

Newcastle Safeguarding Children Partnership



Development Day

1 December 2021, 0900 to 1300

Welcome and Overview

Heather Pearson,
NSCP Independent Chair





Agenda

- | | |
|-------------|--|
| 0900 – 0905 | Join meeting, enable audio and video facility |
| 0905 – 0915 | Welcome and overview of the morning |
| 0915 – 1000 | NSCP Arrangements |
| 1000 – 1030 | Relational and Restorative Practice followed by Questions/Discussion |
| 1030 – 1040 | Break |
| 1040 – 1110 | Voice of the Child Presentation |
| 1110 – 1130 | Statutory Partner Updates |
| 1130 – 1140 | Launch of NSCP Priorities and Plan |
| 1140 – 1210 | Breakout Session |
| 1210 – 1240 | Breakout Feedback Session |
| 1240 – 1250 | Any Other Business |
| 1250 – 1300 | Close of Meeting |

NSCP Arrangements

Heather Pearson, NSCP Independent Chair

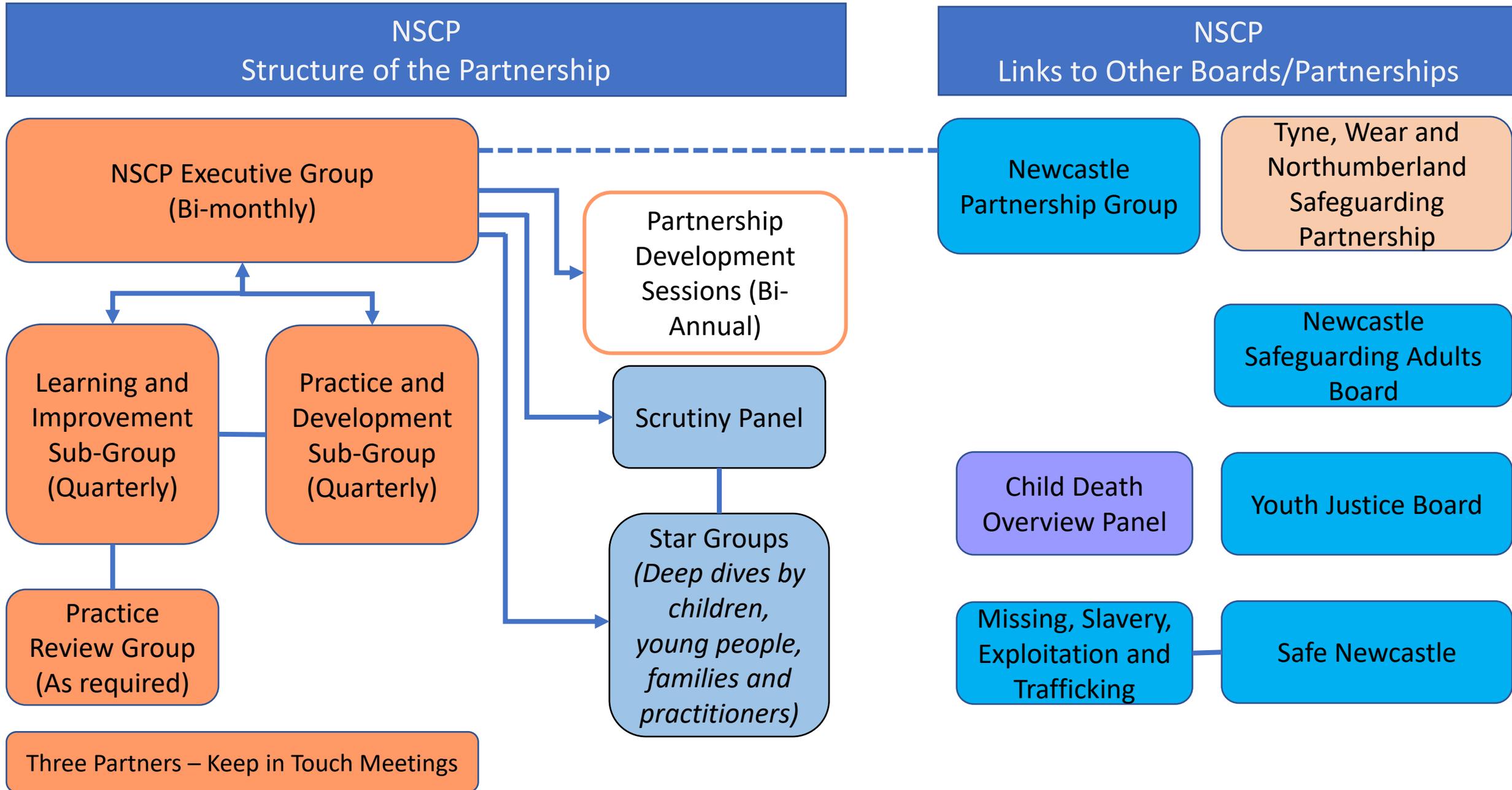
Stafford Devine, Service Manager –
Safeguarding Standards, Newcastle City Council

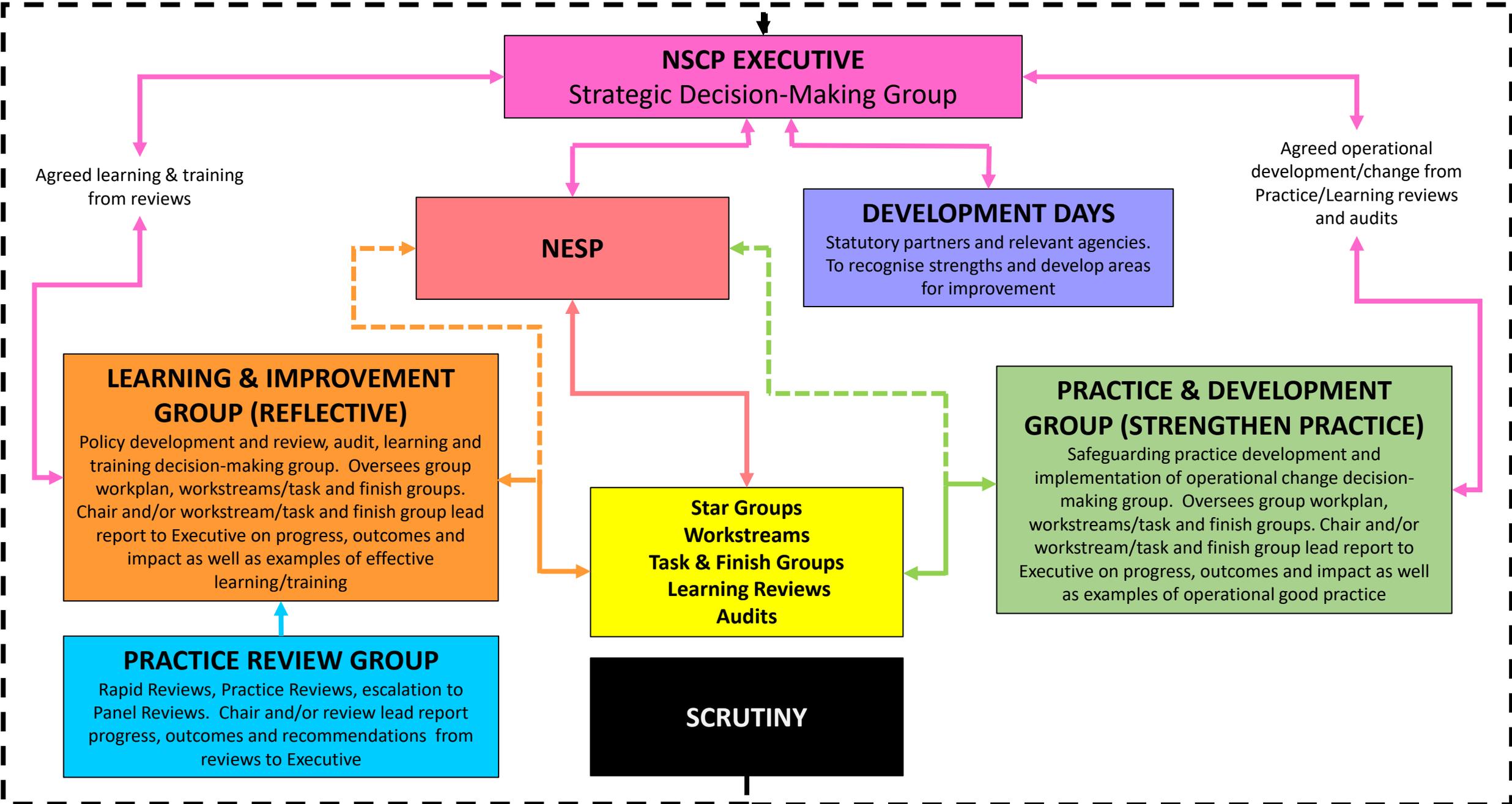
Alison Fry, NSCP Coordinator

Tina Lisle, NSCP Scrutiny and Development Lead



NSCP Arrangements





NSCP EXECUTIVE
Strategic Decision-Making Group

NESP

DEVELOPMENT DAYS
Statutory partners and relevant agencies.
To recognise strengths and develop areas
for improvement

Agreed operational
development/change from
Practice/Learning reviews
and audits

LEARNING & IMPROVEMENT GROUP (REFLECTIVE)
Policy development and review, audit, learning and
training decision-making group. Oversees group
workplan, workstreams/task and finish groups.
Chair and/or workstream/task and finish group lead
report to Executive on progress, outcomes and
impact as well as examples of effective
learning/training

PRACTICE & DEVELOPMENT GROUP (STRENGTHEN PRACTICE)
Safeguarding practice development and
implementation of operational change decision-
making group. Oversees group workplan,
workstreams/task and finish groups. Chair and/or
workstream/task and finish group lead report to
Executive on progress, outcomes and impact as well
as examples of operational good practice

**Star Groups
Workstreams
Task & Finish Groups
Learning Reviews
Audits**

PRACTICE REVIEW GROUP
Rapid Reviews, Practice Reviews, escalation to
Panel Reviews. Chair and/or review lead report
progress, outcomes and recommendations from
reviews to Executive

SCRUTINY

Agreed learning & training
from reviews

Relational and Restorative Practice Followed by Questions/Discussion

Jonathan Wiggins, Programme Director,
Strengthening Families Protecting Children (SFPC),
Leeds City Council

Kate Williams, Service Improvement Lead,
Children and Families Strategy Unit, Newcastle City
Council



Relational and Restorative Practice in Newcastle

- Background
- Leeds story
- What does it mean for Newcastle?
- Next steps



Background



- In Newcastle over recent months there has been a strong focus on how we work with children and their families using **relational and restorative practice**, under the banner of ‘Family Valued’
- This approach is underpinned by investment of £3.1m from the DfE’s ‘Strengthening Families, Protecting Children’ Programme
- Close working with Leeds CC to draw on their experience and capacity e.g. HT attendance at Promise Board



Why we wanted to work differently



- Lots of progress in Newcastle **but still more to do to reduce inequalities for children**
- In **Children's Social Care** the majority of children become looked after because of the behaviour of adults, the majority are parents struggling with issues – not least poverty
- It builds on existing strong relational ways of working in Children & Families Newcastle, Youth Justice Service etc.
- **Relationships are at the heart of change.** Much of our work is based around what will happen in the future so we cannot work with certainty and pressures and processes can lead us to focus purely on the present.



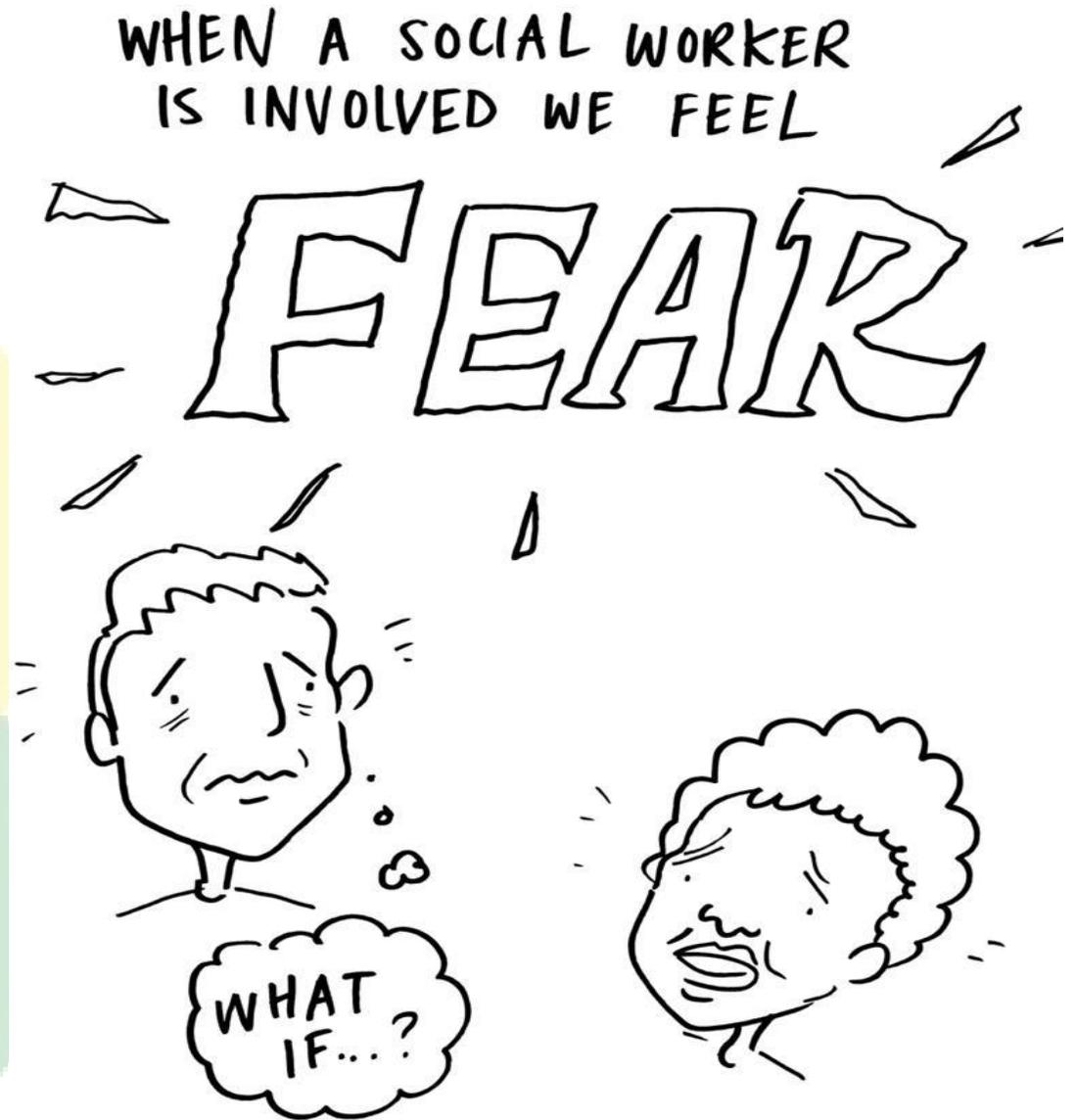


Leeds in 2010

1. 'Children are not safe'
2. Practice and services 'inadequate'
3. Spiraling costs despite worsening outcomes:
4. Record numbers of CLA
5. Poor school attendance, NEET
6. Doubling of residential care
7. Low staff morale, high vacancies
8. Mistrust, blame and weak partnerships

Difficult home truths

Messages from parents confirmed the circumstances we were in, but also gave some guidance



Reflections

Most vulnerable families in the city, were wary and fearful of the key statutory organisation set up to support, protect and promote their children's life chances.

Partners had lost confidence in SW practice and judgement

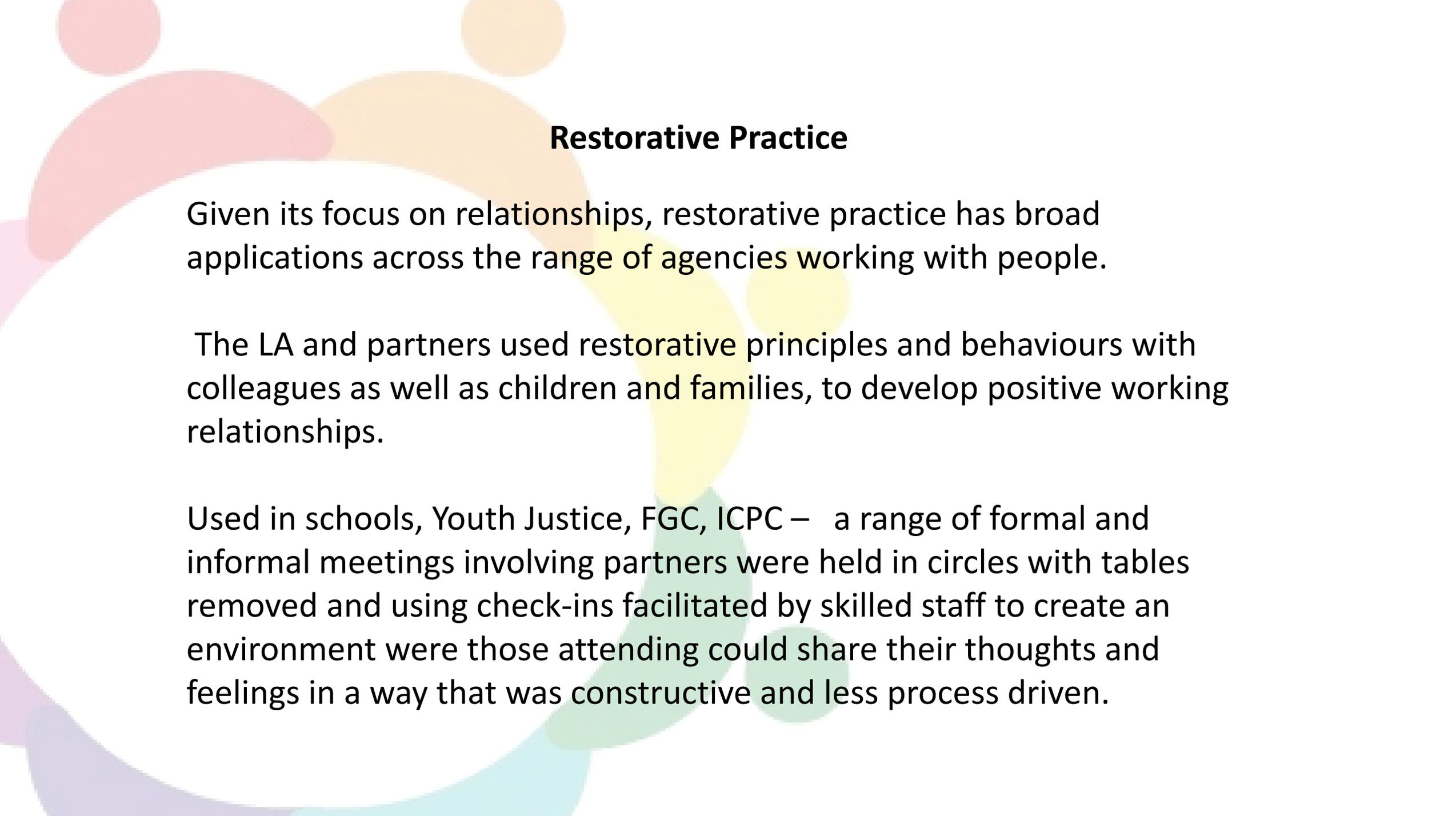
Leeds needed to take a long & hard look in the mirror to re-define our relationship with partners and families.



Building Trust & Relationships

- With children and families
- Within families
- Within agencies
- Between agencies
- With the wider city





Restorative Practice

Given its focus on relationships, restorative practice has broad applications across the range of agencies working with people.

The LA and partners used restorative principles and behaviours with colleagues as well as children and families, to develop positive working relationships.

Used in schools, Youth Justice, FGC, ICPC – a range of formal and informal meetings involving partners were held in circles with tables removed and using check-ins facilitated by skilled staff to create an environment where those attending could share their thoughts and feelings in a way that was constructive and less process driven.

Weekly obsessions tracker



Week commencing 07 August 2017

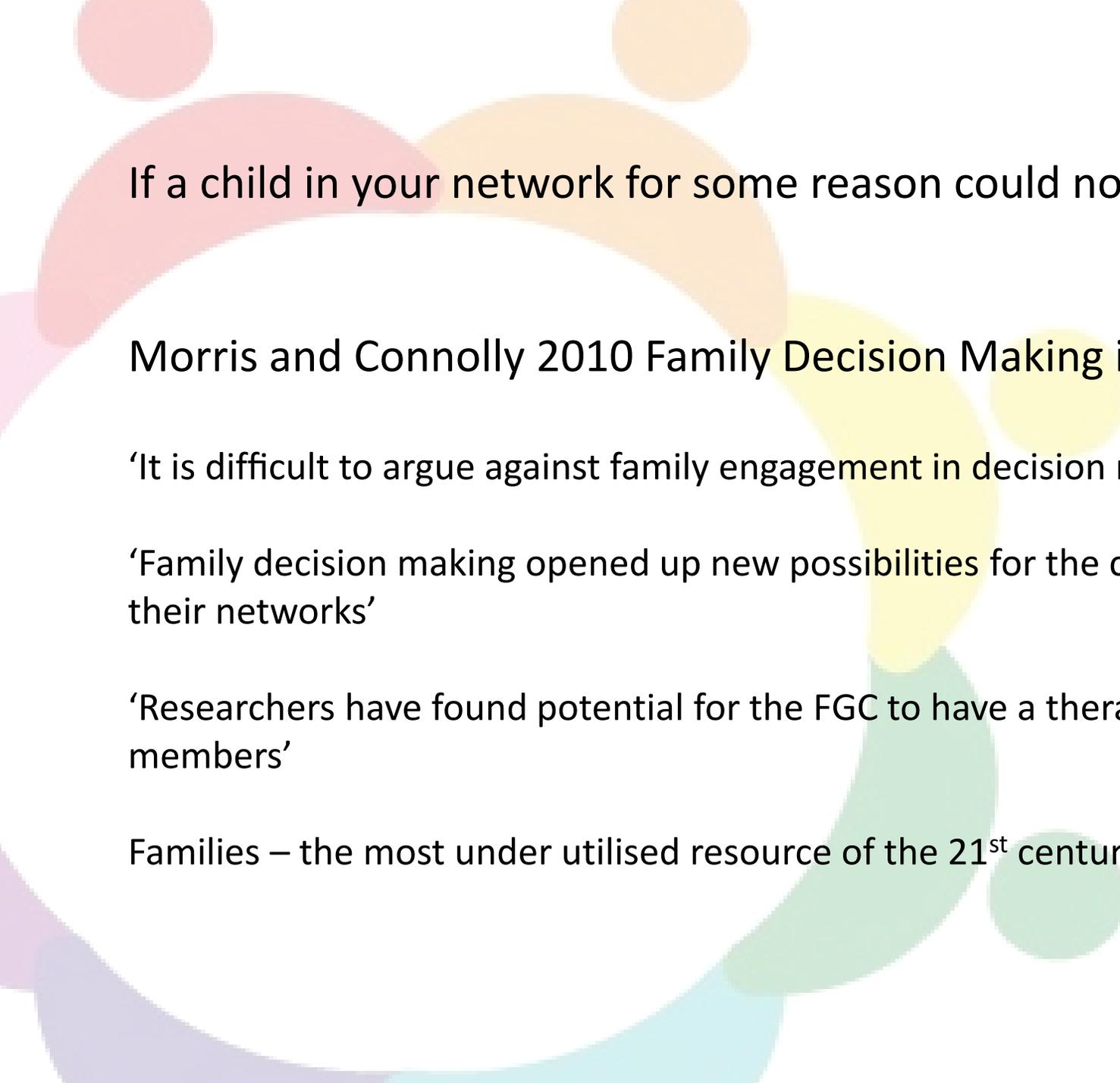
Obsession	Latest position this week	Change since last week	Change since CYPP start	Percentage change since CYPP start	Progress since CYPP start
Safely reduce the number of children looked after	1260	-4	-158	-11.0	
Reduce the number of young people who are NEET or not known (new definition)	772	9	-106 <small>Change since January 2017</small>	-8.3 <small>Change since January 2017</small>	
Reduce school absence: primary	School	holidays	-1.6	n/a	
Reduce school absence: secondary	School	holidays	-2.7	n/a	

Both the children looked after and NEET data show the position at the start of the week.

Absence data reports academic year-to-date for 2016/17.

New NEET definition from September 2016.

CYPP: Children and Young People's Plan. More information and data are available on the Leeds Observatory: <http://observatory.leeds.gov.uk>.



If a child in your network for some reason could not live with his or her parents

Morris and Connolly 2010 Family Decision Making in Child Welfare

‘It is difficult to argue against family engagement in decision making as a basic human right’

‘Family decision making opened up new possibilities for the care and protection of children within their networks’

‘Researchers have found potential for the FGC to have a therapeutic or healing effect for family members’

Families – the most under utilised resource of the 21st century ?

From first
knock on a
family's door
..... explore &
capture
everyone in
the family

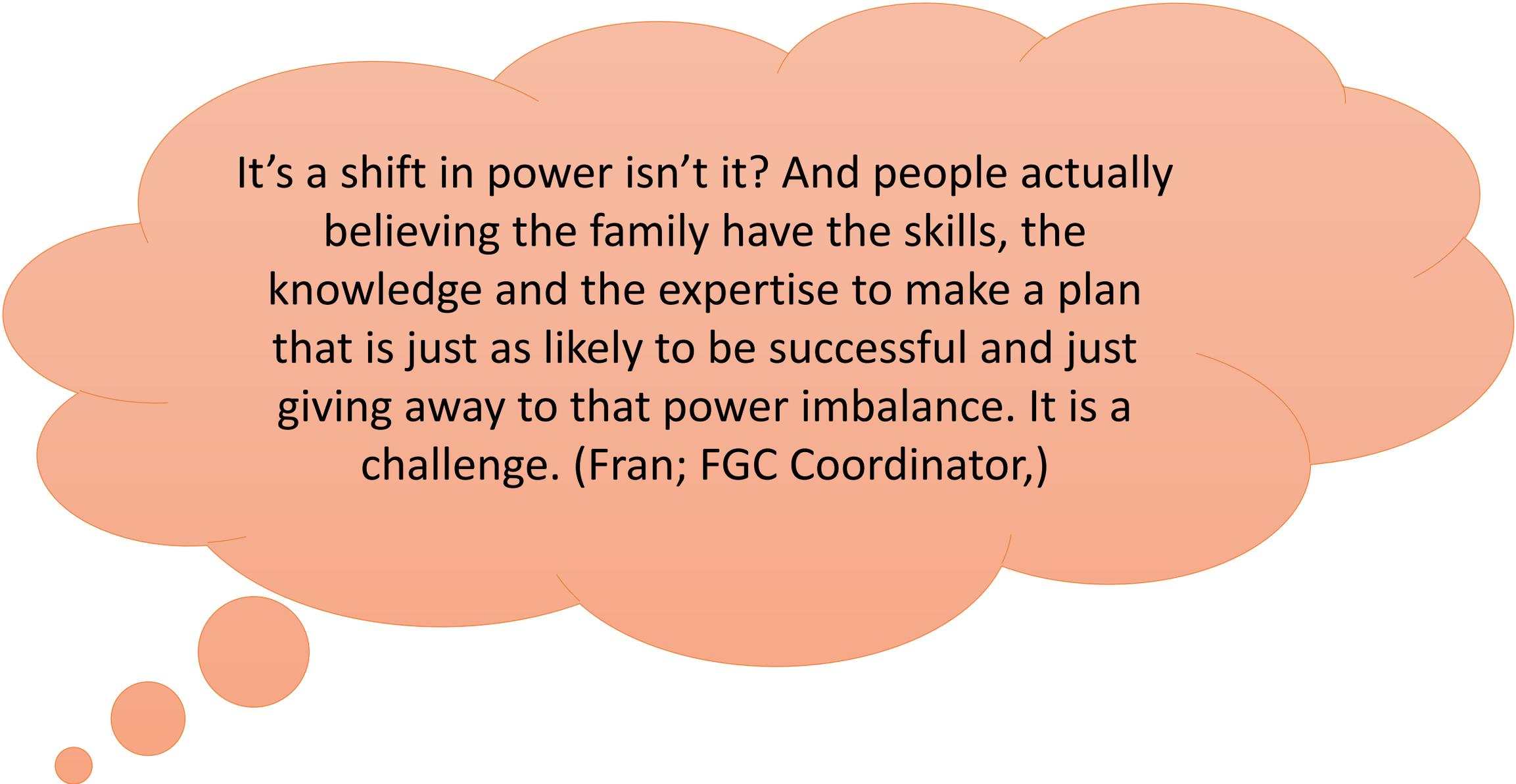
SOCIAL WORKERS
SHOULD THINK
ABOUT
THE WHOLE

FAMILY



NOT JUST THE
CHILD →





It's a shift in power isn't it? And people actually believing the family have the skills, the knowledge and the expertise to make a plan that is just as likely to be successful and just giving away to that power imbalance. It is a challenge. (Fran; FGC Coordinator,)

What helped Leeds and partners to a better place?

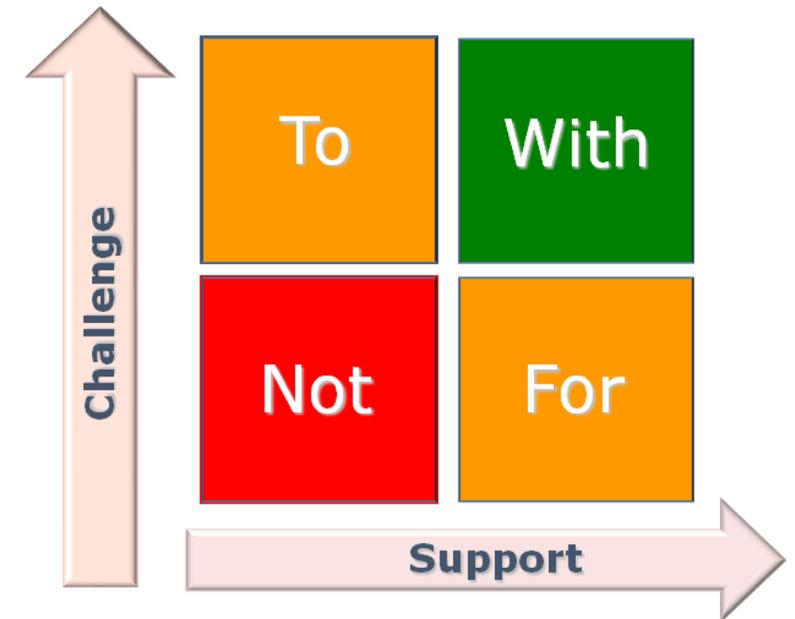
7 key areas

1. Family Group Conferencing – giving up some control understood
2. Working with men / fathers and the paternal family
3. Re-align service = better relationships with partners, less SW change
4. A re-evaluation of inter-agency relationships within the city
5. New localised / co located joint partnership teams inc Early Help
6. Across partnership a RP & Family Valued approach to help & support
7. Growth of contextual family facing language across the partnership

What is it?



- A whole system, whole city approach promoting relational working; **building and maintaining meaningful and respectful relationships**, as opposed to focussing solely on policy and process
- Focus on relationships to prevent harm, rather than just repair after harm has occurred (restorative justice)
- **Working ‘with’**, not ‘to’ or ‘for’
- It is not a model or a tool, it is **a way of thinking and working**
- It is strengths based and values driven
- **Connect before content**



In Newcastle to date



- 500+ Newcastle practitioners have attended **restorative practice training**. Newcastle practitioner/ trainer group now delivering ongoing multi-agency training
- Invested in directorate **Voice and Influence** capacity – augmenting existing capacity – and political mandate from **No Child Left Behind**. Aim to help create a city where CYP are empowered to have a voice and influence plans and decisions that affect them
- **Co-designed and launched Children & Families Newcastle**; a collaborative approach to earlier intervention. Underpinned by relational and restorative ways of working – including the team of **Family Partners**
- **Family Group Conferencing Service** launched in August 2021
- **Increased resource and continuity of support for kinship carers and SGO families** via Family and Friends team in Children’s Social Care
- **Started the conversation with partners**, via Children and Families Newcastle, Safeguarding Partnership, Promise Board and others.





- Brief training sessions available to all practitioners in Newcastle
[Restorative Practice Awareness Session - Newcastle Safeguarding](#)
- Further information to be published on NSCP website shortly
- Opportunity to link with Leeds counterparts to understand how this approach was implemented

Voice of the Child Presentation

Ben Dickenson, Child Friendly Newcastle Lead,
Newcastle City Council

Andy Graham, Principal Adviser, Children and
Families, Newcastle City Council



Voice & Influence

Summer 2021 update



let's talk
Newcastle

You Said, We Did in action: amplifying summer offers

Best Summer Ever (12,000 CYP)

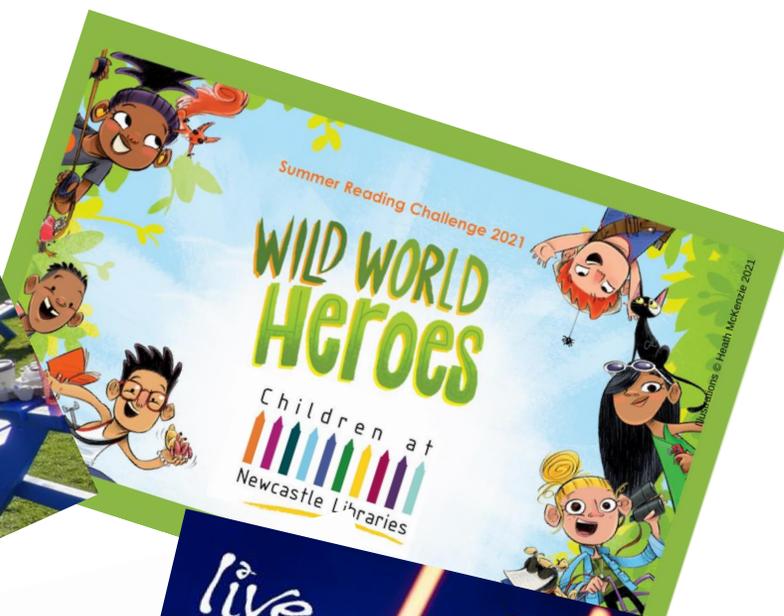
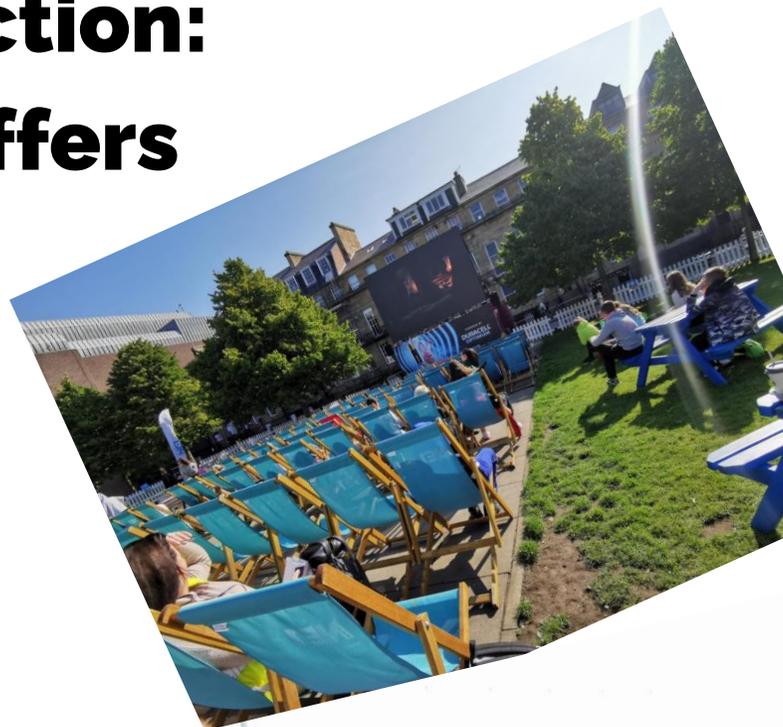
- mindful eating & Ninja walking
- storytellers
- Geordie Superheroes

Summer Reading Challenge

- animating books in local settings
- libraries team distributing packs
- competition – win a tablet

Access for those who miss out

- screen on the square takeover (400 CYP)
- Magic Weekend (260 CFN families)
- Shine (16+ & care homes)



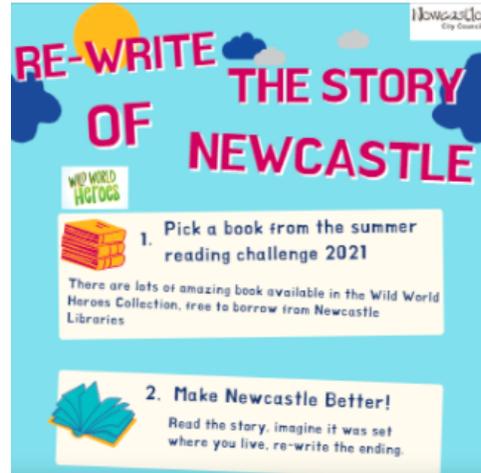
Creative consultation



city renewal social media call out & YP survey (May, 450 CYP)



Geordie Superheroes – what would they change? (summer, 200 CYP)



Online story videos & competition (August)

Next Generation Newcastle

(NGI, 400 YP online, 2 focus groups)

YP love city but do not have confidence it will deliver on aspirations:

- Lacks facilities for young people
- Lacks sufficient support for YP mental health
- Has limited career opportunities
- Need to tackle the cost and availability of public transport

Fear that they will forever be branded the “lost generation”.

SEND Voice Team have...

- Job carve apprentices in post
- Have been involved in recruitment of all new SEND staff
- Helping with Local Offer design.

SEND Voice Team will...

- Creation of SEND voice network
- Happiness survey and workshops in Autumn 2021.

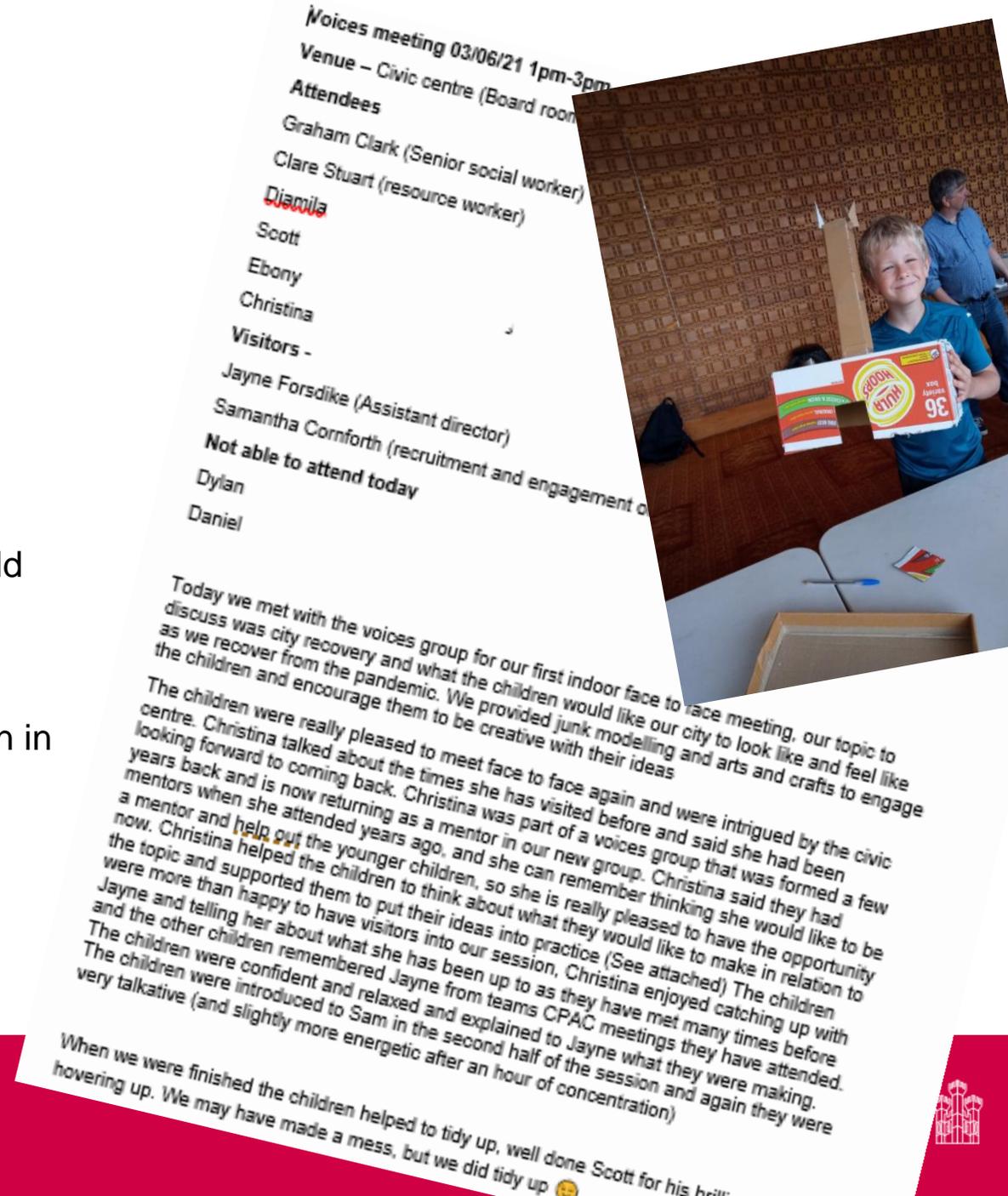


Voice for Choices city recovery activity

- participation group 8-12year olds
- group formed in March 2020 with help from PEP workers
- creative consultation on city recovery

Scott said:

“How I would like our city to feel like when covid is gone but I would use a happy emoji, that’s what I would like it to feel like. I made a church like the one I can see out of the window over there (St Thomas) When the pandemic is happening people can’t all get together, but when covid is gone they will be able to meet up again in church”



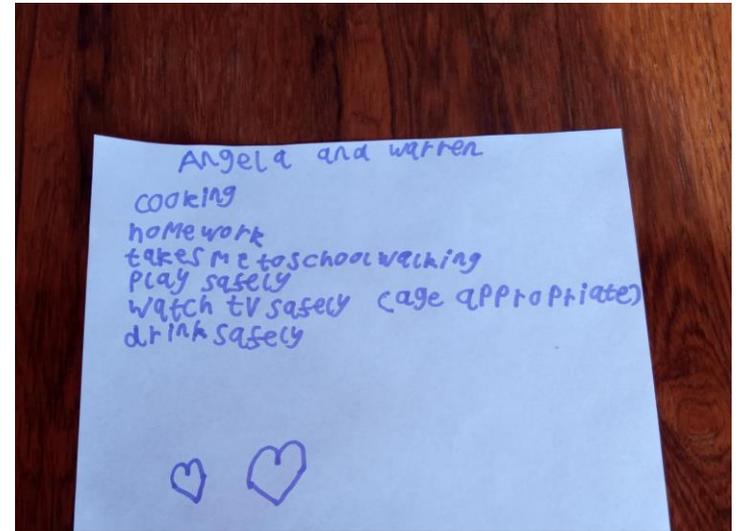
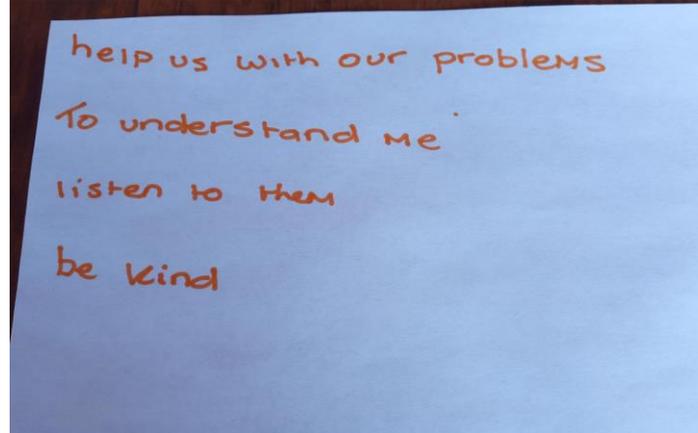
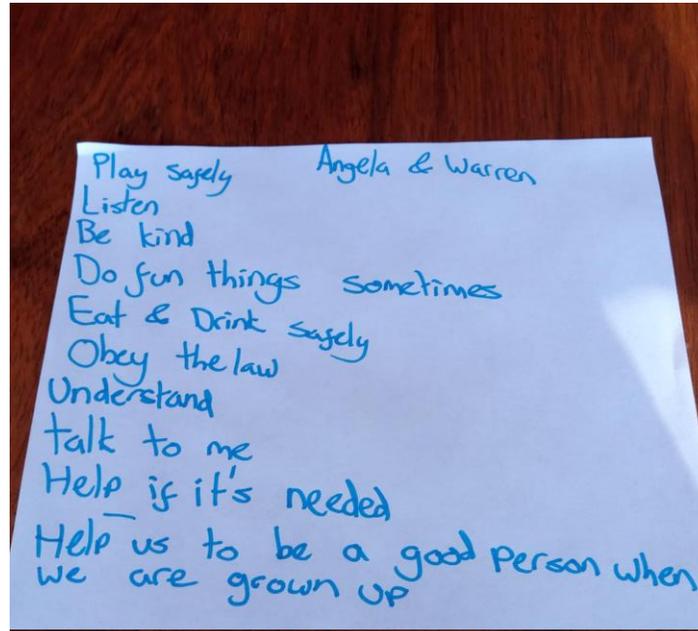
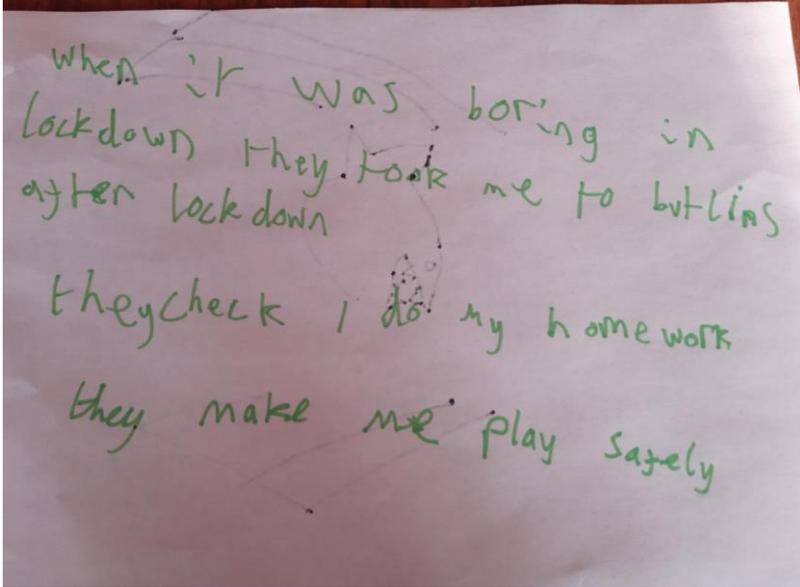
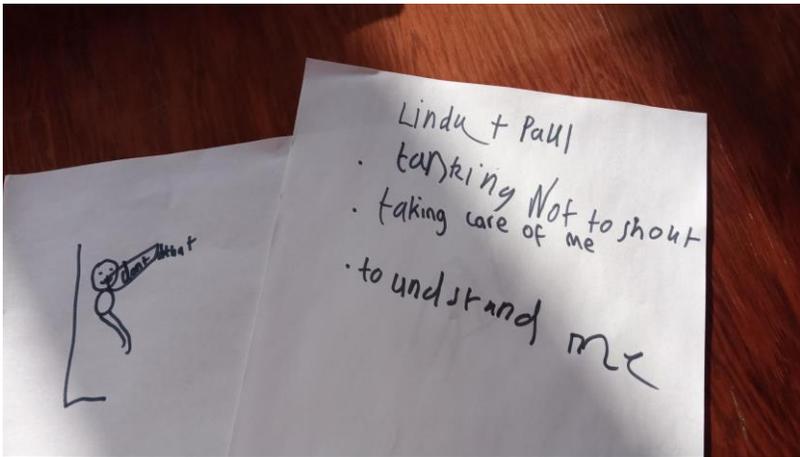
When we were finished the children helped to tidy up, well done Scott for his brilliant hovering up. We may have made a mess, but we did tidy up 😊



- Christina and Ebony made a breakout box - to show the things they have missed the most during lockdown and what they hope to do once restrictions are fully lifted
- Djamila built a covid vaccination centre and said she would like to see everyone being vaccinated so we can be rid of covid for good.
- Djamila said she would like our city to be busy and loud with everything opened back up again then we will feel free



What makes a good foster carer?



Statutory Partner Updates

Julia Young, NHS Newcastle Gateshead
Clinical Commissioning Group



Statutory Partner Updates

Ian Callaghan, Detective Inspector,
Strategic Innovation Partnership,
Northumbria Police



Vulnerability Strategy 2021 - 2025

01 December 2021

Determined.

Nobody is more determined than us to keep our communities safe.

01



Supportive.

A supportive, inclusive culture is everything to us. Full stop.

02



Passionate.

Our region is amazing. It's in our DNA to be passionate about what we do.

03



Dynamic.

We are brave and bold. We are dynamic in our thinking so bring on innovation!

04



Proud.

We are a team like no other. Proud of who we are and what we do.

05



**NORTHUMBRIA
POLICE**

Vulnerability Strategy

2021-2025

Purpose – Protect the Vulnerable

Vulnerability Principles

- Recognising and responding to vulnerability requires partners to work together effectively.
- The concept of vulnerability encompasses the person and their circumstances
- Responding to vulnerability includes empowering people to seek their own support networks
- Prioritising prevention reduces harm and demand
- To be better at recognising and responding to vulnerability requires a change in culture within and across service providers.

Our commitment to Vulnerability

We will protect the vulnerable and reduce harm in our communities by focussing on the following key areas;

- Early intervention and prevention
- Protecting, supporting, safeguarding and managing risk
- Information, intelligence, data collection and management of information.
- Effective Investigations and Outcomes
- Leadership
- Learning and Development
- Communications

What is Vulnerability?

- Northumbria Police provides the following THRIVE definition to assist identification of those vulnerable persons who require safeguarding activity by police and partner agencies.
- **'A person is vulnerable if as a result of their situation or circumstances, they are unable to take care of, or protect themselves or others from harm or exploitation'.**

The strategy will cover the 14 nationally recognised strands of public protection, including an additional three areas which also have an impact on vulnerable persons:

Domestic Abuse, Stalking and Harassment, Female Genital Mutilation (FGM), Honour-based abuse (HBA), Forced Marriage, Missing People, Vulnerable Adults/ Adults at Risk, Child Abuse, Management of Sexual and Violent Offenders (MOSOVO), Rape and Serious Sexual Offences, Modern day slavery and human trafficking, Child Sexual Exploitation (CSE), Adult Sexual Exploitation, Vulnerability to Radicalisation.

Additional three;

Mental Health, Criminal Exploitation and County Lines.



Vulnerability Work Streams

Working Together

Our Commitment - Strengthen internal and external collaboration to ensure vulnerability is everyone's business. What we will deliver:

- To work with partners to implement the reforms to multi-agency safeguarding children's partnerships.
- To ensure there is effective interoperability between local safeguarding children's partnerships, safeguarding adult's boards and community safety partnerships.
- To ensure internal connectivity between all policing areas of business with vulnerability at the heart of everything we do.
- Continued engagement with the Violence Reduction Unit (VRU) to improve lives and prevent vulnerability.
- Through collaborative working our Multi Agency Safeguarding Hubs aim to provide early and effective interventions to vulnerable children and adults in our communities.
- Working with our partners we will listen to the voice of vulnerable people placing them at centre of all decision making.
- A multi-agency Exploitation Hub working to safeguard our most vulnerable victims from harm, while developing our intelligence picture and coordinating activity against perpetrators.
- Improved information sharing protocols and training to promote the multi-agency sharing of information to enhance our holistic assessment of vulnerability

02_2023

Early Intervention and Prevention

Our Commitment – To ensure early identification and intervention is a priority to prevent unnecessary criminalisation, reduce victimisation and adopt a problem solving approach. What we will deliver:

- Consistent use of protective powers such as Domestic Violence Disclosure Scheme, Child Sex Offender Disclosure Scheme, Domestic Violence Protection Orders to safeguard the vulnerable.
- Diversion pathways from and within from the criminal justice systems where there is an opportunity to deliver an effective preventative intervention. (Out of court pathway development)
- A comprehensive data collection plan which includes multi agency data that supports the identification of our most vulnerable.
- To ensure that all staff know where and how to access service provision for all strands of vulnerability, especially at the local neighbourhood level.
- Community engagement that develops a better understanding of vulnerabilities that affect communities and those that pose a risk to the public.

Vulnerability Work Streams

Our people

Our Commitment – Provide our people with the tools to recognise and respond to vulnerability, understanding that individuals and communities can be vulnerable. What we will deliver:

- Training for all officers and staff to adopt a Trauma Informed Approach and be able to recognise vulnerability; embedding the three C's (Curiosity, Communication and Clues.)
- Develop and utilise effective ways of early evidence gathering techniques such as BWV to support 'evidence-led' prosecutions for all strands of vulnerability.
- Ensure at first point of contact all officers and staff are able to use THRIVE effectively to identify vulnerability; with an understanding that both victims and perpetrators can be vulnerable
- Instil a leadership approach at all levels throughout the organisation that encourages debriefing/review and a learning culture.
- A wellbeing strategy that recognises the impact of dealing with vulnerability for our staff and responds with support mechanisms such as TRIM to prevent burnout and compassion fatigue.
- A culture where vulnerability is everyone's business, looking beyond the obvious, and being professionally curious, focussing on the individual circumstances and exploring "why did this happen".

Leadership

Our Commitment - Through effective leadership and governance we will embed vulnerability across the organisation. What we will deliver:

- Align our vulnerability strategy to the NPCC and College of Policing National Vulnerability Action Plan and Children and Young Person's Best Practice Framework.
- To ensure that our Vulnerability Strategy, Early Intervention Strategy and DE & I Strategy are interconnected and drive coordinated activity across vulnerability portfolios.
- Develop the skills of our leaders so that they can challenge constructively our ways of working so that arrangements to make vulnerable people safer are constantly evolving and improving.
- Through our Organisational Learning Board we will ensure integration of the learning and recommendations from local, regional and national Safeguarding reviews.
- Work in partnership with our Police and Crime Commissioner to raise community and partner awareness of the vulnerability agenda.

Statutory Partner Updates

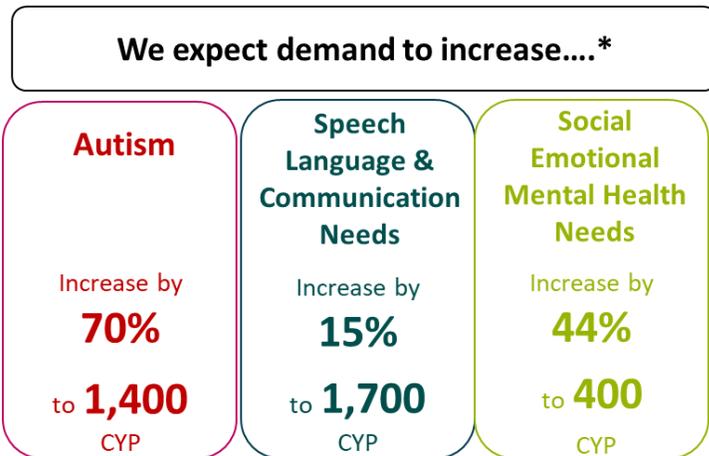
Judith Hay

Director of Children, Education and Skills,
Newcastle City Council



Issue 1: Increased demand in SEND

- Increase demand for SEN(D) assessments and provision is a national issue
- In Newcastle we have seen a 31% increase in demand in recent years
 - Creating pressure in our assessment team and the provision of guidance e.g. Ed Psychologists and in home to school transport
 - We have responded with increased investment to meet current demand
- However, our SEND Forecasting Tool indicates demand is set to increase further... impacting particular types of needs



Requires – collaboration, system redesign, additional provision and investment

* Projected increase by 2025/26 in EHCPs. For SEMH the % increase is both EHCP and SEN support.

Issue 2: Inspection

- We were expecting 4 main inspections in 2021 plus regular inspections of children's homes and schools
 - **SEND revisit** – recognised we have made sufficient progress in 3 of 4 improvement areas. The 4th (impact) requires more time to see progress
 - **Newcastle City Learning** – recognised significant progress and we were judged as **'Good' – an improvement from RI previously**
 - **Youth Justice** – an ungraded pilot inspection of ETE provision received positive feedback from HMIP
 - We were notified on 22nd November that **Children's Services** are being inspected under the ILACS framework. The inspection is underway and runs until 10th December.
- Practice and management in our **in-house children's homes** have also been recognised through 2021. All bar 1 of our homes are now judged as 'good' or 'outstanding'.

'Learners of all ages thrive in a learning culture that celebrates diversity.'

'Across NCL's different types of provision...learners acquire the skills and knowledge that they need to progress in education, find employment and lead more independent lives.'

Newcastle City Learning inspection, 2021



'The leadership of SEND arrangements in Newcastle has strengthened since the last inspection... and...is based on a more genuine and committed partnership, including with the local parent and carer forum'
SEND Revisit, 2021

Launch of NSCP Priorities and Plan

Julia Young, Executive Member, NHS Newcastle
Gateshead Clinical Commissioning Group

Judith Hay, Director of Children, Education and Skills,
Newcastle City Council

Alan Cairns, Superintendent, Safeguarding,
Northumbria Police



Newcastle Children's Safeguarding Partnership Priorities 2021-2023

Children have good mental and physical health and can access support when needed

We will do this by:

- Helping children and young people get help for their mental and physical health quickly
- Reviewing how we work with children in care who have acute needs
- Use a relational approach to improve residential homes for children who live there
- Investing further in VCS providers

Children feel safe in school and in their communities

We will do this by:

- Working with schools to prevent and address peer on peer abuse in schools
- Deliver a city wide approach to preventing and tackling MSET
- Working with young people to create activities and opportunities in their local areas

Children are well cared for, and grow up free from abuse and neglect

We will do this by:

- Strengthening early identification of need and offer early support
- Reviewing local and national creative approaches to preventing and dealing with neglect

Children have a strong voice in informing the NSCP's work, particularly in scrutiny activity

We will do this by:

- Asking for children and young people's help in making decisions about our work
- Asking children and young people to help us understand if we are effective

Underpinned by an ethos of working **with**, not 'to' or 'for', children, families and our partners and a culture of **high support and high challenge**

**Julia Young, Executive Member,
NHS Newcastle Gateshead Clinical Commissioning Group**

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Judith Hay, Director of Children, Education and Skills, Newcastle City Council

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Alan Cairns, Superintendent, Safeguarding, Northumbria Police

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Breakout Session

A

B



Breakout Feedback Session

A

B



Any Other Business

Heather Pearson,
NSCP Independent Chair



Close of Meeting

safeguardingboards@newcastle.gov.uk

