

**THE POLICE & CRIME COMMISSIONER FOR CLEVELAND****DECISION RECORD FORM****REQUEST:** For PCC Approval**Title:** Funding for the Local Children Safeguarding Board (LCSB) - Hartlepool**Executive Summary:**

Hartlepool Safeguarding Children Board (HSCB) which was established in April 2005, is a statutory body made up of organisations which work with children and young people and is the key mechanism for agreeing how relevant organisations in the local area will co-operate to safeguard and promote the welfare of children and for ensuring the effectiveness of what they do.

**Priorities**

The HSCB Business Plan 2016-2018 is focused on priorities that form the basis of the work of the Board over the next two years. These priorities support the statutory functions of the HSCB and the partnership response to protecting vulnerable children and young people, preventing harm and promoting their welfare.

They are:

- (1) Addressing the impact of Neglect
- (2) Reducing Child Sexual Exploitation
- (3) Strengthening partnerships ensuring continuous improvement

Funding provided by the PCC, facilitates towards the costs of carrying out the activities set out within the HSCB Business Plan (Appendix 1). The PCC will receive regular updates on progress in line with terms and conditions of the grant agreement.

**Decision:** To fund the Hartlepool Local Safeguarding Children Board (HSCB), of up to £44,067 (£14,689 per annum for the next 3 financial years (subject to annual review)) for the period 1st April 2017 – 31st March 2020.

**OPCC Lead Officer:** Amanda Wilkinson**Contractor Details (if applicable):** Hartlepool Safeguarding Children Board (HSCB), 4th Floor, Civic Centre, Victoria Road, Hartlepool, TS24 8AY**Implications:**

Has consideration been taken of the following:	Yes	No	
Financial	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Legal	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Equality & Diversity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Human Rights	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Sustainability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Risk	<input checked="" type="checkbox"/>	<input type="checkbox"/>	

**(If yes please provide further details below)**

## Decision Required – Supporting Information

Financial Implications: (Must include comments of the PCC's Chief Finance Officer where the decision has financial implications)

The grant agreement will be awarded for a figure of £14,689 per annum, for up to 3 financial years (maximum total of £44,067). The funding for this agreement was included within the Long Term Financial Plan that was approved by the PCC on the 27th February 2017.

Legal Implications: (Must include comments of the Monitoring Officer where the decision has legal implication)

The legal implications of this agreement are laid out within the terms and conditions of the grant agreement.

Equality and Diversity Implications

There are no equality or diversity implications associated within this grant agreement.

Human Rights Implications

There are no human rights implications associated within this grant agreement.

Sustainability Implications

There are no sustainability implications associated within this grant agreement.

Risk Management Implications

There are no risk management implications associated within this grant agreement.

### OFFICER APPROVAL

#### Monitoring Officer

I have been consulted about the decision and confirm that financial, legal, and equalities advice has been taken into account. I am satisfied that this is an appropriate request to be submitted to the Police and Crime Commissioner.

Signed  Date 19/5/17

#### Police and Crime Commissioner:

The above request HAS my approval.

Signed  Date 19/5/17



## Hartlepool Safeguarding Childrens Board

### **Introduction**

Hartlepool Safeguarding Board Business Plan sets out the work plan in making this vision a reality. It underlines the statutory objectives of the HSCB to coordinate and ensure the effectiveness of safeguarding arrangements with priorities set for 2016/18 being updated following partnership development sessions held in April 2016.

### **Hartlepool Safeguarding Board Vision**

*“We will work together to support children and young people in Hartlepool to grow up in an environment in which they are safe from harm and are given the best possible chance to reach their potential.”*

### **Priorities**

The HSCB Business Plan 2016-2018 is focused on priorities that form the basis of the work of the Board over the next two years. These priorities support the statutory functions of the HSCB and the partnership response to protecting vulnerable children and young people, preventing harm and promoting their welfare. They are;

- (1) Addressing the impact of Neglect**
- (2) Reducing Child Sexual Exploitation**
- (3) Strengthening partnerships ensuring continuous improvement**



# Hartlepool Safeguarding Children Board

## Work Plan 2016 - 2018

What do we need to do?	How are we going to do it?	Timescales	Who is going to complete the task?	How will we know what difference has been made?	Progress to date	RAG rating
<b>PRIORITY 1: Addressing the impact of Neglect, through Domestic Abuse, Substance Misuse and Mental Health</b>						
The Board need to be assured that the children in Hartlepool are safe from Domestic Abuse via partnership working with the Community Safety Partnership.	The Subgroup lead will have operational working plans which will evidence to the Board that good outcomes have been achieved and this will be supported by performance data which will be presented to the Board every quarter.	Standard item on every board agenda. Quarterly reporting to the board to evidence impact. Full yearly report to be completed in line with PMF.	Subgroup chair and members of the subgroup	Domestic Abuse repeat referrals will decrease and early intervention will support and develop practice.	DV reports are presented to the Board by the Community Safer Partnership and are commented and challenged. Further work will be presented to the development day for consideration.	PMF is operational Q1 has been presented to Boards. Deep Dive reports to be progressed.



# Hartlepool Safeguarding Children Board

## Work Plan 2016 - 2018

What do we need to do?	How are we going to do it?	Timescales	Who is going to complete the task?	How will we know what difference has been made?	Progress to date	RAG rating
Domestic Abuse Strategy needs to have a focus on the impact of the child.	Community Safety Partnership to review strategy and ensure they are able to evidence impact on the child.  All schools – responses to domestic violence and Operation Encompass to be consistent and structured.	Quarterly reporting to the board to evidence impact.  Full yearly report to be completed in line with PMF.	Subgroup chair and members of the subgroup  Partners of the Board and Education reps.	Evidence will support how the impact is measured.  Encompass will evidence good outcomes for children who experience domestic abuse.	DV strategy was reviewed and now includes VOC  Evaluation report completed however not yet seen by Board members.	Evaluation report to be seen by Board.  To be evidenced to the Board
Commissioned services for Domestic Abuse are creative, evidenced based and consider new ways of working and include the feedback from children and families.	Youth Council are involved in strategy consultation for domestic violence  Police and Health to ensure they capture the voice of the child to inform wider approach to workforce.  Explore domestic violence champions in schools	Updates to be provided to the Board from CSP.  Updates to be provided to the Board by Police and Health by March 18.	Subgroup chair and members of the subgroup	Commissioned services will evidence and share good practice.		Board manager now on invites for SIM meetings quarterly.  Thematic to evidence any progress



## Hartlepool Safeguarding Children Board Work Plan 2016 - 2018

What do we need to do?	How are we going to do it?	Timescales	Who is going to complete the task?	How will we know what difference has been made?	Progress to date	RAG rating
The Board need to strengthen links with the Substance Misuse group (Public Health)	Chair for Substance Misuse group to join Exec group and Business Manager to attend Substance Misuse meetings.	Updates to be provided to the Board from Public Health by March 18.	Subgroup chair and members of the group	The impact of Substance misuse on children will decrease and evidenced within the partnership		Progress to be presented to the Board.
The Board need to have assurance that the impact on the child is evidenced within the Substance Misuse Strategy.	Substance Misuse strategy to be reviewed and provide assurance to the Board of effectiveness.	Regular updates to be provided to the Board and included in Deep Dive PMF.	Sub Group Lead, Public Health.	Evidenced within the revised strategy.	Not yet presented to the Board	Evidence of impact to be established.
The Board need to establish stronger links to Parental Mental Health Group.	Subgroup to be developed to scope available services to families who experience mental health issues which includes third sector involvement.	Chair to report back to the Board on progress by March 17.	Subgroup lead Health.	Board members will have an understanding of services available to families.	Initial meeting held, further meetings scheduled.	



## Hartlepool Safeguarding Children Board Work Plan 2016 - 2018

What do we need to do?	How are we going to do it?	Timescales	Who is going to complete the task?	How will we know what difference has been made?	Progress to date	RAG rating
The Board need to continue to explore and strengthen links between Domestic Abuse, Mental Health and Substance Misuse and the impact of all three on children.	3 Subgroup leads are present in Exec group, and will report individually and jointly to the Board to provide assurance.	Reporting back to the Board on progress by March 17	All 3 Subgroup leads.	Links are strengthened and outcomes are improved.	Subgroup leads now providing regular updates at both Exec and Board.	
The Board need to be assured that the numbers of children experiencing neglect decrease.	The Subgroups will have operational working plans which will evidence to the Board that good outcomes have been achieved and this will be supported by performance data which will be presented to the Board every quarter.	PMF Deep Dives will provide an analysis and evidence impact by March 18	PMF leads alongside partnerships from PMF group.	Data performance will provide scrutiny and challenge from partnerships and look at any possible good practice and identify gaps.	PMF Data Q1 has been presented to Board members to challenge.	Send inspection report and actions to be presented to Board.



## Hartlepool Safeguarding Children Board Work Plan 2016 - 2018

What do we need to do?	How are we going to do it?	Timescales	Who is going to complete the task?	How will we know what difference has been made?	Progress to date	RAG rating
<p>The Board need to be confident that front line workers understand the impact of neglect by asking: "What do I know about the scale of the neglect, its type, its impact on the child and the reasons for the neglect?"</p> <p>The Board need to be assured that children who have additional needs are appropriately supported.</p>	<p>Subgroup needs to be developed and an action plan needs to be created which can evidence that the work of the board is having an impact on families with regards to Neglect.</p> <p>SEND inspection actions to be monitored and where appropriate reassurance provided to the Board for challenge and scrutiny.</p>	<p>Regular assurance reporting to the Board every Quarter or in line with PMF reporting and deep dive</p>	<p>Subgroup Leads and Board Partnership.</p> <p>Ad for Children</p>	<p>The Board will be assured that children with additional needs receive appropriate support.</p>		





## Hartlepool Safeguarding Children Board Work Plan 2016 - 2018

What do we need to do?	How are we going to do it?	Timescales	Who is going to complete the task?	How will we know what difference has been made?	Progress to date	RAG rating
<b>Priority 2: Reducing Child Sexual Exploitation</b>						
<p>The Board need to be assured that children in Hartlepool are safe from Sexual Exploitation and missing children and which measures are in place to understand `why` children go missing.</p>	<p>The Subgroup lead will have operational working plans which will evidence to the Board that good outcomes have been achieved and this will be supported by performance data which will be presented to the Board every quarter.</p> <p>PMF performance data and deep dive will provide analysis to challenge and scrutinise.</p>	<p>Standard item on every board agenda. Quarterly reporting to the board to evidence impact by March 2018.</p> <p>Full yearly report to be completed in line with PMF.</p>	<p>Subgroup chair and members of the subgroup</p>	<p>There will be evidence from performance data and from a variety of sources including children and families which aims to understand why children go missing and data will evidence a reduction in the number of children who are reported missing and at risk of sexual exploitation.</p>	<p>VEMP have an operational plan which is regularly updated and monitored within the subgroup.</p> <p>Performance data is limited at present however there has been data provided by the Local Authority regarding CSE, Running and Missing and those children missing from education which has been presented to the Board and has identified</p>	<p>All subgroups to update working plans.</p> <p>PMF is operational and now producing data to present to the Board.</p>



## Hartlepool Safeguarding Children Board Work Plan 2016 - 2018

What do we need to do?	How are we going to do it?	Timescales	Who is going to complete the task?	How will we know what difference has been made?	Progress to date	RAG rating
<p>The Board need to be assured that children who are missing from education and are who are educated at home have clear timescales and reporting any safeguarding concerns.</p>	<p>Assurance reports to be provided to the Board by Education</p>	<p>In line data reporting</p>	<p>Education representative</p>		<p>themes.</p>	<p>Missing from Education assurance report now on Board schedule.</p>



## Hartlepool Safeguarding Children Board Work Plan 2016 - 2018

What do we need to do?	How are we going to do it?	Timescales	Who is going to complete the task?	How will we know what difference has been made?	Progress to date	RAG rating
<b>Priority 3: Strengthening partnerships ensuring continuous improvement</b>						
<p>The Board need to have a clear direction, provide clarity and focus for the key priorities and evidence how this will be achieved.</p>	<p>Board members will review the plan every 3 months. Board meetings to ensure that aims and outcomes are achieved.</p> <p>Data performance management will be used to influence key priorities.</p>	<p>The plan will be reviewed at board meetings.</p> <p>Q1 Data will be provided by 31<sup>st</sup> December 2016.</p>	<p>All Board members will review the plan</p> <p>Commissioned initially and then via the P&amp;Q group and chairs from subgroups including business manager.</p>	<p>The Board members will be clear about how its time and resources are used and the key priorities will be well understood across the partnership.</p>	<p>Work plan was produced and endorsed in Exec.</p> <p>Data performance will be ongoing and 1<sup>st</sup> meeting has agreed TOF. Further meetings are now in place.</p>	<p>Q1 data presented to Board, Q2 by March 17</p> <p>Completed and presented at the Board</p>
		<p>Annual report and will be reported to the Board meeting by 31<sup>st</sup> December 2016.</p>	<p>Business Manager and Partners of the Board.</p>	<p>Accountability for partner agencies that do not fulfil responsibilities.</p>	<p>for challenge.</p>	



# Hartlepool Safeguarding Children Board

## Work Plan 2016 - 2018

What do we need to do?	How are we going to do it?	Timescales	Who is going to complete the task?	How will we know what difference has been made?	Progress to date	RAG rating
<p>The Board need to develop closer partnership working at both strategic and operational levels to promote a 'shared responsibility' for Safeguarding Children.</p>	<p>Partners will provide evidence to the Board yearly on how they disseminate the Board priorities within their organisations to frontline staff.</p> <p>Members of the Board need to be confident that agencies are effective in sharing and ensuring that new guidance is disseminated to frontline staff.</p> <p>Members of the Board need to be confident that agency's have an appropriate understanding of thresholds when making referrals to Social Care</p>	<p>This will be ongoing in the next 12 months and reviewed before the next Development day 2017.</p>	<p>All Board Members</p>	<p>The Board will be able to provide evidence that there has been collaboration between agencies and that this has had a positive impact of more effective services for children.</p>		<p>To be developed and evidenced.</p>



## Hartlepool Safeguarding Children Board Work Plan 2016 - 2018

What do we need to do?	How are we going to do it?	Timescales	Who is going to complete the task?	How will we know what difference has been made?	Progress to date	RAG rating
The Board need to increase the awareness of the role and work of the HSCB across the faith sector, community, front line practitioners and managers.	By increasing communication with the public and practitioners via social media and the development of a new website.  Frontline staff will attend the Board every at least yearly on a thematic basis.	Every year on a thematic basis.	Frontline Staff Frontline Managers	The wider community and 3 <sup>rd</sup> Sector will evidence with S11 reports they have appropriate safeguarding systems in place to safeguard children.	Communication is increasing with faith groups, the website has been developed and Board members have endorsed.  Frontline Staff have not yet attended Board meetings	Website is now live however impact to be determined  <b>To be developed</b>
	Influence and engage in the community and 3 <sup>rd</sup> sector organisations with the work of the Board.  Develop a practitioner's leaflet to inform the frontline of the Board's priorities.	Updates to be provided every year  Social media will be an agenda item for the board in December 2018	Training coordinator  Training coordinator and business manager.	The development of social media will engage and capture a wider audience for the work of the Board.  The Board and frontline staff will evidence better outcomes for children working in		<b>Work has commenced</b>  <b>Not yet developed</b>



# Hartlepool Safeguarding Children Board

## Work Plan 2016 - 2018

What do we need to do?	How are we going to do it?	Timescales	Who is going to complete the task?	How will we know what difference has been made?	Progress to date	RAG rating
The Board need to be able to respond to National emerging issues.	The Business Manager and the multi-agency audit group will identify any gaps in service from commissioned and themed multi-agency audits. For example – Radicalisation, Prevent, mental health support for teenagers.	A minimum of 12 audits yearly will be undertaken and the outcome and theme's will be presented to the Board for consideration on a quarterly basis.	Multi-agency practitioners P&Q subgroup Business Manager Board Members	The Board will be able to evidence and identify emerging safeguarding themes and have appropriate responses to improve practice with frontline services.	12 Audits have now been completed by the group which have identified themes.	Completed but further work needed
	Audit group will link with LIPS and training to improve practice	All Lips meetings to consider findings from audit activity and present to Board by December 2016.				Lips have considered some themes from local learning reviews, not yet implemented.



## Hartlepool Safeguarding Children Board Work Plan 2016 - 2018

What do we need to do?	How are we going to do it?	Timescales	Who is going to complete the task?	How will we know what difference has been made?	Progress to date	RAG rating
<p>The Board need to ensure there is a forum to listen to the Young People in Hartlepool about services which affect them.</p>	<p>The Children's young inspectors and care council will be involved with the Board via their direct attendance and presentations at Board meetings, through direct work for the Board and their involvement with Social media.</p> <p>The HSCB will develop competitions for young people to enter which promotes the work of the HSCB.</p> <p>Thematic direct work by the Care Council to be commissioned at least annually and findings presented to the Board by young people and an action plan fed back to young people.</p>	<p>Young people will need to be heard at Board meetings on a quarterly basis to provide feedback from children and families who have directly received help.</p> <p>1 x yearly by March 18.</p>	<p>Board members</p> <p>Young Inspectors</p> <p>Care Council.</p>	<p>Children and young people will contribute to the evidence that the work of the Board is having a positive impact on children.</p>	<p>Young people have been involved in Take-Over day, developing posters and have contributed to the Website development.</p> <p><b>To be developed.</b></p> <p>Section 11 Audits have been commissioned by the Board further work will be identified where necessary and in consultation with young people.</p>	<p><b>Completed and evidenced</b></p> <p><b>Completed and will be evidenced in future S11 reporting</b></p>





# Hartlepool Safeguarding Children Board

## Work Plan 2016 - 2018

What do we need to do?	How are we going to do it?	Timescales	Who is going to complete the task?	How will we know what difference has been made?	Progress to date	RAG rating
The Board needs to have a better understanding of Child Protection and how this affects families.	A timetable needs to be completed and Board members need to take ownership to observe Child Protection Conferences and provide constructive feedback to the IRO service.	On going rota with a minimum of 6 ICPC observed in a 12 month period which will be reviewed by Board members. Completion date March 2018.	Business Manager Board Members Audit group chair	The Board will provide feedback to frontline practice to influence learning across organisations.	Observations of CP conferences have taken place by the Chair for the Board, the Business Manager and a Lay member. Feedback has been submitted to the Head of Unit in Safeguarding. A report of findings needs to be presented to the Board.  Newsletter still to be developed.	To be progressed further to measure impact.
The Board need to Improve communication with the Public	The Business Manager and Training co-ordinator alongside young inspectors will develop a newsletter which will be available in public areas.	March 2018	Business Manager Young Inspectors Training Co-ordinator			Developed and to be presented to Board March 17.
The Board need to increase its influence and effectiveness through	Independent Chair to attend Health and Wellbeing Board and Family Justice Council bi-annually and share information with members	Bi annually, feedback to Board by March 2018.	Independent Chair		Independent Chair has strong links with the H&WB. Links need to be	Links are developed Chair to share with Board.





## Hartlepool Safeguarding Children Board Work Plan 2016 - 2018

What do we need to do?	How are we going to do it?	Timescales	Who is going to complete the task?	How will we know what difference has been made?	Progress to date	RAG rating
improved strategic arrangements with the Health and Wellbeing Board and the Family Justice Council.	of the Board. Annual Report of HSCB to be presented to Health and Wellbeing Board and Safer Hartlepool Partnership;	Annually by March 17.	Independent Chair Business Manager AD		established with the FJC. Annual report will be presented to the H&WB.	Report completed not yet shared.
	Annual meetings to take place between independent chair and Chief Executives of strategic partners in LSCB	Feedback to Board by March 2018.	Chief Exec Independent Chair		The Chair has strong links with the CE and strategic partners, however agreed meetings need to be annual.	Evidenced in Supervision recordings
	HBC Legal representative to attend the Board on an annual basis with regards to providing an update from the Family Justice Board, however any issues which arise that require an immediate response will be	Annually by March 2018.	Legal Representative HBC		Legal rep will continue to attend the Board to provide feedback to the Board.	Completed however needs to be more frequent.



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<p>directed to the Business Manager for action.</p> <p>The Board need to evidence methods of scrutiny and challenge of partners in order to understand how effective children are being safeguarded in Hartlepool.</p>	<p>Subgroups leads will provide performance data progress to Board meetings on a rota basis and identify any areas which need to make improvements.</p> <p>1 x yearly subgroups leads will complete a presentation to the Board members will be given the opportunity to challenge as per PMF.</p> <p>2 x peer reviews will take place with partner agencies and findings presented to the board.</p>	<p>Subgroup leads will provide updates as a standard item on the Board agenda which include evidence of impact in relation to the Board priorities.</p> <p>As agreed in line with PMF reporting.</p> <p>To be determined by the Board.</p>	<p>Sub group leads for: DV MH CSE SM Training PMF</p> <p>Subgroup leads</p>	<p>The Board with support from data performance will be able to evidence the progress made with the key priorities within the Subgroups.</p> <p>Board members will evidence that they are more confident in challenging each other.</p>	<p>Presentations have been ongoing over the last 12 months and thematic board meetings have assisted this. CSE, DV and Early Help have all provided presentations over the last 12 months. Peer Reviews have not yet progressed and will remain a priority for the Board.</p>	<p>Subgroup leads to link with PMF</p> <p>Peer reviews have not yet been developed due to SCR</p>



## Hartlepool Safeguarding Children Board Work Plan 2016 - 2018

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	Lado and IRO reports will be provided annually to Board members.	By March 2018.	LADO Safeguarding and Review HOS		LADO and IRO reports have been provided to the Board during May 16 Board and evidenced in minutes.	Completed IRO reports have been challenged.
Focus Groups continue to allow self assessment and opportunities for feedback from partnerships. The Board need ensure there is a stronger connection with the Principal Social Worker for advice and expertise.	Action plans from the Focus Group are monitored and actioned.	By March 18	Business Manager Chair Board members	Board members will contribute to learning and development and evidence of this will be reflected in the audit.	Individual feedback forms need to be developed if necessary given feedback from focus groups.	Completed focus group plans, evidence of impact.
	The Business Manager will maintain regular contact with the PSW to capture the voice of social work frontline practitioners to inform learning.	By March 2018	Business Manager Exec Group	Through discussions and audits frontline practitioners and managers will improve communication with the Board.	Regular contact is maintained with the PSW, and the PSW has attended and briefed the Exec group with regards to Signs of Safety.	Regular liaison and PSW attends Exec.



## Hartlepool Safeguarding Children Board Work Plan 2016 - 2018

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	The PSW to be consulted and contribute to any specific presentations to the Board.	As needed.	PSW	The Board will have a better understanding of frontline practice.		The Board members are not fully aware of frontline issues.
The Board need to be assured that all agency's are working together and have a shared responsibility to safeguarding.	P&Q to continue successful multi-agency audits, however need to strengthen feedback from families as part of the process.	A minimum of 12 audits per annum will be undertaken and findings will be presented to the Board alongside feedback from children and families with regards to their views by March 2018.	P&Q Subgroup Business Manager Board Members	Findings from the audits will improve practice and children and families will contribute to shaping services.  Feedback will improve from children and families.	12 Audits have taken place, feedback has been presented to the Board and Board members have taken part in audit activity, challenge has been evidenced in Board minutes. Feedback from children and families are outstanding however will be monitored as an action from the sub group chair.	Completed   Feedback not yet progressed with impact.



## Hartlepool Safeguarding Children Board

### Work Plan 2016 - 2018

What do we need to do?	How are we going to do it?	Timescales	Who is going to complete the task?	How will we know what difference has been made?	Progress to date	RAG rating
The Board needs to be assured that children, parents and carers contribute to learning.	<p>The multi-agency audit group and other programmes evidence a link between Quality Assurance and feedback from families and complaints.</p> <p>The Exec group look at how a parents forum could be developed to contribute to learning.</p>	<p>Within 12 months and reviewed annually by March 18.</p> <p>Within 12 months by March 2018.</p>	<p>Multi-agency audit group lead and LIPS Chair.</p> <p>Exec Group</p>	Parents will be involved and contribute to learning.	<p>There has been some progress made and presented to the Board by young people looked after and the contribution to Looked After Care plans. However further work is still needed for the Board to be fully assured that children and parents are contributing to learning over a multi-agency arena.</p>	<p>Learning from compliments and complaints to be evidenced by all partner agencies and presented to the Board</p>



## Hartlepool Safeguarding Children Board Work Plan 2016 - 2018

What do we need to do?	How are we going to do it?	Timescales	Who is going to complete the task?	How will we know what difference has been made?	Progress to date	RAG rating
<p>The Board need to be assured that learning from SCR is reflected in training and future practice.</p>	<p>The L&amp;I Subgroup will develop a clear plan which evidences in the practice of frontline staff that changes are being implemented in 1-2-1 supervisions and in operational frontline team plans.</p> <p>The Training subgroup will amend the training programme as necessary if trends develop through SCR.</p>	<p>Within 12 months by March 18</p> <p>Reviewed annually by March 2018</p>	<p>L&amp;I Subgroup lead</p> <p>Training Subgroup lead</p>	<p>Evidence and themes from SCR will be auctioned and monitored to ensure that lessons are learning.</p>	<p>Plan will be formulated following the SCR which is currently ongoing.</p>	<p>To be progressed.</p> <p>To be progressed.</p>