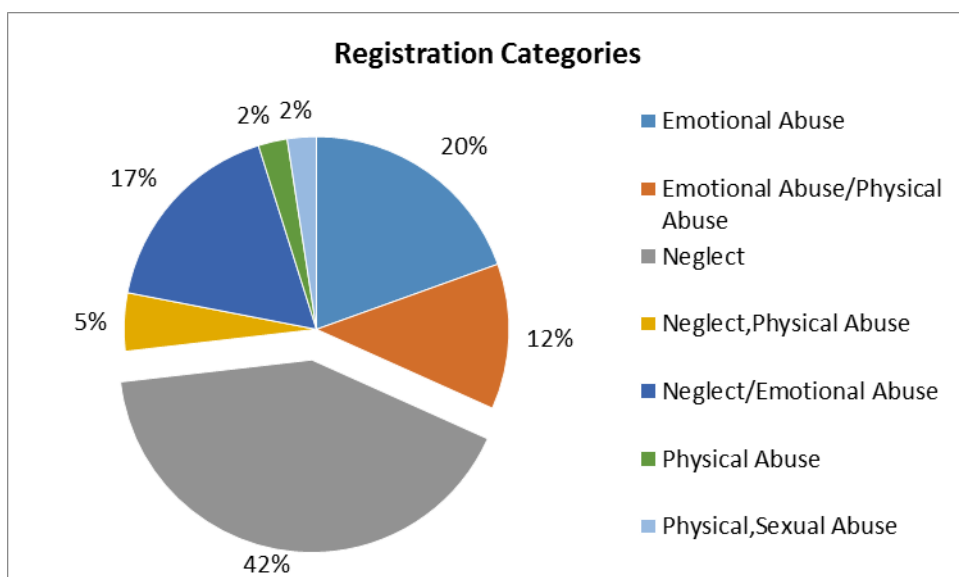


2015 – 2016 (as at 30th Sept)



The majority of children the 41 children registered are under the category of **Neglect**. This is the first time in recent years that Neglect has been the predominant category over Emotional Abuse.

Breakdown of Registration Category



Of the 39 children registered this year, 7 (17.9%) had been previously registered. This is a significant increase on last year (6.8%).

Impact Analysis and Outcomes:

Contacts / referrals into children's services come from a variety of sources which is a good indication that the messages about safeguarding and child protection are being disseminated.

The respective gaps between contact – referral – strategy discussions has been subject to further inquiry. Further scoping has confirmed potential areas for on-going development regarding: -the quality of referrals; the quality of response to contacts that are not progressed through formal protective services (children's services); the understanding of the threshold between early intervention and statutory services; and the quality of the initial information gathering process following referrals. This remains the same.

Registration patterns for neglect have increased which would be in-keeping with reported parenting issues of substance misuse and mental ill-health, and in-keeping with the numbers of children re-registered for a second or subsequent period (strongly correlated to neglect).

Emotional abuse being the second highest category confirms the link between domestic abuse and significant harm and corresponds to the impact of domestic abuse on children and families within Monmouthshire.

v) Patterns of child protection interventions and outcomes

Why we focus on this: We want to ensure that our **child protection activity and interventions promote positive outcomes for the most vulnerable children** (i.e. those who are deemed to be at risk of significant harm through abuse or neglect).

Performance Information:

At the end of the period 4 children from 2 families have been on the register for over 1 year. There has been a steady decrease in the numbers of children registered for longer than a year (from 56% at the end of 2013 to 10% as of 30th September 2015). This correlates to the appointment of a permanent child protection coordinator; increase training around Child Protection Planning; and the implementation of multi-agency supervision within the authority.

Core group members for 1/2 of these families have been subject to a multi-agency supervision process to assist with the case-work and decision making. Of the 4 current children 3 are now progressing towards de-registration and 1 has been escalated via application for court orders.

Children are removed from the register when they are no longer at risk of significant harm or when they become looked after. 47 children have been de-registered in this period, 9 of whom became looked after children. This means that 38 children were

de-registered because the family had successfully engaged with the child protection process and effected change so that the risks of them abusing or neglecting their children were sufficiently reduced.

Child protection plans are managed through a 'core group' of multi-agency professionals and the parents. 97.4% of initial core groups were held on time (SCC/015) within 10 working days after registration – which is an improved performance from last year. 91.1% of review conferences were held with the statutory timescale (SCC/034), short of our 100% target.

Impact Analysis and Outcomes:

Taken overall the performance information indicates that once children are registered they are actively managed and monitored and that there are mechanisms in place to identify and support cases which may be at risk of drift.

The successful outcomes for 38 children demonstrate evidence of effective multi-agency planning and engagement with families in order to support sustained change and reduce risk.

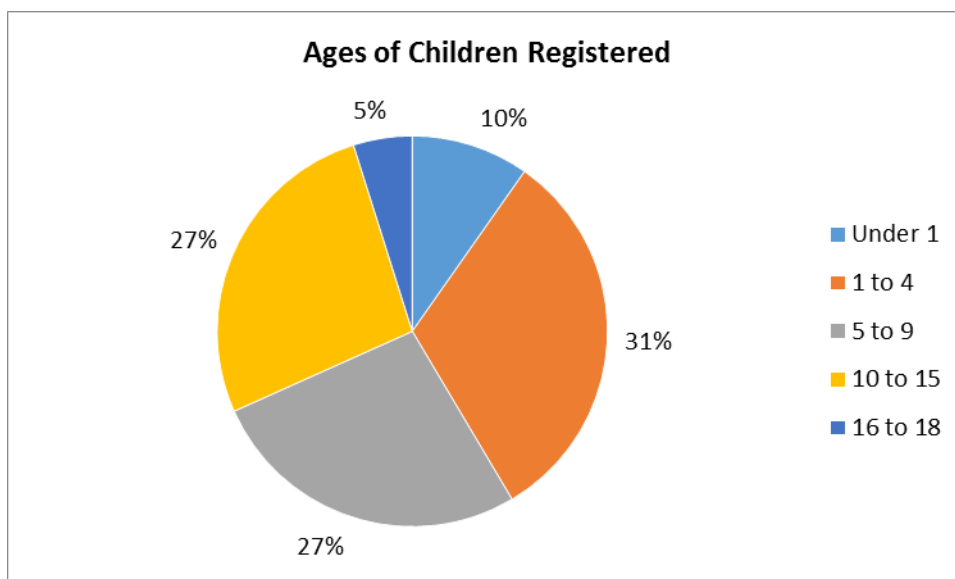
vi) Thematics / Working with Adolescents and Risk

Why we focus on this: One of the issues that we have been focussing on over the last 12 months is work around vulnerable adolescents and risk management. The management of risk for older children has been highlighted within recent CSSIW inspections; has featured in some recent child practice reviews within the region and is a current priority of the SEWSCB.

Performance Information:

At the end of the period 53/120 Looked After Children were aged between 11 – 17.

At the end of this period a third (13) of the children on the register were over 10 with 2 individuals aged 16 +.



Information from cases indicates that older young people are potentially more likely to remain on the register for 12 months or more. This reflects that safeguarding older children can present different challenges for professionals in terms of behaviours being more entrenched; difficulties in balancing wishes and feelings of the child with professional concerns and the views of other family members; difficulties in engaging young people in support services.

One of the indicators of vulnerability for young people is concerns over child sexual exploitation (CSE). The number of Multi-agency strategy meetings held about individuals where there are concerns about Child Sexual Exploitation (CSE) are listed below. Although slight, there has been an upward trend in numbers of children referred over the last 18 months. This could be attributable to increased prevalence, but equally might be explained by increased awareness and / or a better adherence to national practice guidance. Compared against neighbouring authorities, however, referral rates (and sources of referral) for concerns about CSE remain relatively low, indicating that increased awareness raising among professionals is required.

Numbers of Young People at risk of CSE discussed at Multi-agency Strategy Meetings

	2015/16 (Half year)	2014/15	2013/14	2012/13
Total Number of Children	4	12	4	3

3 / 4 of these young people became looked after by the Local Authority and 2 were additionally subject to child protection registration.

The number of adolescents across the authority who are vulnerable and / or presenting with risk taking behaviours is not known; however, there is an emerging picture that services are being required to respond to more teenagers with increasingly complex needs. There are a number of ways in which they come to the attention of services.

- The number of multi-agency meetings held for teenagers felt to be at risk have increased. These meetings have been held under different frameworks and exact numbers of children discussed are not known.
- Over half of the children referred for early intervention are referred through education. The most common themes are the impact of mental health on families and the link between mental health and difficulties in school.
- Between April 2014-March 31 2015 there were **179** reports of children going missing.
- Contact with secondary schools and youth / health services continue to confirm that self-harming affects significant numbers of children within Monmouthshire. This corresponds to an increase in the numbers of looked after children where there are concerns around their self-harming behaviours.

Impact Analysis and Outcomes:

The information suggests that the safeguarding needs of vulnerable young people in Monmouthshire are recognised and that these children are understood as requiring of services and interventions. There is further work to be done around profiling the numbers, needs and issues of young people within Monmouthshire and in ensuring that the right processes and services are in place to promote their safety and well-being.

**Monmouthshire County Council: Strategic Overview Report for Safeguarding
Mid-Point September 2015**

INTRODUCTION

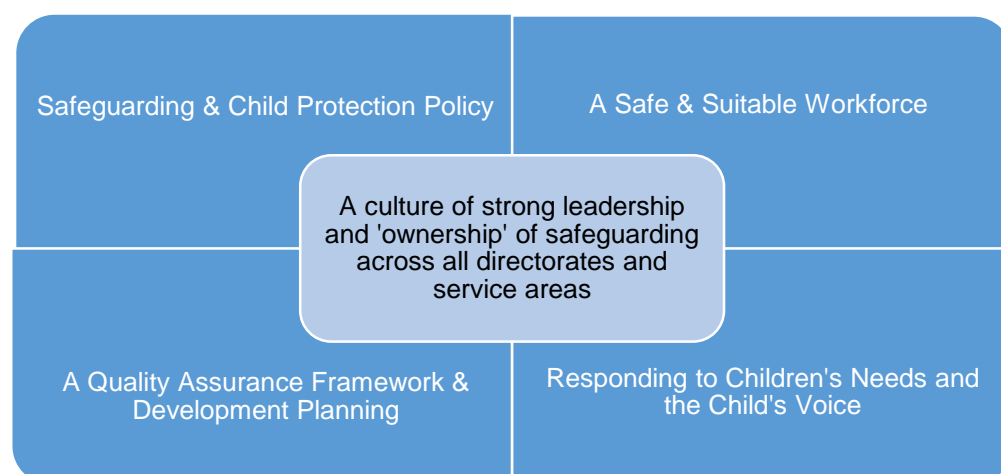
This report evaluates key areas of safeguarding activity to highlight progress, identify potential risks and set / confirm the direction of travel for improvements and further development.

SAFEGUARDING AIM: Children and Young People in Monmouthshire are safe and are protected from harm and abuse

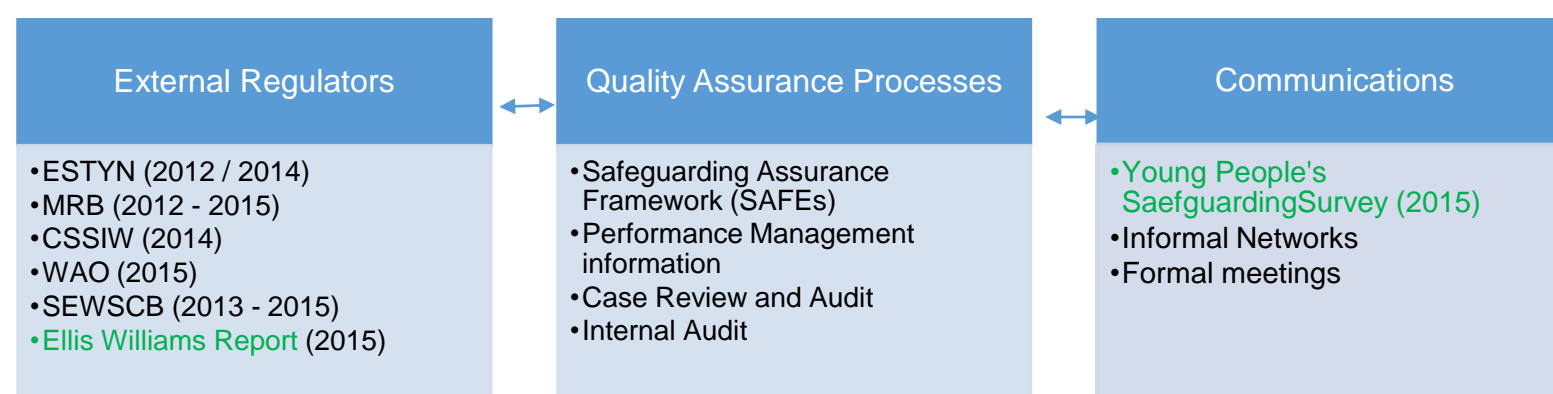
RISK IN A SAFEGUARDING CONTEXT

- That a child in need of protection won't be referred to child protection services
- That a child referred to child protection services won't be adequately safeguarded
- That a child will be abused or harmed by someone working with them or in a position of trust

THE CORNERSTONES OF A SAFE SERVICE FOR MONMOUTHSHIRE



SOURCES OF INFORMATION TO INFORM OUR SELF-EVALUATION and DEVELOPMENT PLANING



<u>KEY MESSAGES</u>		
AREAS FOR IMPROVEMENT AND LEARNING	WHAT HAVE WE DONE	NEXT STEPS
Safeguarding policy (Estyn)	Implemented Monmouthshire Safeguarding and Child Protection Policy	Policy Review
Knowledge of safeguarding activity within the authority and within individual services (Estyn)	Implemented a quality assurance framework (SAFE - Self-assessment framework for evaluation)	Implement 2 nd phase of the SAFE and identify areas for development
Using information to evaluate the impact of activity at a strategic level (Estyn / WAO)	Increased reporting arrangements and arrangements and line of sight for senior leaders	Refine arrangements for reporting the right information to the right people
Improvements for responding to children at direct risk of harm (CSSIW)	Invested in children's services Worked with partners to improve referrals	Implement the children's services improvement plan
Improvements for responding to vulnerable groups of children and young people (neglect / adolescents / on-line safety) (SEWSCB)	Worker to improve services and practice for vulnerable groups	Continue to understand and respond to population needs through joint service planning and practice improvement
Weaknesses in the corporate arrangements for safeguarding (WAO)	Identified safeguarding leads in all directorates and established whole authority safeguarding group. Internal audit of safeguarding.	On-going clarification of roles, responsibilities and monitoring of arrangements. Respond to findings of internal audit.
Strengthen link with SEWSCB (EW)	Covered all operational aspects of the Boards work	Confirm statutory arrangements and receive annual report
Support to children with staying safe on-line (YP's Survey)	Implemented YPs workshops Developed staff training	Continue to work with settings about e-safety Implement training programme

Leaders can be assured that children and young people in Monmouthshire are protected from harm and abuse because:

- There is increased [cross directorate and political involvement](#) with safeguarding supported by strong leadership. This means that safeguarding is increasingly understood as 'everybody's responsibility'.
- There is an overarching [Monmouthshire Safeguarding and Child Protection Policy](#) in place that gives clear guidance for all settings detailing roles and responsibilities in safeguarding and child protection.
- There is an [audit programme in place](#) to ensure that individual settings adhere to the requirements of the policy and provide information regarding how they meet their child protection and safeguarding responsibilities in practice. This has led to increased challenge and development of safeguarding practices at a service unit level; as a result, individual children and young people are kept safer.
- There is a system in place whereby the Local Authority maintains [central oversight of safe recruitment and an increased focus on developing safe work force practices](#). New employees understand, right from the start, that safeguarding children is integral to the authority's values and ethos and part and parcel of their work.
- There is a [robust system in place within the authority to respond to any concerns arising from professional allegations or organised abuse](#). This ensures that the individuals working with children and young people are suitable and do not pose a risk.
- [Staff within Monmouthshire are informed regarding their individual responsibilities to report any concerns and are trained in how to recognise basic signs and symptoms of abuse](#).
- The recent CSSIW inspection confirmed that child protection processes safeguard children.
- We are gaining [confidence in self-evaluation using a wide range of sources to assist with on-going improvement](#) in safeguarding at a whole authority level. There is a comprehensive action plan within the Children's Services Improvement Plan that responds to the deficits identified in the CSSIW report and through our own analysis.
- We have been able to use self-evaluation and our analysis of operational and higher level information [to identify aspects of family need and vulnerability and have used this to identify areas for improvement in services and practice](#).

The key areas requiring development over 2015 – 16 to further ensure the safety and well-being of children are:

- Further develop self-evaluation and critical challenge in respect of the impact of safeguarding activity across the authority ([in progress](#)).
- Use the external validation review of safeguarding as an opportunity for further learning and to help us in setting direction, prioritising and improvement planning ([achieved](#)).
- Listen and respond to the outcomes from the Young People's Safeguarding Survey 2015 ([partially achieved](#)).
- Implement the 2nd phase of the SAFE and analyse outcomes ([implementation commenced March 2015](#)).
- Develop the training programme for Monmouthshire to ensure that all staff have access to safeguarding / child protection training at a suitable level ([in progress](#)).
- Support the development of the Well-Being group under the partnership including cross authority work around anti-bullying, self-harm and mental health pathways ([work plan in place](#)).
- Use a range of sources to analyse and report on the issues that compromise the safety and welfare of children and /or potentially expose them to harm through abuse and neglect. Work with others to respond to / reduce areas of need particularly regarding domestic abuse, parental substance misuse, child neglect and young people with complex risk taking behaviours ([on-going](#)).
- Prioritise key areas of safeguarding practice where it has been identified that practice can be improved particularly regarding the thresholds and interface between services areas; section 47 investigations and working with risk ([on-going](#)).
- Ensure that performance management and quality assurance arrangements are effectively embedded within all operational safeguarding processes ([in progress - see children's services SIP](#)).
- Increase the line of sight between senior leaders and front-line practice of child protection services ([in progress - see children's services SIP](#)).

KEY AREAS OF ACTIVITY AND SCORE TABLE

Key Priority Area	POINT OF EVALUTION			
	April 2014	Sept 2014	April 2015	Sept 2015
1. Safeguarding children and young people is understood as 'everyone's responsibility	N/A	4	5	5
2. Monmouthshire's Safeguarding and Child Protection Policy is embedded across all settings and services	4	4	4	4
3. Through our Audit Framework we are assured that all settings and services meet their roles and responsibilities in safeguarding /child protection	3-4	4	4	4
4. Safe recruitment and safe work force practices are operating effectively and embedded across the authority.	2	3	4	4
5. All workers and volunteers in contact with children and families are trained at the appropriate level	5	5	5	5
6. There is a system in place that identifies and addresses any professional allegations or concerns about individuals who may pose a risk.	4	5	5	5
7. We are well-informed about the issues that compromise the safety and welfare of children and /or potentially expose them to harm through abuse and neglect and can demonstrate how we respond to and reduce areas of need.	3	3	4	4
8. We operate best safeguarding practices and can demonstrate how we identify and address areas where improvement is needed.	3	3	3	3
9. Engagement with children and young people is at the heart of our safeguarding and child protection activity.	3	3	4	4

The Corporate Evaluation Framework

The evaluation score from 1-6	The evaluative context
Level 6 Excellent	Excellent or outstanding
Level 5 Very Good	Good Major strengths
Level 4 Good	Important strengths with some areas for improvement
Level 3 Adequate	Strengths just outweigh weaknesses
Level 2 Weak	Important weaknesses
Level 1 Unsatisfactory	Major weakness

CASE STUDIES

1.

<p><u>MANAGING PROFESSIONAL CONCERNS:</u> A young person with special needs was upset because her college tutor was making her feel uncomfortable. She told her teacher at school who reported it to the Designated Officer. A referral was made to children's services and the case was managed under the regional protocol for managing professional concerns. The tutor was subsequently dismissed and referred to the DBS.</p>	
<p><u>IMPACT</u></p> <ul style="list-style-type: none"> • Individual child is listened to and protected • Children in Monmouthshire (and wider) are protected from an unsuitable individual 	<p><u>WHAT DOES THIS TELL US</u></p> <ul style="list-style-type: none"> • Suspected harm / abuse was recognised and the correct referral process followed • The concern about the individual was managed through the correct inter-agency procedure and the wider risks were addressed
<p><u>NEXT STEPS:</u></p> <ul style="list-style-type: none"> • Continue to develop safe and suitable workforce through on-going monitoring and tracking of individual cases within and across agencies 	

2.

<p><u>SAFE RECRUITMENT:</u> A head-teacher informed safeguarding and people's services about a disclosure that had been returned on a DBS certificate for a school support worker. We undertook a joint risk assessment process and after careful consideration withdrew the offer of employment.</p>	
<p><u>IMPACT</u></p> <ul style="list-style-type: none"> • The school does not employ an individual who is potentially unsuitable and maintains clear standards • The applicant is supported through a transparent process 	<p><u>WHAT DOES THIS TELL US</u></p> <ul style="list-style-type: none"> • Good practice in safe recruitment being followed making use of a range of information • Designated leads using advice and support in safeguarding
<p><u>NEXT STEPS:</u></p> <ul style="list-style-type: none"> • Continue to work with schools and other settings, through training and the provision of consultation and support around good practice in safe recruitment practice 	

3.

<p><u>WORKING WITH VOLUNTEERS:</u> A staff member from Highways sought safeguarding advice about working with volunteers. We implemented a review of the particular service area together with corrective actions and then looked into this from a whole authority perspective.</p>	
<p><u>IMPACT</u></p> <ul style="list-style-type: none"> • Proper checks were undertaken on the volunteers • The authority ensures that volunteers are suitable and safe to undertake specific roles with children 	<p><u>WHAT DOES THIS TELL US</u></p> <ul style="list-style-type: none"> • Networking and awareness raising (formal and informal) allow problems to surface • The authority responds and learns through case studies
<p><u>NEXT STEPS:</u></p> <ul style="list-style-type: none"> • Further development of roles and responsibilities for using volunteers as part of a safe and suitable workforce through the implementation of the volunteer handbook, training and consultation. 	

4.

<p><u>YOUNG PEOPLE WITH COMPLEX RISKS:</u> Local and regional case reviews told us that we did not always follow CP processes for young people who are 16 and 17 years old, and that we needed to do more to raise awareness around the risks associated with Child Sexual Exploitation. We integrated this learning within practice, disseminated key messages and looked specifically at the progress of some individual cases.</p>	
<p><u>IMPACT</u></p> <ul style="list-style-type: none"> • The needs / risks of individual young people were responded to • Older young people are kept safer through increased use of formal child protection and risk management processes 	<p><u>WHAT DOES THIS TELL US</u></p> <ul style="list-style-type: none"> • The authority understands its safeguarding responsibilities for all vulnerable children regardless of age • There are multi-agency engagement in place to review practice and learn both locally and regionally
<p><u>NEXT STEPS:</u></p> <ul style="list-style-type: none"> • Continue training, raising awareness and improving multi-agency practice in key areas of need for this age group including child sexual exploitation and self-harm. 	

5.

<p><u>CHILDREN AT RISK OF NEGLECT:</u> In partnership with the SEWSCB we had a strategic focus on working with neglect and participated in the regional review and analysis of cases. We learned that in Monmouthshire children were more at risk of 'drift' than other categories of abuse. We commissioned some specific multi-agency training in child protection planning; increased the oversight of children on the register and implemented opportunities for multi-agency supervision.</p>	
<p><u>IMPACT:</u></p> <ul style="list-style-type: none"> • Significant reduction in numbers of children on the register for longer than 15 months (from over half in 2012 to just over 10% in 2015) • Increase in referral / registration patterns for neglect 	<p><u>WHAT DOES THIS TELL US:</u></p> <ul style="list-style-type: none"> • Children at risk of neglect continue to be one of our most vulnerable groups • More information is required to ensure we are understanding and responding to parental need across Monmouthshire
<p><u>NEXT STEPS:</u></p> <ul style="list-style-type: none"> • Focus on children subject to re-registration • Address potential for 'drift' in early intervention and assessment of risk • Continue to practice improvements for child protection planning in neglect work 	

6.

<p><u>MANAGING PROFESSIONAL CONCERNS / RESPONDING TO THEMES:</u> Our local / regional analysis of data regarding professional concerns alerted us to proportionately high numbers of referrals received regarding drivers and escorts. We implemented some bespoke training reflecting the needs of drivers, and have developed a safeguarding leaflet for drivers.</p>	
<p><u>IMPACT:</u></p> <ul style="list-style-type: none"> • We have had referrals directly from drivers alerting us to a concern about a child • This year to date 3 drivers have been investigated in respect of their suitability to work with children 	<p><u>WHAT DOES THIS TELL US:</u></p> <ul style="list-style-type: none"> • Data is used to address particular risks and issues within services • There are effective working relationships between safeguarding and passenger transport
<p><u>NEXT STEPS:</u></p> <ul style="list-style-type: none"> • Implement training for trainers programme for passenger transport • Strengthen training requirement within licensing arrangements 	

OUR OVER-RIDING GOAL - Children and young people in Monmouthshire are as safe as can be and are protected from harm and abuse

Operationally this will be achieved through:

- Creating and maintenance safe practices, systems and networks across all learning, leisure & play services and settings across the authority
- Ensuring that any safeguarding risks to children and young people are recognised and addressed;
- Ensuring that concerns about possible abuse or neglect are recognised and responded to appropriately and in accordance with procedures;
- Ensuring that risks and needs for vulnerable children, including those at risk of significant harm, are reduced through multi-agency plans and interventions.

This is an on-going objective which is continually assessed to identify where improvements are required

NOTES:

Areas of key development are highlighted in GREEN.

Future actions identified in column 6 will broadly correlate with operational activity set out in the Service Improvement Plan

What is our final destination / Where do we want to be & by when?	What have we done so far to get there / is this where we expected to be?	What difference have our actions made so far? (impact - evaluative judgement)	How do we know? (Data and Information-Evidence)	What difference should our activities make in the long term	What next / Future actions? (Consequence of evaluation)	What are the barriers / risks?	Our score between 1-6) (Impact judgement)
<p>1. In Monmouthshire we will ensure that safeguarding children and young people is understood as 'everyone's responsibility' across all directorates and at a political level. We want this to be culturally embedded within the authority at a 'hearts and minds' level.</p> <p>Previously the concept of safeguarding was not well understood across the whole authority (ESTYN and WAO).</p> <p>CSSIW has highlighted the need for increased 'line of sight' in child protection services.</p>	<p>Whole Authority Safeguarding is embedded and provides a framework for evaluation and challenge across directorates. This has enabled shared analysis and planning across directorates.</p> <p>Level 1 training for cabinet members has been implemented and elected members are better informed about safeguarding.</p> <p>Safeguarding reports are produced 6-monthly to keep leaders informed.</p> <p>An impact assessment of Safeguarding / Corporate parenting is now included on all reports for council.</p>	<p>There is active engagement with safeguarding across every directorate within the authority.</p> <p>Leaders and elected members are knowledgeable and enabled to provide oversight and challenge.</p>	<p>Returned safeguarding audits and action plans.</p> <p>Safe Recruitment work through People's Services.</p> <p>Take up of level 1 and 2 safeguarding training from outside education and social care.</p> <p>Evidence from WAO: when questioned 76% individuals understood that safeguarding was 'everyone's responsibility' 12% higher than the Welsh average response.</p> <p>External Validation review confirmed our aims around roles and relationships.</p>	<p>This widening of safeguarding, together with the opportunity for internal challenge and accountability permeating out from strong leadership, will keep children in Monmouthshire safer.</p>	<p>Increase clarity in roles and responsibilities for all directorates and service areas.</p> <p>Increase knowledge base for all leaders regarding Monmouthshire's arrangements for safeguarding and the link with the SEWSCB.</p> <p>See also Children's Services SIP response to Rec 10 CSSIW</p> <p>Implement staff level 1 safeguarding survey.</p>	<p>Competing agendas and differing priorities can affect how much time is given to child protection and safeguarding at a strategic level.</p>	5

What is our final destination / Where do we want to be & by when?	What have we done so far to get there / is this where we expected to be?	What difference have our actions made so far? (impact - evaluative judgement)	How do we know? (<i>Data and Information-Evidence</i>)	What difference should our activities make in the long term	What next / Future actions? (Consequence of evaluation)	What are the barriers / risks?	Our score between 1-6) (Impact judgement)
<p>2. Monmouthshire's Safeguarding and Child Protection Policy will be embedded across all settings and services operating within Monmouthshire or providing services to Monmouthshire children.</p> <p>The policy will be reviewed on a regular basis (biennially) to ensure that it is up to date with any changes in legislation and/ or any developments in safeguarding practice.</p> <p>Prior to November 2012 there was no over-arching safeguarding policy in place in Monmouthshire.</p>	<p>An over-arching safeguarding policy was implemented for all settings and services in November 2012.</p> <p>We undertook a first review of the policy in Autumn 2013 to broaden its scope and make it more applicable across all areas of the authority (WAO recommendation).</p> <p>At April 2015 all schools, early years, leisure, community and youth services within Monmouthshire have adopted the revised policy.</p>	<p>Having this policy in place helps us keep children safe by:</p> <ul style="list-style-type: none"> - Being clear about everyone's roles and responsibilities to listen to children and how to report concerns; - Ensuring that all settings have the appropriate safeguarding policies and operational procedures in place; - Ensuring all staff and settings are accountable for their safeguarding practices; - Providing a benchmark for good practice in individual settings and for governing bodies. 	<p>Information about policy implementation is collated within the safeguarding unit and is addressed as part of the audits.</p> <p>The safeguarding unit maintains a central record of when the policy has been adopted by services in the local authority and by relevant governing bodies.</p>	<p>Having a high-profile over-arching safeguarding policy establishes standards and expectations across all learning, leisure, play, housing and social care services within Monmouthshire.</p>	<p>Work in partnership with services and regulators to review the policy on a biennial basis and ensure that it remains fit for purpose – next review due by end Sept 2015.</p> <p>Use the whole authority safeguarding group to monitor implementation of the requirements of the policy across all directorates.</p> <p>Raise awareness of the Monmouthshire policy within the third sector.</p>		4
<p>3. Through a robust audit framework we will be assured that all settings and services meet their roles and responsibilities in safeguarding /child protection, and settings are held to account where there are any failings.</p> <p>Prior to the Estyn inspection the LA had little detailed knowledge or understanding of how individual settings and</p>	<p>We have commenced the 2nd phase of implementation (2015 – 2017) using a revised audit tool (the SAFE).</p> <p>The revised version is providing increased focus on impact and outcomes from a child perspective.</p> <p>Progress through the second year of the 1st phase was limited (see score card). There is</p>	<p>The information gathered from the audit provided us with base-line information about the strengths and weaknesses within individual settings.</p> <p>We have used this information as a starting point for strengthening practice for example by:</p> <ul style="list-style-type: none"> - Increasing training and learning 	<p>The safeguarding unit holds records of individual audits and improvement plans.</p> <p>Records in the safeguarding unit demonstrate that there is an increase in advice and professional support being provided regarding individual children and potential referrals.</p>	<p>This activity aims to ensure that all settings and services continually develop their child protection practices to ensure that we are all working together to keep children safe. This is now in place but has the potential to get more detailed and focused over time.</p> <p>The SAFE identifies potential areas where development work is required to strengthen safeguarding arrangements, and creates a</p>	<p>Work in partnership with others to implement the audit programme in grant funded and commissioned services, and undertake a further analysis of the outcomes from the first phase.</p> <p>Work with others to promote better engagement with voluntary sector organisations.</p> <p>Implement the revised the audit framework for the second round commencing in 2015. The second round of implementation to include follow up to the original</p>	<p>For the process of on-going improvement to be as effective as possible there needs to 'buy-in' throughout settings (governors / leaders / staff etc) which could be difficult to achieve.</p> <p>Accountability and audit process is less clear cut for third sector.</p>	4

What is our final destination / Where do we want to be & by when?	What have we done so far to get there / is this where we expected to be?	What difference have our actions made so far? (impact - evaluative judgement)	How do we know? (<i>Data and Information-Evidence</i>)	What difference should our activities make in the long term	What next / Future actions? (Consequence of evaluation)	What are the barriers / risks?	Our score between 1-6) (Impact judgement)
<p>services met their child protection and safeguarding responsibilities in practice.</p> <p>Corporate safeguarding was not included in the internal audit programme (WAO).</p>	<p>further work to be done to ensure the council discharges its responsibility regarding contracted and commissioned services.</p> <p>We have recognised that a different approach may be required to engage with voluntary organisations effectively.</p> <p>Internal audit have included safeguarding within their work programme for 2015</p>	<p>opportunities;</p> <ul style="list-style-type: none"> - Developing improvement plans; - Providing advice / consultation to individual services where required regarding individual child protection situations and potential referrals. 		<p>pathway for open communication about individual children of concern.</p> <p>We know from national and local serious case reviews that open challenge and the sharing of information - 'putting the pieces of the jigsaw together' – is a vital component in keeping children safe and ensuring that 'no child slips through the net'.</p>	<p>action plans.</p> <p>Develop the audit process so that it is better embedded within the overall monitoring, review and appraisal processes for schools and other settings beginning by using school secure.</p> <p>Respond to the findings of internal audit to address identified areas of weakness.</p>		
<p>4. We will ensure that safe recruitment and safe HR practices are operating effectively and embedded across the authority.</p> <p>We will ensure that in Monmouthshire staff and volunteers working with children are suitable, child-focused and clear about their responsibilities to report concerns and keep children safe.</p> <p>Previously there was insufficient central oversight or accountability to the LA regarding safe recruitment and work-force practices.</p>	<p>In September 2014 the authority implemented a change of policy with a consequent re-focus onto safe recruitment rather than re-checks.</p> <p>Training is now in place across all the directorates regarding safe recruitment and HR practices and there is a monitoring system established to ensure that all appropriate checks are undertaken prior to employment.</p> <p>Feedback from staff has highlighted a need to build consistency across the LA in the use of volunteers.</p>	<p>We now have better information systems for monitoring safe recruitment and HR practices.</p> <p>People management leads are able to follow up / address issues in a more targeted way.</p>	<p>The revised DSB policy issued Sept 2014.</p> <p>People's Services audit reports and numbers of individuals trained in safe recruitment.</p> <p>Information about HR practices obtained from the SAFE and through training.</p>	<p>Our aim is to ensure that HR practices are such that all staff members and volunteers are suitable and do not pose a risk to children.</p> <p>DBS checking at the pre-employment stage will remain central to this.</p>	<p>Refine and develop our central monitoring and reporting system for DBS checks, references and professional registration.</p> <p>Deliver safe recruitment across all directorates to support development of good safeguarding practice within workforce management.</p> <p>We will maintain close links between safeguarding unit and People's Services in respect of any conduct issues that potentially cross into safeguarding.</p> <p>We will work to ensure that volunteers are supported to operate safely across the LA.</p>	<p>We need to ensure that we are open to developments around the impact of our change in policy direction regarding 3 yearly re-checks.</p>	4

What is our final destination / Where do we want to be & by when?	What have we done so far to get there / is this where we expected to be?	What difference have our actions made so far? (impact - evaluative judgement)	How do we know? (<i>Data and Information-Evidence</i>)	What difference should our activities make in the long term	What next / Future actions? (Consequence of evaluation)	What are the barriers / risks?	Our score between 1-6) (Impact judgement)
<p>5. We will ensure that in Monmouthshire all workers and volunteers in contact with children and families are trained at the appropriate level and are confident in understanding their roles and responsibilities in respect of safeguarding including a good understanding of the importance of information sharing and inter-agency working.</p> <p>The first year of our SAFE audit highlighted that not all staff were trained at the appropriate level for their role, and that there was inconsistency in respect of the training being accessed.</p> <p>Safeguarding training is not always commensurate with the level of staff receiving the training (Estyn 2012)</p>	<p>We have significantly increased opportunities in child protection and safeguarding training and learning for workers in Monmouthshire at all levels.</p> <p>We have trained over 2000 individuals at level 1 to date.</p> <p>34 designated officers are trained to deliver their own level 1, and most schools are 'self-sufficient' in ensuring level 1 is implemented on a rolling programme.</p> <p>Links with SEWSCB regional training are well established for level 2 & 3 training opportunities, although data indicates that take up of levels 2 & 3 is relatively low.</p> <p>Additional resources have been utilised to respond to additional training needs where these have been identified.</p>	<p>More staff, governors and volunteers are trained to recognise the signs and symptoms of abuse and know what to do if they have a concern (level 1).</p> <p>More designated officers have been trained in their decision making and inter-agency roles (level 2).</p> <p>We have worked within individual settings to offer training / learning opportunities relevant to their needs (e.g. passenger transport unit, individual schools, private residential establishments).</p>	<p>Local and regional training records.</p> <p>Learning objectives from training material.</p> <p>Composite evaluation reports that consistently report learning outcomes being achieved. Evidence of training courses directly influencing Safeguarding and Child Protection practice.</p>	<p>Continuing to develop, monitor and deliver training across the LA will ensure that all workers recognise and respond to concerns, feel confident in their CP roles at whatever level, and further develop multi-agency understanding and cooperation.</p>	<p>Analyse the outcomes from the SAFE to identify future training needs and respond to training needs by developing / implementing local programmes.</p> <p>Work with SEWSCB business unit to increase Monmouthshire access to level 2 & 3 regional courses.</p> <p>Increase reporting arrangements for level 1 training across all directorates so that future resources can be planned.</p> <p>Implement staff level 1 safeguarding survey to increase our understanding of the impact of level 1 training in terms of worker confidence and knowledge around basic awareness.</p> <p>Work with the SEWSCB and GAVO to respond to the need for voluntary organisations to access a range of level 1 training opportunities (including on-line).</p>	<p>Currently training places a heavy demand on a small number of key individuals.</p> <p>Reliance on the SEWSCB for providing training</p>	5
<p>6. In Monmouthshire we will maintain a robust multi-agency system that identifies and addresses any professional allegations or concerns about individuals who may pose a risk. We will ensure that any themes, trends or issues that</p>	<p>In 2013 we implemented the regional practice guidance within Monmouthshire.</p> <p>This has strengthened processes for the management of professional allegations</p>	<p>Our activity in this area has ensured that we have responded to allegations effectively so that children and young people are protected from individuals who may pose a risk.</p>	<p>Monitoring compliance with regional guidance for allegation management.</p> <p>Minutes of liaison meetings between employee services and safeguarding.</p> <p>Minutes / recordings of</p>	<p>A robust system for managing professional allegations is an essential aspect of keeping children safe. This system needs to be monitored and reviewed in the longer term.</p>	<p>We will analyse performance information about PSMs and ensure that wider themes and issues are addressed.</p> <p>We will report this within the wider authority so that information regarding professional issues inform the overall monitoring, review and appraisal processes</p>	<p>Any failure within the system for recognising and responding to professional issues will pose a risk both within Monmouthshire and in a wider sense.</p>	5

What is our final destination / Where do we want to be & by when?	What have we done so far to get there / is this where we expected to be?	What difference have our actions made so far? (impact - evaluative judgement)	How do we know? (<i>Data and Information-Evidence</i>)	What difference should our activities make in the long term	What next / Future actions? (Consequence of evaluation)	What are the barriers / risks?	Our score between 1-6) (Impact judgement)
<p>might compromise the safety of children at an organisational level are recognised and responded to.</p> <p>A safeguarding unit review of the allegations management process (2013) indicated that improvements were required.</p> <p>WAO recommended that a local protocol is developed to support the regional implementation at a regional level.</p>	<p>and the system for tracking cases through to conclusion (see report card).</p> <p>In 2014 we have continued to raise awareness of the role of the Safeguarding Unit in respect of providing advice and support regarding any conduct issues where there is an element of safeguarding even if this does not reach the statutory threshold.</p> <p>Under the SEWSCB we work with partners across the region to benchmark our practices against others and identify regional themes.</p> <p>Our oversight of individual cases together with our safeguarding audits have indicated that further work is required to raise awareness of statutory process.</p>	<p>We monitor professional concerns and allegations so that any broader safeguarding / child protection themes or issues can be recognised and resolved (e.g. awareness raising work with taxi drivers regarding CSE).</p> <p>We have developed a multi-agency training programme to increase awareness of roles and responsibilities in this area of practice.</p>	<p>PSM meetings and discussions.</p> <p>Case tracking information within Safeguarding Unit.</p> <p>Performance information including nature, numbers and outcomes of PSMs undertaken (see report card).</p>		<p>for schools and other settings. This will form part of the audit framework for 2015.</p> <p>We will ensure Monmouthshire has a lead role in the SEWSCB's work regarding PSMs, and develop a protocol that supports local implementation.</p> <p>We will implement multi-agency training for all settings / service areas responsible for referring cases of professional concerns.</p>		
<p>7. In Monmouthshire we will be well-informed about the social issues that compromise the safety and welfare of children and /or potentially expose them to harm through abuse and neglect and can demonstrate how we respond to and reduce areas of need.</p>	<p>We have strengthened our collation and analysis of information from a range of sources regarding vulnerability and need. This has helped us understand more about the issues affecting children and families including domestic abuse; parental substance misuse; mental ill-</p>	<p>Services have worked together to identify and address the needs of individual young people, particularly young people at risk of CSE.</p> <p>There is a preventative programme in place within schools regarding domestic</p>	<p>Performance information from a wide range of children's services including early intervention.</p> <p>Minutes from domestic abuse forum and action plan.</p>	<p>In Monmouthshire we want to ensure that limited resources are well-aligned to needs so that vulnerability is reduced. We want to ensure that the right services are in place to help and support children at risk and their families.</p>	<p>We will review and ensure that necessary resources are allocated to preventative and response services for children at risk of harm because of domestic abuse and parental substance misuse.</p> <p>We will continue to analyse and report on local needs at a strategic level so that it builds our shared understanding of where we need to target resources.</p>	<p>The arrangements for domestic abuse coordinators have changed to a regional configuration.</p> <p>Undertaking strategic assessment of needs and jointly planning services is a complex process.</p>	4

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	<p>health (parents and children); older children with complex risky behaviours.</p> <p>We have started to review how our commissioned services meet needs.</p> <p>We have developed a young people's well-being group under the partnership and are developing a self-harm 'app' for Monmouthshire.</p> <p>We have worked with our regional partners to ensure that there is a CSE action plan in place that is implemented at a local level through CSE lead officers.</p>	<p>abuse and developing healthy relationships.</p> <p>We have developed additional play-therapy provision for children who have been exposed to domestic abuse.</p> <p>We have begun to develop more coordinated approaches to responding to need and risk management for older children.</p> <p>We have identified additional resources for recruiting specialist foster carers.</p>			<p>We will ensure that resources align with needs and engage with wider partners to achieve this.</p> <p>We will ensure that services commissioned by the local authority align with identified needs.</p>		
<p>8. We will operate best safeguarding practices across all services areas.</p> <p>We will use a range of sources, including messages from our regulators, to identify and address areas where practice / service improvements are required, so that:</p> <p>i) All concerns about possible abuse or neglect are recognised and responded to appropriately and</p> <p>ii) Multi-agency plans and interventions reduce risks and</p>	<p>We have strengthened our collation and analysis of performance information to help us understand more about safeguarding / child protection practice. This includes both quantitative and qualitative data.</p> <p>We have used case reviews / audits to generate qualitative data. Reviews to date have included: children on the register for neglect; inter-agency practice in section 47 inquiries; inter-agency working for serious self-harm; inter-agency</p>	<p>The impact of our work to date has included:</p> <ul style="list-style-type: none"> Additional monitoring and oversight of children registered for over 15 months has maintained good management of children on the register. Implemented multi-agency supervision to help prevent of drift in neglect cases. Implemented training in section 47 work 	<p>Case review reports and recommendations</p> <p>Joint learning events</p> <p>Minutes from Monmouthshire Learning and Review Group</p> <p>Key performance information from children's services.</p> <p>Performance management reports.</p>	<p>Both currently and in the longer-term we want ensure that those children who need to be referred within a child protection framework are referred; and that once referred the subsequent response effectively protects children and reduces risk.</p>	<p>Develop good practice across services in respect of working with young people with complex risk taking behaviours.</p> <p>Promote good practice around early recognition and referral for neglect cases.</p> <p>Implement multi-agency training in section 47 process, child protection planning and working with neglect.</p> <p>Support the implementation of multi-agency consultation for complex cases.</p> <p>Support development and understanding of thresholds between preventative and statutory services.</p>	<p>Serious case reviews alert us to the notion that there is no fail-safe system and that good practice within child protection is never a 'done-deal'.</p> <p>Children's services depend on partnership working with other key statutory agencies particularly health and police. Developing shared priorities around practice improvement is complex.</p> <p>Difficulties within front-line children's services regarding practice / service development and staffing issues are hampering the implementation of the children's services SIP.</p>	<p>3</p>

What is our final destination / Where do we want to be & by when?	What have we done so far to get there / is this where we expected to be?	What difference have our actions made so far? (impact - evaluative judgement)	How do we know? (<i>Data and Information-Evidence</i>)	What difference should our activities make in the long term	What next / Future actions? (Consequence of evaluation)	What are the barriers / risks?	Our score between 1-6) (Impact judgement)
<p>needs for all vulnerable children including those at risk of significant harm.</p> <p>CCSIW inspection (2014) identified improvements for responding to children at direct risk of harm</p>	<p>working with children at risk of CSE.</p> <p>We have a better understanding of some of the barriers to multi-agency working within Monmouthshire.</p> <p>There is a Children's Services improvement plan in place to address areas of identified weakness</p>	<ul style="list-style-type: none"> Working with others to increase the level of inter-agency involvement. Working directly with partners in education and the police to increase the quality of referrals and the response to cases that do not progress within children's services. 					
<p>9. In Monmouthshire we want engagement with children and young people to be at the heart of our safeguarding and child protection activity.</p>	<p>We have listened to what children and young people are saying about their perceptions of safety and well-being.</p> <p>A young people's safeguarding survey is undertaken within Monmouthshire every 18 months to 2 years.</p> <p>The 2015 survey was completed with 1200 respondents. Outcomes confirm that young people are worried about bullying and keeping safe on line.</p> <p>Outcomes confirm a trend in young people accessing adult material on-line,</p>	<p>The survey confirmed that the numbers of YP citing bullying as an issue for them does not correspond with reported figures.</p> <p>We are continuing to increase YP's access to learning opportunities for keeping safe on-line.</p> <p>We have developed a well-being group to support anti-bullying work for young people at a cross directorate level.</p>	<p>The safeguarding survey report.</p> <p>Records of activities within Monmouthshire Youth Service.</p> <p>Minutes of the Well-being group.</p>	<p>We want to continue to listen and engage with young people in respect of safeguarding to ensure that what we do is in keeping with what young people think and feel, and is relevant to the issues they face.</p>	<p>Further develop anti-bullying work in Monmouthshire through the Well-being group.</p> <p>Increase foster carer training to support them in keeping Looked After Children safe on-line.</p> <p>In partnership with the SEWSCB and others we will continue to increase young people's participation in safeguarding.</p> <p>We will report on outcomes from the Safeguarding survey in 2015 across a range of for and ensure that actions are taken forward.</p> <p>We will ensure that young people are given feedback about the survey.</p> <p>We will use additional sources of information to gather young people's perspectives.</p>	<p>Asking for the views of YP can become tokenistic. Monmouthshire needs to build on the survey work to increase opportunities in participation. This takes time and a pooling of resources across service areas that can be difficult to achieve.</p>	4

What is our final destination / Where do we want to be & by when?	What have we done so far to get there / <i>is this where we expected to be?</i>	What difference have our actions made so far? (impact - evaluative judgement)	How do we know? (<i>Data and Information-Evidence</i>)	What difference should our activities make in the long term	What next / Future actions? (Consequence of evaluation)	What are the barriers / risks?	Our score between 1-6) (Impact judgement)

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Service Plan 2015/18 – Q2 Review

Service:	SAFEGUARDING
Service Manager:	Jane Rodgers
Directorate:	Social Care and Health
Head of service	Tracy Jelfs
MCC Priority: <i>Please choose as appropriate</i>	Protecting Vulnerable People
MCC and Single Integrated Plan (SIP) Outcome: <i>Please choose as appropriate</i>	People feel safe

Our Purpose

Complete this from the end users' perspective (Customers may be internal or external / Citizens)

Our purpose in Safeguarding is to ensure that children in Monmouthshire are as safe as they can be and are protected from harm. We want all children within Monmouthshire to live free from the damaging impact of abuse or neglect.

We will achieve this through responding to local need and through addressing aspects of safeguarding practice that can be further improved. We will continue to implement and review safe systems, processes and practices for safeguarding and child protection across all settings and service areas. The foundation for this is the on-going implementation of our comprehensive safeguarding and child protection policy which sets out clear lines of accountability, good systems for support, advice and consultation and effective operational procedures. Alongside of this, we will continue to ensure that workers are suitable, trained and confident in undertaking their safeguarding responsibilities including a good understanding of the importance of inter-agency working. Within this broader framework, we will aim to ensure that where individual children are at risk the system reacts appropriately to refer, investigate and respond to concerns as they arise. We want to ensure that the child's experience remains central to this and that our safeguarding and child protection activity and interventions promote positive outcomes for children.

Within Monmouthshire we recognise that safeguarding is something that needs to run through the whole organisation from the top down and the bottom up. Keeping children safe depends on a joined-up, partnership approach across directorates and service areas where everyone knows the part they play and the importance of recognising and raising concerns. There is now a whole authority safeguarding leadership group in place to drive the safeguarding agenda across the council and provide additional internal challenge. Embedding safeguarding at a 'hearts and minds' level within the authority is something that we will continue to invest energy in during the year ahead.

As a Safeguarding Unit we will support the local authority and its partners in achieving best safeguarding practice. The unit was established in Autumn 2012 and has a stable work-team comprising of the Safeguarding Manager, Lead Officer for Safeguarding In Education (LOSIE), Child

Protection Coordinator, Independent Reviewing Officer, Senior Practitioner for Court and 2 Child Protection Administrators. There is a 0.5 vacancy in the unit for a Safeguarding Officer, and we will be seeking to fill this post by September 2015. Safeguarding is strongly aligned with children's services at both an operational and strategic level. This alignment ensures that as we implement service improvement plans these complement each other, with safeguarding taking the lead around multi-agency arrangements and where there is a connection to the work of the South East Wales Regional Safeguarding Board. Many of the actions within the safeguarding SIP dovetail into the children's services SIP which carries them forward at a more operational 'social work' level.

The development of the current Safeguarding SIP rests on two sister reports namely the Safeugarding Report Card (April 2015) and the Safeguarding Strategic Report (April 2015). The operational priorities and activities set out in the Service Improvement Plan broadly correlate with the future actions identified through the Safeguardding Strategic Report.

Evaluation of last years performance

What did we want to achieve? (Aspiration)	What have we done so far?	What difference has this made? (Impact)	What is your evidence?
We wanted to ensure that safeguarding was culturally embedded within the whole authority	<p>Developed an whole authority safeguarding group.</p> <p>Developed a 6-monthly reporting framework for safeguarding.</p>	Increased connections to safeguarding across all directorates.	<p>Minutes</p> <p>Training numbers</p> <p>Referral Patterns</p> <p>Safeguarding reports</p>
We wanted to ensure that all settings and services operating in Monmouthshire understood their roles and responsibilities in keeping children safe.	<p>Safeguarding and Child Policy in place and disseminated.</p> <p>Implemented an audit framework via 2 year rolling programme.</p>	<p>We have been able to identify strengths and weaknesses across a range of services.</p> <p>We have been able to address gaps in knowledge / training needs and provided consultation and advice regarding safeguarding practice.</p> <p>We have extended the reach of safeguarding into the 3rd sector – and identified areas that we have not yet covered.</p>	Outcomes from the audit framework in the safeguarding report card.
We wanted to ensure that in Monmouthshire staff and volunteers working with children are suitable, child-focused and do not pose a risk to children.	<p>Continued to coordinate and provide oversight in instances where there have been professional concerns or allegations.</p> <p>Commenced implementation of a multi-agency training programme.</p> <p>Worked with People’s Services to implement safe recruitment training</p>	We have ensured that individual issues of professional concern have been responded to and that risks have been appropriately managed vis statutory and inter-agency processes.	<p>Minutes from HR liaison meetings</p> <p>Safeguarding report card around professional allegations</p> <p>Training numbers for individuals trained in Safe Recruitment.</p>

	and develop good practice safe workforce management.		
We wanted to ensure that in Monmouthshire all workers and volunteers in contact with children and families were trained at the appropriate level and were confident in understanding their roles and responsibilities in respect of safeguarding	<p>We have continued to extend safeguarding training programme at all levels (1, 2 & 3).</p> <p>Developed a better understanding of safeguarding training needs across the authority.</p> <p>Responded to identified training needs in individual service areas.</p>	We have ensured that staff have access to appropriate training relevant to their roles to help them to fulfil their safeguarding responsibilities.	<p>Training numbers (safeguarding report card).</p> <p>Evaluations from participants.</p>
We wanted to promote good safeguarding practice particularly in neglect, undertaking section 47 investigations and for adolescents with complex risks.	<p>We have shared outcomes from the neglect audit via a practitioner forum. We have implemented a process for multi-agency supervision. We have maintained an active oversight of the child protection register and reduced the average length of time children are exposed to risk.</p> <p>We have implemented practice development sessions in child protection processes.</p>	Individual children have been safeguarded through adherence to good practice.	<p>Child protection reports</p> <p>Performance information from children's services.</p> <p>SEWSCB strategic plan</p> <p>Evidence from CSSIW inspections.</p>
We wanted to ensure that services to minimise the impact of domestic abuse within the authority were in place.	<p>Supported the local domestic abuse forum in the development and implementation of its local action plan.</p> <p>Identified potential service gaps and started to work with others about how these can be addressed.</p>	The local authority is tackling domestic abuse at a range of levels from preventative to response.	Domestic abuse action plan.

<p>We wanted to ensure that we listened directly to young people regarding safeguarding and that their concerns were responded to.</p>	<p>We have begun to implement the Safeugarding Survey 2015. We have developed a well-being group to take forward an anti-bullying agenda; assist with mapping mental health pathways; and developing an 'app' to support young people affected by self-harm.</p>	<p>We are listening to and responded to the concerns of young people about their safety and well-being.</p>	<p>Safeugarding Survey</p>
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What does this tell us we need to do for the next three years?

The key areas requiring development over 2015 – 16 within the county to further ensure the safety and well-being of children and young people are:

- To develop self-evaluation and critical challenge in respect of the impact of safeguarding activity across the authority.
- Use the external validation review of safeguarding as an opportunity for further learning and to help us in setting direction, prioritising and improvement planning.
- Listen and respond to the outcomes from the Young People's Safeguarding Survey 2015.
- Promote increased engagement with voluntary organisations.
- Implement the 2nd phase of the SAFE and analyse outcomes.
- Develop the training programme for Monmouthshire to ensure that all staff have access to safeguarding / child protection training at a suitable level (in progress).
- Support the development of the Well-Being group under the partnership including cross authority work around anti-bullying, self-harm and mental health pathways (Well-being group in early stage of development).
- Use of range of sources to analyse and report on the issues that compromise the safety and welfare of children and /or potentially expose them to harm through abuse and neglect. Work with others to respond to / reduce areas of need particularly regarding domestic abuse, parental substance misuse child neglect and young people with complex risk taking behaviours (In progress).
- Prioritise key areas of safeguarding practice where it has been identified that practice can be improved particularly regarding the thresholds and interface between services areas; section 47 investigations and working with complex risk (in progress).

Action	Expected impact of this action	Strategic Plan it aligns to (If directly applicable)	Outcome it contributes to (If directly applicable)	Timescale	Funding	Officer responsible	Q1 Performance appraisal (Include progress and impact made)	Q2 Performance appraisal (Include progress and impact made)	Q3 Performance appraisal (Include progress and impact made)	Q4 Performance appraisal (Include progress and impact made)
1. Review the Monmouthshire Safeguarding and Child Protection Policy on an biennial basis. Ensure that the Policy is implemented across the LA through the SAFE (see below).	The policy is up to date with any changes in legislation and / or any developments in safeguarding practice particularly Keeping Children Safe in Education and the Social Care and Well-Being Act. There is clear guidance in place across the authority regarding safeguarding and child protection practices, roles and responsibilities.	Single Integrated Plan	People feel safe	By Sept 2015	Core	LOSIE / Safeguarding Manager		Work plan for the Whole Authority Safeguarding Group (WASG)		
							On Target	Behind Target	Select Progress	Select Progress
2. Support the development of the Whole Authority Safeguarding Group. Use the external validation review of safeguarding as an opportunity for further learning and to help us in setting direction, prioritising and improvement planning. <i>Review chair arrangements for the WASG in consideration of statutory duties of Director of SS (Rec 1 EW)</i> <i>Corporate roles and responsibilities safeguarding to be clearly articulated and understood (Rec 3 EW)</i>	Strong leadership and cross directorate ownership of safeguarding, together with the opportunity for internal challenge will help to keep children in Monmouthshire safer.	Single Integrated Plan	People feel safe	On-going External Validation to complete end of July 2015	Core	Safeguarding Manager	External review by EW received. WASG meeting dates set for the year. On Target	Further clarify work plan and priorities for WASG <i>Strengthen knowledge of and link with SEWSCB</i> On Target		
							On Target	On Target	Select Progress	Select Progress
3. Implement Phase 2 of the Safeguarding Assessment Framework for Evaluation (SAFE): Year 1 all settings and service areas operating directly within the LA Year 2 all grant funded and commissioned services Analyse the outcomes from the audits and address any issues / themes that arise either within individual settings or at a wider whole authority level. (This to include completing the analysis and mapping from the Phase 1 / year 2). <i>(Rec 7 EW)</i>	Gain further information about how individual settings and service meet their child protection and safeguarding responsibilities in practice. Our aim is to embed a developmental and continuous approach to improving child protection practice and to ensure that all agencies are working together effectively to keep children safe.	Single Integrated Plan	People feel safe	Year 1 by end of March 2016 Year 2 by end of March 2017	Core	LOSIE		Phase 2 (Year 1) commenced through schools and early years. <i>Planning for LA ensuring QA process for SG in contracted and commissioned services (year 2) to commence via WASG</i>		
							On Target	On Target	Select Progress	Select Progress

<p>4. Work with others to promote a better engagement with voluntary sector organisations operating within Monmouthshire including promoting the implementation of a safeguarding audit framework for all voluntary organisations.</p>	<p>Ensuring that voluntary sector organisations fully understand and are supported to meet their safeguarding responsibilities.</p>	<p>Single Integrated Plan</p>	<p>People feel safe</p>	<p>On-going</p>	<p>Core</p>	<p>LOSIE / Safeguarding Manager</p>		<p>GAVO represented at Local Group of the SEWSCB; Safeguarding link with 3rd sector through Youth Offer Group established. Task now to establish joint needs analysis and SG priorities for vol sector.</p>			
								<p>Behind Target</p>	<p>Behind Target</p>	<p>Select Progress</p>	<p>Select Progress</p>
<p>5. Deliver and develop safeguarding and child protection learning and training opportunities across the authority for all workers and volunteers.</p> <p>Increase the numbers of MCC staff accessing level 3 regional training.</p> <p>Identify training needs from a whole authority approach and develop of a core programme for safeguarding training. (Rec 8 EW)</p> <p>Further work to develop the network of good quality level 1 trainers across the local authority.</p> <p>Implement a staff survey to gauge the impact of level 1 learning and on-going mapping of training needs.</p>	<p>Children will be safeguarded because workers and volunteers are trained to recognise and respond to concerns and feel confident in their CP roles at whatever level.</p>	<p>Single Integrated Plan</p> <p>SEWSCB strategic plan</p>	<p>People feel safe</p>	<p>On-going</p> <p>Staff Survey by end of Sept 2015</p>	<p>Core / SEWSCB resource</p>	<p>LOSIE / Safeguarding Manager</p>	<p>Level 1 training needs analysis initiated with the WASG.</p>	<p>Complete Level 1 training needs analysis across all directorates. Safeguarding now integrated into corporate induction. Develop individual directorate record keeping and monitoring. Implement staff survey.</p>			
								<p>On Target</p>	<p>On Target</p>	<p>Select Progress</p>	<p>Select Progress</p>
<p>6. Work in partnership with Employee Services to ensure that safe recruitment and HR practices are embedded within the authority through training, appropriate policy and guidance and monitoring / audit.</p> <p>Build consistency across the LA in the use of volunteers particularly in respect of HR practices and training.</p>	<p>All staff members and volunteers are suitable and do not pose a risk to children or young people</p>	<p>Single Integrated Plan</p>	<p>People feel safe</p>	<p>On-going</p>	<p>Core</p>	<p>People Management Leads / Safeguarding manager</p> <p>Volunteer Coordinator</p>	<p>Volunteer management tool kit in development with strong s/g component.</p>	<p>Safe recruitment training programme in place. Good practice examples of risk assessing re DBS. Increased level of audit and follow up of exception reporting in place through directorate leads.</p>			
								<p>On Target</p>	<p>On Target</p>	<p>Select Progress</p>	<p>Select Progress</p>

<p>7. Lead and co-ordinate the statutory response to any professional allegations.</p> <p>Analyse and report on performance information regarding professional allegations.</p> <p>Raise awareness of the management of professional allegations through training and learning opportunities.</p>	<p>Professional allegations are responded to effectively so that children and young people are protected from individuals who may pose a risk.</p>	<p>Single Integrated Plan</p> <p>SEWSCB strategic plan</p>	<p>People feel safe</p>	<p>On-going</p> <p>Training programme implemented by Sept 2015</p>	<p>Core</p>	<p>Child Protection Coordinator / Safeguarding Manager</p>	<p>Training programme has been signed off by the SEWSCB and is ready for local delivery.</p>			
<p>8. Develop our monitoring, review and analysis of safeguarding and child protection using a range of information sources including:</p> <ul style="list-style-type: none"> - External validation of safeguarding - Inspection reports - Young people's safeguarding survey (2015) - Published case reviews from within the region and nationally - Local performance management information - Local case review and audit <p>Further refine 6-monthly safeguarding reports so that strategic priorities are clearly articulated (Rec 6 EW).</p> <p>Report on the activity of the SEWSCB to senior leaders and elected members (Rec 2 EW)</p>	<p>Ensure that information is used effectively to continually identify and respond to aspects of local need and set target areas for service / practice improvement.</p>	<p>Single Integrated Plan</p>	<p>People feel safe</p>	<p>6-monthly reports</p>	<p>core</p>	<p>Safeguarding Manager</p>	<p>On target</p>	<p>Sept reports produced</p> <p>On target</p>		
<p>9. Work with others to review and ensure that necessary resources are allocated to preventative and response services for children at risk of harm because of domestic abuse and parental substance misuse.</p> <p>Ensure that where services are commissioned these align with local needs.</p> <p>Continue to support local implementation of domestic abuse work following the regional re-structure.</p>	<p>Children's vulnerability is reduced by aligning services and resources to needs in key areas.</p>	<p>Single Integrated Plan</p> <p>Children's Services SIP (9)</p> <p>VAWSASV regional and local plans.</p> <p>Strategic Priority 3 SEWSCB</p>	<p>People feel safe</p>	<p>Targets not set yet</p>	<p>Core</p>	<p>Head of Children's Services / Safeguarding Manager</p>	<p>Links made to regional VAWDASV. Local action plan in development.</p>	<p>Need to check direct prevention within CYP</p>		
							<p>On Target</p>	<p>On Target</p>	<p>Select Progress</p>	<p>Select Progress</p>

<p>10. Support and develop work across the LA in addressing and responding to the needs of adolescents with complex risks including:</p> <ul style="list-style-type: none"> - Completion of self-harm app - Mapping for mental health pathways; - Further awareness raising and training for responding to child sexual exploitation - Strengthening risk assessment and management processes within single agencies and through partnership approaches. 	<p>That vulnerable teenagers within Monmouthshire are safeguarded and protected and that services are responsive to their needs as <i>children</i> in their own right.</p>	<p>Single Integrated Plan</p> <p>Children's Services SIP (5)</p> <p>Youth Offer Group</p> <p>SEWSCB Strategic Priority 2</p>	<p>People feel safe</p>	<p>On-going / Targets not yet set</p>	<p>Core</p>	<p>Partnership manager / Safeguarding Manager</p>	<p>Self harm app due for launch Sept 2015.</p> <p>Mapping exercise commenced.</p> <p>CSE staff training in schools implemented</p>	<p>Well-being group established.</p> <p>Planning in place for preventative CSE work in schools.</p>		
							<p>On Target</p>	<p>On Target</p>	<p>Select Progress</p>	<p>Select Progress</p>
<p>11. Support the implementation of the anti-bullying action plan via the Well-being group through development of good practice, better use of information and reporting systems and training.</p> <p>(Young people's survey)</p>	<p>Risks to children and young people caused through the impact of bullying are reduced.</p>	<p>Single Integrated Plan</p>	<p>People feel safe</p>	<p>Cross Ref anti-bullying plan / Well-being group</p>	<p>Core</p>	<p>Partnership manager / Safeguarding Manager / Inclusions Manager</p>		<p>Bullying action plan in place and being monitored through Well-being group</p>		
							<p>On Target</p>	<p>On Target</p>	<p>Select Progress</p>	<p>Select Progress</p>
<p>12. Work in partnership with Monmouthshire Youth Service and education services to promote on-line safety for all children and young people in Monmouthshire through provision of general and targeting information and training.</p> <p>(Young People's Survey)</p>	<p>Children feel safer on-line and parents and professionals are enabled to promote on-line safety and minimise risks.</p>	<p>Single Integrated Plan</p>	<p>People feel safe</p>	<p>Targets not set yet</p>	<p>core</p>	<p>Youth service / safeguarding manager</p>	<p>Regional training for professionals in development</p>	<p>Establish work plan through response planning following YP's SG survey (see12)</p>		
							<p>On Target</p>	<p>On Target</p>	<p>Select Progress</p>	<p>Select Progress</p>
<p>13. Report on the outcomes from the young people's Safeguarding Survey 2015</p> <p>Work with others to develop an Engagement Strategy for C&YP (Rec 5 EW)</p>	<p>There is cross directorate awareness and action planning in response to the issues that concern young people.</p>	<p>Single Integrated Plan</p> <p>Children's Services SIP (12)</p>	<p>People feel safe</p>	<p>By end July 2015</p>	<p>Core</p>	<p>Youth service / safeguarding manager</p>	<p>YP survey completed and confirms more work to do be done on bullying, keeping safe on line and access to adult material on line</p>	<p>Action plan to map out response and next steps following survey.</p> <p>On Target</p>		
							<p>On Target</p>	<p>On Target</p>	<p>Select Progress</p>	<p>Select Progress</p>
<p>14. Promote good practice regarding working with children at risk of neglect including:</p>	<p>Good understanding and inter-agency working around thresholds and referrals will ensure that risk and need is responded to at the appropriate level.</p>	<p>Single Integrated Plan</p> <p>SEWSCB strategic Priority 1</p>	<p>People feel safe</p>	<p>On-going</p>	<p>Core</p>	<p>Safeguarding Manager</p>		<p>Increase Neglect training attendance.</p> <p>Awareness raising.</p> <p>Further audit.</p>		

<ul style="list-style-type: none"> - Working with preventative services regarding early recognition and making good quality referrals; - Promoting the alignment of preventative services to parental needs; - Continued implementation of 'Neglect' and 'Child protection planning' training within Monmouthshire. 		Children's Services SIP					On Target	On Target	Select Progress	Select Progress
<p>15. Implement multi-agency training in section 47 process and to support multi-agency involvement and joint working during Section 47 inquiries.</p> <p>Consider MASH as an alternative 'front-door' model (Rec 9 EW)</p> <p>Provide oversight to children on the child protection register and to support the implementation of multi-agency consultation for complex cases.</p>	<p>Best outcomes for children are achieved through the development of good practice when undertaking child abuse investigations.</p> <p>Best outcomes for children are achieved through active, inter-agency child protection planning.</p>	<p>Single Integrated Plan</p> <p>SEWSCB strategic plan</p> <p>Children's Services SIP (4)</p>	People feel safe	Further 2 training sessions by end July 2015	Core	Head of Children's Services / Safeguarding Manager		Some delays around development of S47 – identification of ABE training; impact of service delivery issues in 'front-door' services		
							On Target	Behind Target	Select Progress	Select Progress
<p>16. Improve understanding of thresholds between preventative and statutory services.</p>	<p>Good understanding and inter-agency working around thresholds and referrals will ensure that risk and need is responded to at the appropriate level.</p>	Single Integrated Plan	People feel safe			Head of Children's Services / Safeguarding Manager / Partnerships	On Target	Joint Education and Children's Services Workshop held.		
							On Target	On Target	Select Progress	Select Progress
							Select Progress	Select Progress	Select Progress	Select Progress

A balanced scorecard to measure service performance / impact (Some standard measures of performance on staff, finance and customers have been included that all services must report)

Staff (Key infrastructure)

Indicator	Actual 2012/13	Actual 2013/14	Actual 2014/15	latest Wales Av	Target 2015/16	Actual 2015/16 Q1	Actual 2015/16 Q2	Actual 2015/16 Q3	Actual 2015/16 Q4	Context/ Comment
The percentage of open cases of children on the Child Protection Register who have an allocated social worker (SCC/013ia)	100%	100%	100%	99.9%	100%		100%			
Average days lost to sickness absence per FTE employee					11.06		0.33			
Percentage of employees who leave the department			0	-	0		0			

Budget (Key infrastructure)

Indicator	Actual 2012/13	Actual 2013/14	Actual 2014/15	latest Wales Av	Target 2015/16	Actual 2015/16 Q1	Actual 2015/16 Q2	Actual 2015/16 Q3	Actual 2015/16 Q4	Context/ Comment
Forecase overspend or underspend on budget										

Processes (How Much and How Well?)

Indicator	Actual 2012/13	Actual 2013/14	Actual 2014/15	latest Wales Av	Target 2015/16	Actual 2015/16 Q1	Actual 2015/16 Q2	Actual 2015/16 Q3	Actual 2015/16 Q4	Context/ Comment
Number of referrals created as % of contacts received into children's services			12.4% (482/3885)	-	-		8.8% (163/1843)			
Number of section 47 investigations undertaken as % of referrals					-		60.1% (98/163)			NB Initial Strategy Discussions NOT S47 investigations
Number of children on the child protection register at the end of the period	55	37	51	-	-	59	41			De-registration of some large sibling groups during the period
Number (%) of children on the child protection register for 1 year or more at the end of the period	56% (31/55)	14% (5/37)	16% (8/51)	-	-		10% (4/41)			2 families
Percentage of initial child protection conferences within timescales (SCC/014)	84.8% (56/66)	93.4% (57/61)	75.0% (57/76)	89.9%	93.2%		90.5%			
Percentage of initial core groups held on time (SCC/015)	34.0% (16/47)	96.2% (51/53)	87.1% (54/62)	90%	91.5%		97.4%			
Number of child protection review conferences hold on time (SCC/034)	90.5%	93.9%	95.4%	98.1%	100%		91.1%			
Number of professional strategy meetings held		27	28	-	-		20			Counted as # of initial meetings (23 individuals)

Numbers of Monmouthshire workers trained at level 1	818	730	-		406				
Numbers of workers trained at level 2		105	-		-				SEWSCB provide year end figures
Numbers of workers trained at level 3		N/K	-		-				SEWSCB provide year end figures
Numbers of young people surveyed in 2015		-	-	1500		1231			

Customers (Outcome / Is anyone better off?)										
Indicator	Actual 2012/13	Actual 2013/14	Actual 2014/15	latest Wales Av	Target 2015/16	Actual 2015/16 Q1	Actual 2015/16 Q2	Actual 2015/16 Q3	Actual 2015/16 Q4	Context/ Comment
Number of de-registrations from the child protection register during the period	87	78	60	-	-		47			
Number of de-registrations entering the looked after system during the period	29	23	8	-	-		9			
Number (%) of children added to the register during the period who had been previously re-registered	12.7% (8/63)	20% (12/60)	6.8% (5/74)	-	-		17.9% (7/39)			
The % of referrals that are re-referrals within 12 months (SCC/010)	16.2% (69/425)	13.3% (55/415)	13.5% (65/482)	22.2%	12 – 30%		17.2% (28/163)			
Average length of time (months) that children spend on the register	11.8	7.7	6.5	-	-		5.7			
Number (%) of PSMs where concerns are substantiated			8/26	-	-		10/16			
Number of staff trained who can demonstrate that level 1 learning aims are achieved (survey)				-	-		-			Data not available

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