



Oversight and Governance

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CABINET

Tuesday 15 September 2020
2.00 pm
MS Teams meeting

Members:

Councillor Evans OBE, Chair

Councillor P Smith, Vice Chair

Councillors Haydon, Coker, Dann, Lowry, Penberthy, Jon Taylor, Laing and Kate Taylor.

Members are invited to attend the above meeting to consider the items of business overleaf.

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Tracey Lee

Chief Executive

Cabinet

Agenda

Part I (Public Meeting)

1. Apologies

To receive apologies for absence submitted by Cabinet Members.

2. Declarations of Interest

Cabinet Members will be asked to make any declarations of interest in respect of items on this agenda.

3. Minutes (Pages 1 - 10)

To sign and confirm as a correct record the minutes of the meeting held on 18 August 2020.

4. Questions from the Public

To receive questions from the public in accordance with the Constitution.

Questions, of no longer than 50 words, can be submitted to the Democratic Support Unit, Plymouth City Council, Ballard House, Plymouth, PL1 3BJ, or email to democraticsupport@plymouth.gov.uk. Any questions must be received at least five clear working days before the date of the meeting.

5. Chair's Urgent Business

To receive reports on business which, in the opinion of the Chair, should be brought forward for urgent consideration.

6. Update from the Director of Public Health on COVID-19 (Verbal Report)

7. Update from the Chief Executive on Reset (Verbal Report)

8. Leader's Announcements

9. Cabinet Member Updates

10. Completed Pledge Report (To Follow)

11. Planning For The Future: The Governments White Paper (To Follow)

- 12. Financial Monitoring Report Month 4 (To Follow)**
- 13. Joint Trading Standards Services (To Follow)**
- 14. New Multi-Agency Safeguarding Arrangements Working Together To Safeguard Children: Plymouth Strategic Safeguarding Children's Partnership (Pages 11 - 56)**

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Cabinet**Tuesday 18 August 2020****PRESENT:**

Councillor Evans OBE, in the Chair.

Councillor P Smith, Vice Chair.

Councillors Haydon, Coker, Dann, Lowry, Penberthy, Laing and Kate Taylor.

Apologies for absence: Councillor Jon Taylor

Ruth Harrell (Director of Public Health), Tracey Lee (Chief Executive), David Draffan (Service Director for Economic Development), Andy Ralphs (Strategic Director of Customer and Corporate Services), Alison Botham (Director of Children's Services), Craig McArdle (Strategic Director for People), Giles Perritt (Assistant Chief Executive), Kim Brown (Service Director for Human Resources, Laura Hill (Policy Advisor), Kevin McKenzie (Policy Advisor), Philip Symons (Category Manager), Andrew Loton (Head of Performance, Governance and Risk) and Jamie Sheldon (Senior Governance Advisor).

The meeting started at 14:00 and finished at 16:19

Note: The full discussion can be viewed on the webcast of the City Council meeting at www.plymouth.gov.uk. At a future meeting, the Council will consider the accuracy of these draft minutes, so they may be subject to change. Please check the minutes of that meeting to confirm whether these minutes have been amended.

13. Declarations of Interest

There were no declarations of interest in accordance with the code of conduct.

14. Minutes

Members agreed the minutes of 14 July 2020 as an accurate record of the meeting.

15. Questions from the Public

There were no questions received from members of the public.

16. Chair's Urgent Business

There was no urgent business from the Chair.

17. Update from the Director of Public Health on COVID-19 (Verbal Report)

Ruth Harrell (Director of Public Health) gave an update on COVID-19 –

- We were seeing a low number of cases in Plymouth – 7 confirmed cases in the last week;

- Had 2000 tests carried out in the last week, so very low number of tests were positive;
- COVID-19 disease is still out there. Over 1000 positive cases across the country, it has reduced but not gone away;
- NHS Test and Trace - Nationally around 70% positive cases are being followed up. In Plymouth our figures are better than that. We have a small number of cases which aren't engaging, so it is Important we identify those contacts;
- NHS Test and Trace system – once someone had tested and become positive, what we do to break the spread of infection is to ask them to self-isolate;
- Important that we think about how we are protecting each other as well as ourselves.

Cabinet noted the update

18. **Update from the Chief Executive on Reset** (Verbal Report)

Tracey Lee (Chief Executive) highlighted the following key points:

- Thanked the residents of Plymouth and the staff working for Plymouth City Council who were all continuing to rise to the challenges that COVID-19 presented;
- We were currently in the Governments contain phase and continued to prevent further outbreak in Plymouth through Test and Trace and the Local Outbreak Management Plan;
- Had been restarting services in a safe way following Government guidance and without causing risks to staff and residents.
- Thanked the Emergency Planners for their work during the pandemic;
- Had moved from the Response phase into the Reset/Recovery phase for Plymouth.

Craig McArdle (Strategic Director for People) provided an update on the Health and Care Reset Recovery Plan for Plymouth:

- Currently there were no current confirmed outbreaks in Plymouth care homes;
- Continued to deliver services during COVID-19 with 600 people living in supported living, over 1000 people in care homes and 1100 people receiving home care were being supported during this period;
- Currently in the process of safely re-opening day centres;
- Continued to develop the Caring for Plymouth Operating Model;

Alison Botham (Director of Children's Services) highlighted the following key points in Children's Services –

- Thanked all staff working in frontline services and all of our partners across Plymouth for their hard work during the pandemic;
- Currently had 337 Children subject to Child Protection plans and our seeing all of those children regularly;
- Currently 362 Children in Local Authority Care and recognised the way in which our Foster Carers and the placements that support those children had responded so well during this challenging time;
- Would return to ensuring all children and their families would receive face to face work in the usual way, however acknowledged the benefits of the virtual methods being used as some young people and families preferred this;
- would have 14 additional placements for children and young people in the City;
- had been working to support schools to be ready to open in September and ensuring the most vulnerable children were not further disadvantaged.

Andy Ralphs (Strategic Director of Customer and Corporate Services) highlighted the following key points –

- Expanded access to Central Library which included bookings for computer access and borrowing of books whilst remaining in line with Government guidance;
- Customers were now using the Select and Collect Service and had been a great success;
- Registration and Coroners services were now running again;
- 80% of Council buildings were now COVID secure risk assessments had been carried out to make sure services were safe;
- Staff continued to work from home and had recently implemented a desk booking system.

Cabinet noted the update.

19. **Leader's Announcements**

Councillor Evans OBE (Leader) highlighted the following in his announcements:

- The objective remains incredibly simple: to protect existing jobs and create as many new opportunities for our residents as we can during these difficult times.

- Would do this by supporting our key sectors, helping our young people and using the spending power of the Council to kick-start the local economy
- Whilst there was a lot to be optimistic about, with our local economy showing some resilience to Covid19 - it was important to understand that as a City we still have nearly 30% of our workforce on furlough and the government's cliff edge of October will present a major social and economic challenge for this City.
- We must continue to lobby government for the investment Plymouth deserves and needs - the best way I believe Plymouth City Council can support peoples livelihoods right now is by directly investing in the city -
 - 1) Create immediate job opportunities;
 - 2) Give our business community to confidence they need to retain their staff and invest in the future.
- launched Skills Launchpad supporting adults and young people with careers and skills advice. Our priorities are supporting young people with their future choices and helping adults facing redundancies. Feedback had been great and since we launched last week we have already supported nearly 900 people.
- had secured £10m from the LEP this month to drive forward a series of oven ready capital projects in Plymouth including: Brunel Plaza, development of new business parks, Plymouth Science Park, City College and zero carbon homes.
- Smart Sound – had also secured £1.8m to create 200 new jobs in the marine technology sector with a particular focus on autonomous vehicles. This will entail a new 5G network being installed in Plymouth Sound making us a leading player in marine autonomy globally.
- Building for Plymouth – A central pillar of Resurgam was a programme of building and regeneration projects that would create over 2500 construction jobs over the next 2 years.
- Piermasters House – a Restored pier and new barbican restaurant and bar. This project was enabled, funded and driven by our brilliant Head of Land and Property James Watt.
- Broadley Park – We topped out our latest direct development of industrial units 2 weeks ago which would create 25000ft2 of start-up units and 65 jobs.
- We are undertaking feasibility on our fourth and final stage at Langage
- Plymouth International and City Business Park – we are working up 2 further schemes working with the LEP.

- Oceansgate Phase 2 – We secured our first tenant for phase 2 which would be completed in December – ESL Space and Defence Solutions who are a specialist Marine defence contractor.
- We also have a further £50m of development projects in the pipeline that we hope to be able to announce over the next 2 months.
- have confirmed the opening date for the Box as Tuesday 29th September. I am delighted to confirm that we will be holding an extended 3 day residents preview on September 25th, 26th & 27th. Tickets will be available to book from September 10th with an early bird offer for Box members.
- announced that earlier this month we exchanged contracts on Brunel Plaza securing an £80m regeneration scheme for Plymouth and a new £40m health campus for Plymouth University. This scheme is so incredibly important to the future of our city both as a gateway to Plymouth and as a driver of economic growth and jobs.

20. **Cabinet Member Updates**

Councillor Pete Smith - Deputy Leader made announcements including:

- Mayflower 400, the anniversary commemorating the historic sailing of the Mayflower ship to America four hundred years ago, has announced new dates and will now relaunch from this August and run through to July 2020;
- Projects developed in collaboration with the Wampanoag included a Theatre Royal Plymouth production “This Land” which would be available to watch in April 2021 and two major commissions by The Box: “The Wampum Belt” and “Legends and Legacy”;
- On 16 September this year we will be marking the official anniversary with a 60 minute online programme presented by history expert Dan Snow which can be seen via the Mayflower 400 website;
- On 22 May 2021 there would be a mass street dance event on Plymouth Hoe, led by the award-winning Street Factory hip hop group in Plymouth;
- had to make the disappointing announcement earlier this month about temporarily closing the Life Centre until next April. This was a difficult decision but an absolutely essential one to allow the contractor, Balfour Beatty, to carry out repairs, at their own expense, which if not taken care of would put the long-term future of the building at risk;
- All options were explored to ensure that the work was done in the shortest possible timeframe;

- Would be taking this opportunity to make some additional improvements and enhancements so the building meets the needs of customers in the future, which includes measures to make it fully Covid-19 compliant;
- Over the last few weeks we introduced the new “Select and Collect” service at 4 libraries across the city. Last week alone over 1500 people visited these libraries and over 1600 books were issued.

Councillor Jemima Laing - Cabinet Member for Children and Young People made announcements including:

- Congratulated all the young people who had received exam results in Plymouth last week for their hard work;
- Extremely disappointed about the lack of clarity around Autumn exams and the constant U-turns from Government;
- Last week we launched the Skills Launchpad - this was a brand new service for young people and adults who were looking for their training or employment options if they have been affected by COVID.
- The Uniform Store Plymouth was supporting families who were struggling to buy school uniforms for their children – people could donate old uniforms to the Uniform Store to help;
- Urged residents of Plymouth to get in contact if they were thinking about becoming a Foster Carer;
- Beginning a campaign to alert families to changes there may be to bus travel at the start of the new term. Look out for announcements about additional buses or alternative arrangements. In the first instance we need to know from families or young people which buses they get to school so we can anticipate if there will be issues on certain routes;
- Short Break support was an essential service that was offered to families of disabled children. The service offers families support at different levels to enable them to continue to care for their disabled child within their family home.

Councillor Kate Taylor - Cabinet Member for Health and Adult Social Care made announcements including:

- Care homes had started to re-open for visiting and had been provided Government Guidance which we were constantly monitoring to ensure our care homes remained safe;
- The Box on the Box initiative had been watched over 1200 times and they have been awarded a certificate of excellence for the project. Well done to everyone at the Box;

- Had trialled providing mobile phones in partnership with Livewell SW to residents experiencing social isolation so they could have access to the support services they require.

Councillor Sue Dann - Cabinet Member for Environment and Street Scene made announcements including:

- Chelson Meadow Recycling Centre was now fully re-open;
- Garden Waste collection was starting on August 24 2020;
- Weston Mill Recycling Centre would be re-opened in September for weekends only.

Councillor Sally Haydon - Cabinet Member for Customer Focus and Community Safety made announcements including:

- Well done to the amazing staff in our contact centre who had made it to number one with customer satisfaction rates in June. Statistics showed a 99 per cent satisfaction rate with 389 responses from customers that contacted the council via GovMetric, which is a system used by all local authorities to measure customer satisfaction;
- Since lockdown staff had all been working from home which had been a major transition for them with a new way of working, but clearly they had all risen to the challenge.

21. **Completion of Pledge 69 (To Follow)**

Councillor Mark Lowry (Cabinet Member for Finance) introduced the Completion of Pledge 69 item –

The administration continued with its four year programme to deliver against the 100 pledges, by March 22, for a better, greener and fairer Plymouth. Following the completion of the below pledge in July, the total number of pledges completed was 75 of the 100.

“Pledge 69: Having illuminated Charles Church, we will continue the investment in this important war memorial by restoring the plaques that tell the story of Charles Church”

Cabinet noted the completion of Pledge 69.

22. **Finance Update**

Councillor Mark Lowry (Cabinet Member for Finance) presented the Covid-19 Financial Position Statement -

Updated Cabinet on the revenue position statement for 2020/21 and the implications for budget setting for 2021/22. Stated the importance of recognising that this exercise had been undertaken in difficult circumstances. The Councils budget for 2020/21 was approved by

Council only a matter of days before the country was placed into lockdown as a response to tackling the Covid 19 pandemic. The challenge for the Council in delivering services within the budget was difficult as the Council grappled with responding to the Pandemic.

To help MHCLG collate and understand the pressures facing local authorities, they have introduced a monthly reporting cycle. As at 31 July 2020, PCC had completed four monthly returns to MHCLG.

Cabinet Agreed to –

1. Note financial position for Plymouth City Council as set out in this report;
2. Work with Strategic and Service Directors to consider options to ensure we minimise any call on our reserves to balance the 2020/21 budget;
3. Continue to lobby central government departments to ensure the grant funding and income compensation schemes fully cover the additional costs and lost income incurred by the Council.

23. **Mainstreaming Equality and Diversity**

Councillor Penberthy (Cabinet Member for Housing and Co-operative Development) presented the Mainstreaming Equality and Diversity report.

Updated Cabinet on the request for a review of the Council's approach to equality and diversity and the statutory duties and actions taken to ensure they are met were described. The progress the Council had made in delivering actions and achieving outcomes set out in the Equality and Diversity Action Plan (2018-20), endorsed in July 2018, was reviewed. The response to recent challenges such as COVID-19 and the Black Lives Matter movement was also highlighted. The amended report would be published following the meeting

Cabinet agreed to:

1. Note the progress made by the Council towards the priorities set out in our Equality and Diversity Action Plan;
2. Endorse a more in-depth action learning review into equalities across the organisation which will aim to report to Cabinet in autumn. Terms of reference for the review are appended;
3. Provide equality and diversity leadership and challenge across the organisation by: -
 - Endorsing our updated Equality and Diversity Policy.
 - Endorsing our commitment working towards the 'excellence' level of the Equalities Framework for Local Government (EFLG).
 - Committing to undertake the relevant equality and diversity training
4. And agreed the report as amended

24. Modern Slavery

Councillor Chris Penberthy (Cabinet Member for Housing and Co-operative Development) introduced the report.

Councillor Penberthy updated Cabinet on the ongoing Council actions to tackle modern slavery and report progress on the ten commitments set out to prevent modern slavery within the supply chains of Plymouth City Council and its family of companies. Councillor Penberthy also sought agreement for the additions to the published Modern Slavery Statement.

Cabinet agreed to –

1. approve the updated Modern Slavery Statement;
2. note the progress made on the ten commitments;
3. to add the Whistle Blowing Policy to the council's website to make it more freely available to suppliers and contractors.

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Cabinet



Date of meeting:	15 September 2020
Title of Report:	New Multi-Agency Safeguarding Arrangements Working Together to Safeguard Children: Plymouth Strategic Safeguarding Children's Partnership
Lead Member:	Councillor Jemima Laing (Cabinet Member for Children and Young People)
Lead Strategic Director:	Alison Botham (Director for Childrens Services)
Author:	Tracey Watkinson, Safeguarding Business Manager
Contact Email:	tracey.watkinson@plymouth.gov.uk
Your Reference:	WTG18
Key Decision:	No
Confidentiality:	Part I - Official

Purpose of Report

Working Together to Safeguard Children 2018 is the statutory guidance that transferred strategic local safeguarding arrangements from Local Safeguarding Children Boards (LSCBs) to three new statutory safeguarding partners, namely the Local Authority, Clinical Commissioning Group (CCG) and chief officer of police to a local area.

In June 2019 Cabinet approved and adopted a proposal for new strategic multi-agency safeguarding arrangements across Plymouth and Torbay. These proposals came into effect on 29 September 2019. Since that date Torbay Local Authority has evaluated the sustainability of the arrangement and concluded that in order to achieve the required improvements in safeguarding arrangements for children and young people in Torbay they need to establish single Torbay strategic safeguarding arrangements.

This report proposes a revised approach to comply with the Working Together guidance with new multi-agency strategic safeguarding arrangements for Plymouth delivered via the statutory safeguarding partners, Plymouth City Council, NHS Devon Clinical Commissioning Group and Devon & Cornwall Police.

Recommendations and Reasons

Cabinet to approve and adopt the revised proposal for the new multi-agency strategic safeguarding arrangements set out at section 3 of this report.

Reason

Children are safeguarded and their welfare promoted;

- Legal compliance with Working Together to Safeguard Children 2018 (WTG), published in July 2018.
- As a result of the above strategic decision of Torbay Local Authority to deliver effective multi-agency strategic safeguarding arrangements within Plymouth

Alternative options considered and rejected

The previously agreed multi-agency safeguarding arrangements for both Plymouth and Torbay are to cease. New arrangements are proposed for Plymouth which accord with the statutory requirements of Working Together to Safeguard Children 2019

Relevance to the Corporate Plan and/or the Plymouth Plan

The proposal for the new multi-agency safeguarding arrangements supports the following:

A Caring Council

- Keep children, young people and adults protected;
- Focus on prevention and early intervention;
- People feel safe in Plymouth.

Implications for the Medium Term Financial Plan and Resource Implications:

The three safeguarding partners and relevant agencies for the Plymouth local authority area shall make payments towards expenditure incurred in conjunction with local multi-agency arrangements for safeguarding and promoting welfare of children. Funding arrangements for the 2020/2021 financial year have been agreed in principle.

Carbon Footprint (Environmental) Implications:

It is the opinion of the report author that there are limited implications, which shall be capable of mitigation by use of IT resources and planned work structures.

Other Implications: e.g. Health and Safety, Risk Management, Child Poverty:

** When considering these proposals members have a responsibility to ensure they give due regard to the Council's duty to promote equality of opportunity, eliminate unlawful discrimination and promote good relations between people who share protected characteristics under the Equalities Act and those who do not.*

Child Poverty

National research reveals that there is a strong association between family poverty and a child's chance of suffering child abuse or neglect. Adverse events in childhood, including abuse and neglect, are associated with a negative effect on adult economic circumstances. The legislative purpose of the new multi-agency safeguarding arrangements focus upon abuse and neglect, reducing adverse childhood trauma, and improving outcomes for children and young people.

Risk Management

Successful transition into, and the subsequent delivery of the new multi-agency safeguarding arrangements will be dependent upon recognising and mitigating risk. Mitigation of such identified risks is identified within the detailed Report and risk analysis.

Equality & Diversity

Where potential equality and diversity implications are identified as part of the transition of the new arrangements, assessments will be undertaken in line with the Council's, Police's and CCG's policies

Appendices

*Add rows as required to box below

Ref.	Title of Appendix	Exemption Paragraph Number (if applicable) <i>If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.</i>						
		1	2	3	4	5	6	7
A	Working Together Briefing report							
B	Multi-Agency Safeguarding Arrangements							
C	Future of Child Safeguarding Presentation							

Background papers:

*Add rows as required to box below

Please list all unpublished, background papers relevant to the decision in the table below. Background papers are unpublished works, relied on to a material extent in preparing the report, which disclose facts or matters on which the report or an important part of the work is based.

Title of any background paper(s)	Exemption Paragraph Number (if applicable) <i>If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.</i>						
	1	2	3	4	5	6	7
Working Together to Safeguard Children 2018 (Statutory Guidance)							

Sign off:

Fin	pl.20. 21.76	Leg	3529 4/AC/ 3/9/2 020	Mon Off		HR		Asset s		Strat Proc	
Originating Senior Leadership Team member: Tracey Watkinson (Safeguarding Business Manager)											
Please confirm the Strategic Director(s) has agreed the report? Yes											
Date agreed: 03/09/2020											
Cabinet Member approval: Councillor Jemima Laing (Verbally)											
Date approved: 03/09/2020											

I. INTRODUCTION

1.1 Working Together to Safeguard Children 2018 (WTG), published in July 2018ⁱ is the statutory guidance on inter-agency working to safeguard and promote the welfare of children. WTG transferred local safeguarding arrangements from Local Safeguarding Children Boards (LSCBs) to three new statutory safeguarding partners, namely the Local Authority, Clinical Commissioning Group and Police Force. These new statutory safeguarding partners have a legal duty to co-ordinate their safeguarding services, act as a strategic leadership group in supporting and engaging others and implement local and national learning including from serious child safeguarding incidents. To fulfil this role these statutory safeguarding partners are required to set out how they will work together with any relevant agencies to provide a system in whichⁱⁱ:

- Children are safeguarded and their welfare promoted;
- Partner organisation and agencies share and co-own the vision of how to achieve improvement outcomes for vulnerable children;
- Organisations and agencies challenge appropriately and hold one another to account effectively;
- There is early identification and analysis of new safeguarding issues and emerging threats;
- Learning is promoted and embedded in a way that local services for children and families can become more reflective and implement changes to practice;
- Information is shared effectively to facilitate more accurate and timely decision making for children and families.

1.2 In June 2019 the Cabinet agreed that the two existing Plymouth and Torbay LSCBs would be replaced with one Plymouth and Torbay Joint Strategic Safeguarding Partnership (PTJSSP), such partnership to be underpinned by proportionate strategic and operational structures that directed and promoted safeguarding services, practice and responses across Plymouth and Torbay. These new multi-agency safeguarding arrangements were published, in accordance with the requirement of the Department for Education, on 29 September 2019.

1.3 The PTJSSP was established when there was joint arrangement for the delivery of Children's Services in Torbay and a joint Director of Children's Services. The joint arrangement was dissolved in January 2020 and Torbay have since undertaken a review of their safeguarding children arrangements, and this has recommended that in order to maintain the rate of improvements in safeguarding arrangements for Torbay's children a single Torbay arrangement is required.

1.4 Accordingly this Cabinet Report sets out the proposed multi-agency safeguarding arrangements to be implemented within the city of Plymouth.

2. DRIVERS and CORE PRINCIPLES

2.1 The intent of the proposed multi-agency safeguarding arrangements for Plymouth remain as presented to Cabinet in June 2019:

- Focus on outcomes for children and young people;

- Enhance all aspects of children and young people participation;
- Aspiration for cost efficiency without compromising effectiveness of arrangements;
- Not to absorb respective Children & Young People Partnerships into the new arrangements;
- Align with and be subject to Corporate Safeguarding Improvement Plans and respective Council/Police/CCG scrutiny and quality assurance processes;
- Strengthen strategic quality assurance and learning frameworks;
- Create a wider culture of learning and development;
- Innovative participation of community and voluntary sector;
- Support flexible, dynamic and timely strategic safeguarding arrangements

and shall also:

- Ensure that trauma informed practice is everybody's business and apply the Plymouth Trauma Informed Network principles within the multi-safeguarding arrangements;
- Promote and support effective cross-strategic partnership work happening locally to support children and families and avoid duplication.

3. THE MULTI-AGENCY SAFEGUARDING ARRANGEMENTS FOR PLYMOUTH

3.1 Working Together to Safeguard Children 2018 names three safeguarding partners with equal and shared duties to make arrangements to work together to safeguard and promote the welfare of all children in a local area. In Plymouth these safeguarding partner organisations and lead representatives are:-

- | | |
|--|---------------------|
| • Plymouth City Council | Chief Executive |
| • NHS Devon Clinical Commissioning Group | Accountable Officer |
| • Devon & Cornwall Police | Chief Constable. |

3.2 The lead representatives have delegated their functions to the following safeguarding partners:

- Director of Children's Services Plymouth City Council
- Chief Nursing Officer, NHS Devon Clinical Commissioning Group
- BCU Commander, Devon & Cornwall Police.

These safeguarding partners sit as the Plymouth Strategic Safeguarding Children Partnership (PSSCP) to provide transparent governance and accountability.

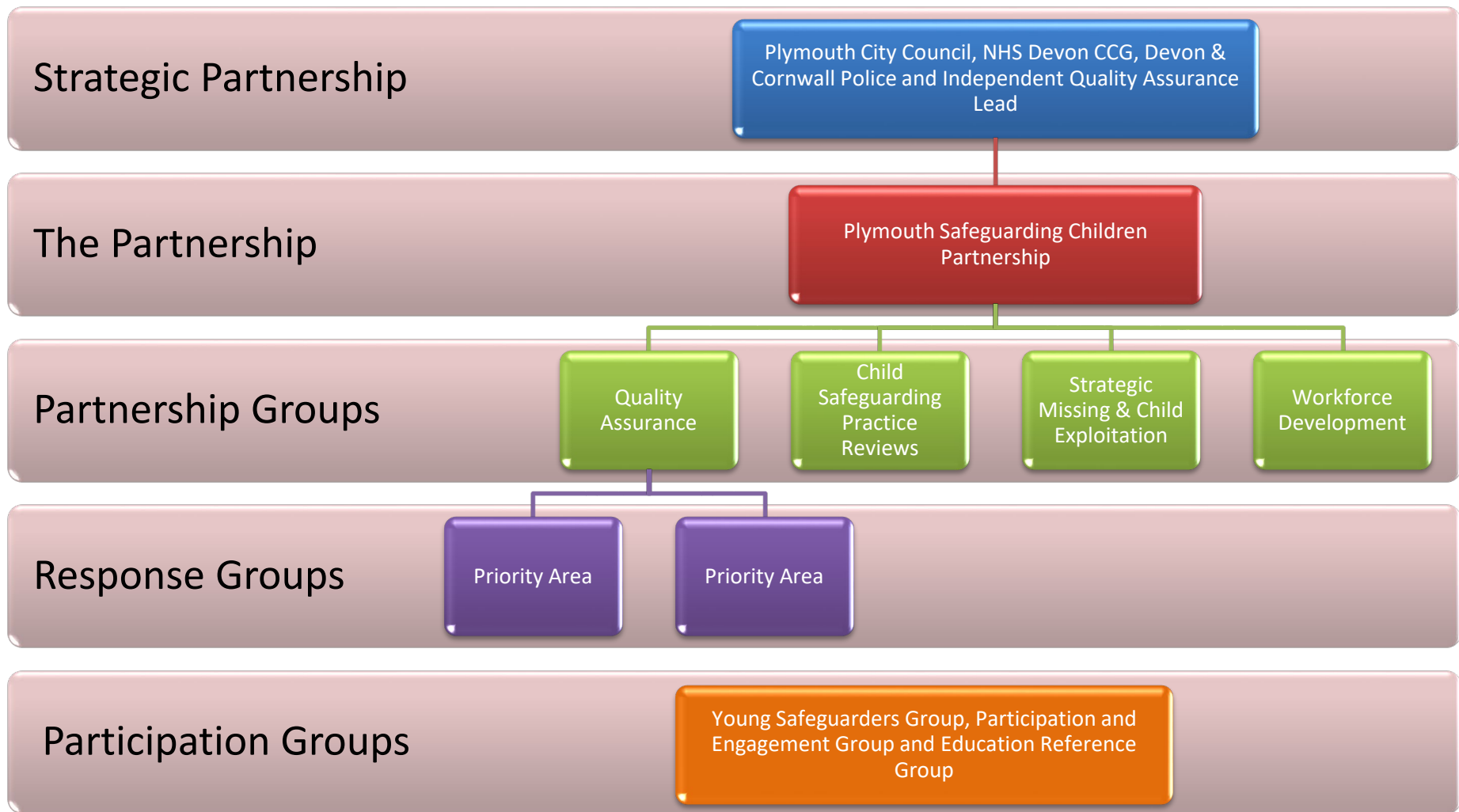
3.3 The PSSCP shall commission the Plymouth Safeguarding Children Partnership (PSCP) as the platform to bring together the three safeguarding partner organisations to work effectively together and with nominated relevant agencies¹ across Plymouth to:

- co-ordinate safeguarding services;
- act as a strategic leadership group in supporting and engaging others;
- and implement local and national learning including from serious child safeguarding incidents.

3.4 Essentially the functions and responsibilities for the PSSCP has been tested during the COVID response period when temporary arrangements were set in place to oversee the partnership safeguarding responses. The PSCP was established a year ago and therefore these proposals build on the work of the established partnership.

3.5 The PSCP shall provide strong clear leadership and shall communicate regularly with their nominated relevant agencies on how they expect to work with them.

- 3.6 The PSCP will put in place group working across Plymouth for the delivery of quality assurance, performance management, multi-agency workforce development, strategic response to missing children and exploitation, local child safeguarding practice reviews and monitoring and review of the South West Child Death Overview Panel (CDOP). This approach will better support the early identification and analysis of new safeguarding issues and provide a consistent, competent and confident multi-agency workforce able to implement and embed learning within safeguarding services for children, young people and families across Plymouth.
- 3.7 The PSCP, in having oversight of local safeguarding arrangements, shall determine and action appropriate timely and dynamic responses which reach the need of the child, at the right place and the right time. To ensure flexibility and innovation there shall be less fixed Group structures with a move towards thematic time focused local response groups.
- 3.8 To support, a participation and engagement forum and an educational reference group, shall be established to enable better reach and inclusion within the wider community and education safeguarding agenda. These forums will improve communication, engagement and activity with the voluntary and community sector and bring the educational landscape closer to PSCP business, decision making and planning.
- 3.9 Engaging the voice, activity and co-design of children, young people and families is integral to these proposed arrangements. The Young Safeguarder Forum shall be retained and built upon by using various systems, forums and existing networks and groups to gather views, voices and experience.
- 3.10 The PSCP shall benefit from an Independent Quality Assurance Lead who shall provide oversight for reviewing and improving safeguarding practice, and facilitating a line of sight for the PSCP into the lived experience of children and young people. This role shall ensure the partnership enhances the identification of learning and its embedding and outcomes in practice across Plymouth. The value of this role will ensure that quality assurance and learning into practice does not occur in silos, and that the learning loop is closed, and transferred into effective practice. For clarity, the role shall be held by a part time office holder, subject to a contract for service with all of the three statutory safeguarding partners. The Independent Quality Assurance Lead shall provide reports to the three statutory safeguarding partners, but shall act as the “critical friend” bringing challenge and support to the PSCP. The Independent Quality Assurance role attends, but is not a decision making member of the PSCP.
- 3.11 The Lead Member for Children’s Services shall be a participating observer of the local safeguarding arrangements. In practice this means routinely attending meetings as an observer and receiving all its written reports. For clarity, the Lead Member shall be non-voting. Details of participation and attendance of the Lead Member remain subject to on-going discussions, with the aim of securing proportionate and added-value engagement within the multi-agency arrangements.
- 3.12 Set out below is a visual representation of the proposed multi-agency safeguarding arrangements



4. BENEFITS

4.1 The proposal has been designed with the aim of achieving the following benefits:

- Legal compliance;
- Extend and co-own safeguarding governance, knowledge and experience;
- Improve challenge, assurance and accountability to improve outcomes for children;
- Improve cost effectiveness, equity and proportionality of funding arrangements for local safeguarding arrangements;
- Mitigate escalation of safeguarding concerns to statutory intervention; thus assist in reducing economic cost of child abuse and neglect both direct (e.g. child protection, LAC, placements and accommodation) and indirect (in terms of prevention and in long term costs of supporting victims/survivor of child abuse);
- Remain subject to current systems of local, regional and national scrutiny (inc. Plymouth Corporate Safeguarding Improvement Plan);
- Secure co-operation and integration between safeguarding partners and relevant agencies;
- Remains responsive to local circumstances and strategic aims;
- Increases local and regional intelligence of safeguarding risks and themes;
- Aids transparency and enable continuous improvement of safeguarding policy and practice;
- Secure early identification of new thematic safeguarding issues and concerns;
- Improved efficiency and effectiveness of embedding and evaluating learning;
- Complimentary development of multi-agency arrangements where excellent practice becomes norm;
- Promote public confidence and corporate reputation;
- Improved co-ordination of contextual multi-agency training.

5. RISK ANALYSIS

5.1 Successful transition into, and the subsequent delivery of the new multi-agency safeguarding arrangements will be dependent upon recognising and mitigating risk. A risk is defined as a threat to the success of the transition and the subsequent operation of the arrangements. Key risks and mitigation have been identified as:-

Risk	Mitigation
Unclear role/purpose lead to inadequate strategic leadership poor safeguarding outcomes	<ul style="list-style-type: none"> • Strategic governance, constitution and terms of reference • Business Plan and Objectives • Independent Quality Assurer with oversight and monitoring of quality assurance framework • Independent Scrutiny • Improved engagement and collaboration with wider reach
Best outcomes for children not achieved	<ul style="list-style-type: none"> • Common purpose led by strong leadership • Collaborative planning and monitoring • Quality assurance framework and activities supported by Independent Scrutiny • Children, young people and families become active partner
Reduction in stakeholder engagement	<ul style="list-style-type: none"> • Consultation • Communication Strategy • Agency Events • Named relevant agencies

Risk	Mitigation
Inadequate funding arrangements	<ul style="list-style-type: none">• Wider forums and cross-system partnership working• Options Appraisal• Learning from early adopters• Relevant agency contributions (direct and/or in kind)
Lack of cost and qualitative effectiveness	<ul style="list-style-type: none">• Commission costs analysis• Seek in-year reductions• Operate and measure from base line• S11 Audit /S175 Education Audit• Measure success

Appendix I

Proposed Relevant Agencies

The three safeguarding partner must set out how they will work together with any Relevant Agencies. Relevant Agencies are those organisations and agencies whose involvement the safeguarding partners consider may be required to safeguard and promote the welfare of children with regard to local need.

The list of relevant agencies is set out in the Child Safeguarding Practice Review and Relevant Agency (England) Regulations 2018. Many agencies and organisations play a crucial role in safeguarding children. Safeguarding partners may include any local or national organisation or agency in their arrangements, regardless of whether they are named in relevant agency regulations.

The following remains subject to ongoing discussion and consultation. The below is an indication only at present.

Educational and Childcare

- All early year settings
- All children centres
- All primary education settings
- All secondary education settings
- All special education settings
- Pupil referral unit
- All independent education settings
- Universities
- Further Education colleges
- Private training providers
- Careers South West
- Language schools.

Health and Social Care

- NHS England
- NHS Hospital Trusts
- Public Health
- Livewell South West
- South West Ambulance NHS Foundation Trust
- Regional Adoption Agency
- Registered providers of fostering agencies
- Providers of private children's homes
- Providers of residential holiday schemes for disabled children.

Criminal Justice

- CAFCASS
- HM Prison and Probation Service
- Community Rehabilitation Company²
- Youth Offending Teams
- Office of Police & Crime Commissioner

Police and Immigration

British Transport Police
Port Police Force
Local Border Force/Customs & Excise

Miscellaneous

Action 4 Children
NSPCC
Barnardo's
Children's Society
British Red Cross
Lay member
Children & Young People member
Drug and alcohol support services
Domestic abuse services
Community and Social Housing providers
Sexual Assault Referral Centres
Local Authority Commissioning
Devon & Somerset Fire and Rescue Service

Sports & Leisure

To be determined – subject to further guidance and advice sought from DfE.

Community and Voluntary

Plymouth Octopus Plus (POP+)
Community Development Trust
Asylum Seeker/Refugee support services
Religious and faith groups

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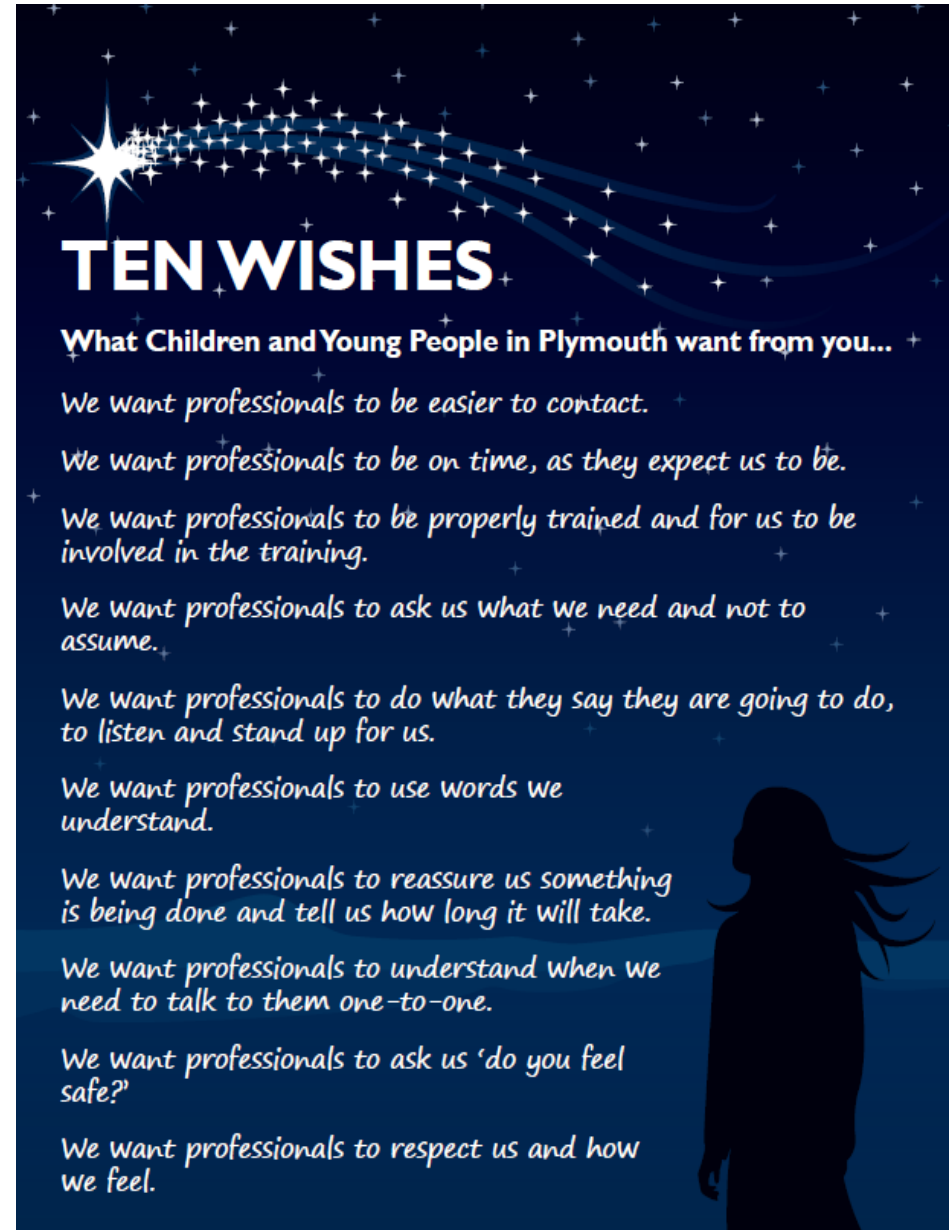


**PLYMOUTH
SAFEGUARDING
CHILDREN
PARTNERSHIP**

**MULTI-AGENCY SAFEGUARDING ARRANGEMENTS FOR
CHILDREN AND YOUNG PEOPLE IN PLYMOUTH**

Date





TEN WISHES

What Children and Young People in Plymouth want from you...

- We want professionals to be easier to contact.*
- We want professionals to be on time, as they expect us to be.*
- We want professionals to be properly trained and for us to be involved in the training.*
- We want professionals to ask us what we need and not to assume.*
- We want professionals to do what they say they are going to do, to listen and stand up for us.*
- We want professionals to use words we understand.*
- We want professionals to reassure us something is being done and tell us how long it will take.*
- We want professionals to understand when we need to talk to them one-to-one.*
- We want professionals to ask us 'do you feel safe?'*
- We want professionals to respect us and how we feel.*

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VISION AND VALUES

OUR VISION

All children within Plymouth are able to reach their full potential and be healthy, safe and contented.

Effective support is provided to the most vulnerable and at risk to ensure quality of opportunity in reaching these basic needs.



EXPLANATORY

Working Together to Safeguard Children 2018 is the statutory guidance that transferred strategic local safeguarding arrangements from Local Safeguarding Children Boards to three new statutory partners, namely the Local Authority, Clinical Commissioning Groups and the chief office of police. This guidance permitted local arrangements that covered more two or more local authorities. Following consultation and relevant cabinet and executive approvals it was agreed that the two existing Local Safeguarding Children Boards within Plymouth and Torbay would be replaced with one Plymouth and Torbay Joint Strategic Safeguarding Partnership, such partnership to be underpinned by proportionate strategic and operational structures that directed and promoted safeguarding practices and responses across Torbay and Plymouth.

This new multi-agency safeguarding arrangement was published, in accordance with Department for Education requirements on 29 September 2019.

Since that date the Torbay Local Authority has evaluated the suitability of this arrangement in light of the dissolution of the joint arrangement and Director of Children's Services in January 2020, and the need to maintain the rate of improvement needed for Torbay children. They have concluded that they need a single strategic safeguarding partnership.

Accordingly, this document sets out the new multi-agency safeguarding arrangements to be implemented within the city of Plymouth.

INTRODUCTION

As a result of the Wood Report, March 2016, the Children Act 2004 was amended to remove the statutory requirement of local authorities to have Local Safeguarding Children Boards and placed responsibility for safeguarding equally with local authorities, police and clinical commissioning groups. Working Together to Safeguard Children 2018 (WTG 18) placed a duty upon these three agencies to work together to define the local multi-agency safeguarding arrangements.

These new multi-agency safeguarding arrangements will promote wider engagement and collaboration of the organisations and agencies within Plymouth, and the safeguarding partners aspire to deliver arrangements where excellent practice becomes the norm, strong links and joint working are fostered, and develops a skilled, knowledgeable and confident workforce. These new arrangements are designed to put children young people and families across Plymouth its centre and shall engage all children and young people by using existing systems and forums. It will harness, share and build upon the sector expertise within Plymouth to safeguard and promote the welfare of children and young people.

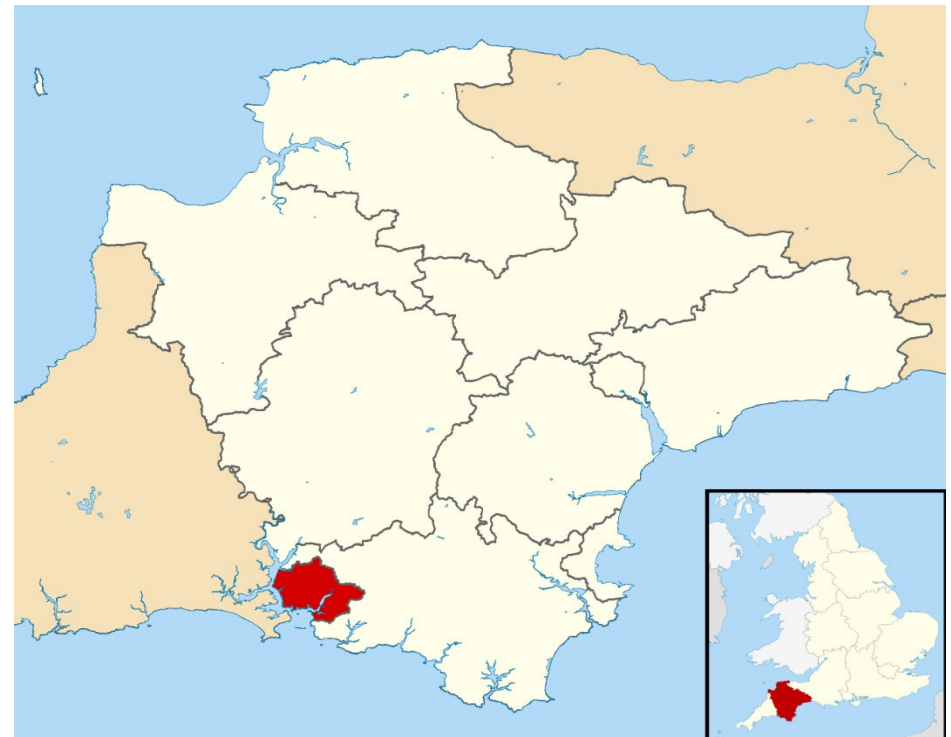
Our arrangements shall:

- focus upon strength based approaches to support children and young people's independence, resilience, strengths and capabilities
- adopt a contextual safeguarding approach to understanding and responding to young people's experience of significant harm beyond their families

- advocate a trauma informed approach and integrate an understanding of trauma in organisational safeguarding practice and policy.

GEOGRAPHICAL AREA

The geographical area for these multi-agency safeguarding arrangements shall be based upon the Plymouth Local Authority boundaries.



THE THREE SAFEGUARDING PARTNERS

The safeguarding partners have equal and joint leadership responsibility for the new multi-agency safeguarding arrangements. The three safeguarding partners for Plymouth are:

- Plymouth City Council – Chief Executive
- NEW Devon Clinical Commissioning Group – Accountable Officer
- Devon & Cornwall Police – Chief Officer (Assistant Chief Constable).

These lead representatives remain accountable for actions and decisions taken on behalf of their agency. As permitted by Working Together to Safeguarding Children 2018 they have delegated their functions to the following senior officers:



These representatives shall:

- Speak with authority for the safeguarding partner they represent;
- Take decisions on behalf of their organisation or agency and commit them to policy, resourcing and practical matters;
- Hold their own and each other's organisation or agency to account on how effectively they participate and implement these local arrangements.

STRUCTURE OF THE PLYMOUTH SAFEGUARDING CHILDREN PARTNERSHIP

The Plymouth Safeguarding Children Partnership (PSCP) has been structured to meet the requirements of Working Together to Safeguard Children 2018. The overarching structure features the strategic PSCP which comprises of the safeguarding partners, i.e. Local Authority, Police and Clinical Commissioning Group. These partners will set the vision, mission, values and priorities for safeguarding and improving outcomes for all children and families in Plymouth.

Joint working upon core functions of quality assurance, CDOP, child serious safeguarding practice reviews, and multi-agency work force development shall bring together relevant agencies across Plymouth who shall drive the safeguarding priorities set by the PSCP, ensuring that its core and statutory functions are delivered.

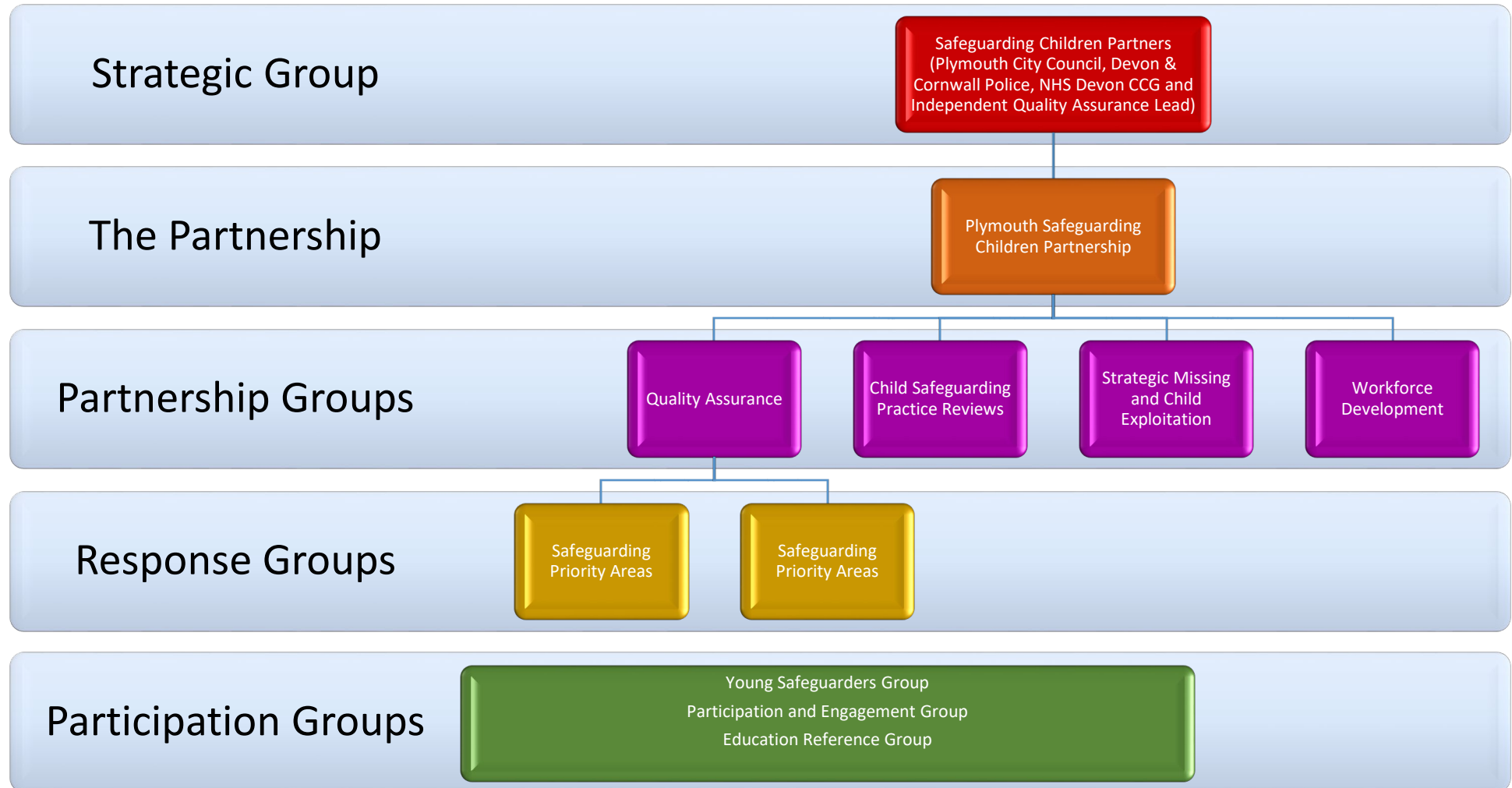
The PSCP shall deliver local dynamic responses within and across each geographical area to confidently create, influence and negotiate system improvement as part of multi-agency working and deliver effective working relationships that improve impact and outcomes for their children and young people.

The PSCP arrangements have been established in the context of wider partnership and governance arrangements across Plymouth. The PSCP arrangements link into other strategic partnership work streams that support children, young people and families. Such partnerships include

- Health and Wellbeing Board
- Community Safety Partnership

- Safeguarding Adults Board
- Children and Young People's Partnership
- Local Family Justice Board
- Channel Panel
- Multi-Agency Public Protection Arrangements.

It shall continue to work collaboratively across the South West Peninsula.



THE PLYMOUTH SAFEGUARDING CHILDREN PARTNERSHIP



**PLYMOUTH
SAFEGUARDING
CHILDREN
PARTNERSHIP**

The Plymouth Safeguarding Children Partnership (PSCP) co-ordinates safeguarding services, acts as a leadership group in supporting and engaging others and shall implement local and national learning from serious child safeguarding incidents. The current Child Death Overview Panel arrangements for the

South West Peninsula shall remain, but the PSCP shall put in place arrangements for the same to be monitored, reviewed and actioned via the new working arrangements.

The role of the PSCP is as follows:-

- ensure children are safeguarded and their welfare promoted;
- set and oversee strategic direction of multi-agency safeguarding arrangements;
- determine equitable and proportionate funding on a yearly basis;
- hold local arrangements to account;
- challenge either other appropriately and hold one another to account effectively;
- scrutinise the effectiveness of multi-agency safeguarding arrangements;

Effective support is provided to the most vulnerable and at risk to ensure quality of opportunity in reaching these basic needs.

- have oversight of multi-agency workforce development
- facilitate and drive action beyond usual institutional and agency constraints and boundaries and ensure the effective protective of children is founded on practitioners developing lasting and trusting relationships with children and their families.

To enable the PSCP to fulfil this role it shall have the ability to co-opt at their discretion key relevant agencies and/or their representatives into their strategic meetings to discuss recurrent themes in the safeguarding and promotion of welfare, or the need to identify and action improvements. This discretionary ability will support a dynamic, proportionate and flexible approach to the safeguarding arrangements.

The safeguarding partners will delegate functions to designated senior safeguarding leads within Plymouth (this will be at Assistant/Service Director level/Designated Senior Officer level). The PSCP shall comprise the selected key relevant agencies.

All children within Plymouth shall be able to reach their full potential and be healthy, safe and contented.

GROUP WORKING OF PSCP

The Plymouth Safeguarding Children Partnership has put in place group working across Plymouth for the delivery of quality assurance, performance management, multi-agency workforce development, serious child safeguarding reviews and monitoring and review of the South West Peninsula Child Death Overview Process (CDOP). This approach will better support the early identification and analysis of new safeguarding issues, and provide a consistent multi-agency safeguarding workforce able to implement and embed learning within respective local services for children, young people and families across Plymouth.

Quality Assurance Group

The PSCP has created and is responsible for a Quality Assurance Group which is chaired by its appointed Independent Quality Assurer. This Group will:-

- assure that learning and understanding are promoted and embedded in a way that safeguarding services for children, young people and families in Plymouth become more curious and implement changes to practice;
- provide assurance in judging the effectiveness of the multi-agency system arrangements to safeguard and promote the welfare of children and young people;
- provide evidence of strong practice and areas for improvement
- use outcomes which inform the development of appropriate safeguarding strategies, the management of risk and to inform business planning;
- provide line of sight into practice and the lived experience of the child;

- receive reports and oversee implementation of recommendations arising from the South West Peninsula Child Death Review arrangements.

Child Safeguarding Practice Review Group

The PSCP has created and is responsible for the Child Safeguarding Practice Review Group which is overseen by the appointed Independent Quality Assurer. This Group will:-

- in accordance with WTG 18 and any guidance issues by National Panel initiate a local Child Safeguarding Practice Review in serious safeguarding cases where
 - abuse or neglect of a child is suspected and
 - the child has died or has been seriously harmed.
- deliver and oversee local child safeguarding practice reviews to identify improvements in safeguarding practice and protecting children from harm and make recommendations for improvement and assurance to the Quality Assurance and Workforce Development Groups;
- deliver qualitative reports on impact and outcomes for children and young people to the PSCP.

Multi-Agency Workforce Development Group

The PSCP has created and is responsible for a joint Workforce Development Group which shall:-

- identify and support the safeguarding learning needs of Plymouth's multi-agency workforce;
- commission, develop, deliver and evaluate creative, high quality multi-agency learning/training offer that improves and impact on practice and outcomes for children and young people;
- undertake annual learning needs/training needs analysis;

- contribute to and support embedding of local, regional and national learning;
- respond to, implement and embed learning from local and national Serious Case Reviews, Child Safeguarding Practice Reviews, Child Death Reviews and other sources of learning, e.g. single agency serious incidents, themed case audits;
- predict and respond to emerging practice issues;
- monitor and evaluate the impact of learning on practice;
- deliver qualitative reports on impact of workforce development to PSCP.

Strategic Missing and Child Exploitation Group

The PSCP has created and is responsible for a Strategic Missing and Child Exploitation Group which shall:

- provide strategic oversight, scrutiny and challenge of the multi-agency approach and response to extra familial risk;
- understand how agencies are working together to identify, respond, prevent and protect against extra familial risk;
- agree, monitor and review the effectiveness of the PSCP extra familial risk strategies, framework, policies and interventions;
- ensure that national requirements and developments are incorporated effectively in to the PSCP response to extra familial risk.

Local Response Groups

The PSCP, in having oversight of local safeguarding arrangements shall determine and action appropriate dynamic and timely responses which meet the needs of the child, at the right place and at the right time.

To ensure flexibility and innovation there shall be less fixed Group

structures with a move towards thematic time focused local response (task and finish) groups. These local response groups shall be commissioned by the PSCP as a result of their own oversight, or in conjunction with the performance intelligence scrutinised with the Quality Assurance Groups, or learning arising from the Child Safeguarding Practice Review Group. Local Response Groups may for example undertake deep dive or other time limited pieces of work which will benefit multi-agency practice to improve outcomes for children, young people and families.

Participation and Engagement Groups

To support, a participation and engagement forum and an educational reference group, shall be established to enable better reach and inclusion within the wider community and education safeguarding agenda. These forums will improve communication, engagement and activity with the voluntary and community sector and bring the educational landscape closer to PSCP business, decision making and planning.

Engaging the voice, activity and co-design of children, young people and families is integral to these proposed arrangements. The Young Safeguarder Forum shall be retained and built upon by using various systems, forums and existing networks and groups to gather views, voices and experience.

THE INDEPENDENT QUALITY ASSURER

The Independent Quality Assurer acts as a non-voting strategic critical friend, encouraging reflection on practice and providing a line of sight for the PSCP into the lived experiences of children and young people. A core purpose of this role is to ensure that quality assurance and learning into practice does not occur in silos and identify and report upon the impact safeguarding system learning and changes make to improving outcomes for children and young people. The role provides scrutiny and challenge, and shall seek assurance from relevant agencies, children young people and families, to measure and inform the effectiveness of the PSCP learning culture and systems leadership.

The Independent Quality Assurer shall facilitate the effective operation of the PSCP Quality Assurance and Child Safeguarding Practice Review Groups, including chairing the meetings and ensuring that the three safeguarding partners, and their relevant agencies, are fulfilling their function effectively and with integrity.

The Independent Quality Assurer shall be a member of the Strategic PSCP and shall contribute to its annual report.

INDEPENDENT SCRUTINY

The PSCP shall have a multi-systems approach to independent scrutiny to provide robust, rigorous and transparent assurance as to the effectiveness of the safeguarding arrangement within Plymouth.

This approach shall comprise a number of functions which will include:-

- Utilise existing structures of assurance and scrutiny (e.g. Health & Wellbeing Boards, Corporate Safeguarding Improvement Plans and Assurance, NHS England etc.).
- Internal peer reviews by other Plymouth strategic partnerships (e.g. Community Safety Partnerships).
- Appointment of Independent Quality Assurer role.
- Review and evaluation by Children & Young People Partnership
- Commissioning as necessary expert scrutiny from national bodies or acknowledged experts.
- Develop a system of engaging multi-agency practitioners, children, and young people of families in the evaluation and scrutiny of service delivery.
- Develop partnering arrangements with neighbouring safeguarding partners to provide strategic peer reviews.

VOICE OF CHILDREN AND YOUNG PEOPLE

Engaging the voice, activity and co-design of children, young people and families is integral to these new arrangements. The PSCP is building upon the effective arrangements in place within Plymouth. The ambition will be to engage with all children and young people, and not solely upon those who have experienced services. The PSCP is committed to and shall engage with children, young people and families at an individual, service and strategic level. Various systems, forums and existing networks/groups shall be used to gather views and seek independent voices and experiences. A participative approach to safeguarding is key to understanding the realities of young people's lives. Their involvement in system design is important because they bring real life experience of using services and can reflect on what works and what requires improvement. The arrangements include a Young Safeguarders' Group. This Group will improve upon engagement, challenge and scrutiny, and assist our service design and delivery to more effectively meet need and achieve positive outcomes.

In addition, a young person lay member shall be appointed into the Quality Assurance Group. The lay member for this Group shall be a care leaver whose experience of the care system and the transition from child to adult services will be an invaluable perspective to inform the work of the strategic safeguarding partnership

RELEVANT AGENCIES

Attached at Appendix 1 is a list of the relevant agencies whose involvement the three safeguarding partners believe is required to safeguard and promote the welfare of local children. These relevant agencies shall work within these new multi-agency safeguarding arrangements. Whilst the legislation and statutory guidance draws a distinction between safeguarding partners and relevant agencies to ensure clarity around accountability, it is clear that all members of the PSCP have a shared responsibility to work collaboratively to provide targeted support to children and families. This list reflects and enhances upon the previous Plymouth LSCB's membership, and accords with the Child Safeguarding Practice Review and Relevant Agencies (England) Regulations 2018.

Strategic leaders of the relevant agencies shall form the membership of the PSCP and its Groups and will:

- inform and deliver the strategic direction set by the Strategic PSCP safeguarding partners
- be the leadership group which supports and engages multi-agency working
- co-ordinate and oversee local safeguarding arrangements and responses;
- identify emerging themes, actions and learning to be embedded into practice
- determine appropriate local safeguarding response groups.

The relevant agencies shall co-operate with the safeguarding partners and act in accordance with these arrangements. It is expected that as

the arrangements evolve the relevant agencies may change, and the safeguarding partners will have the right to consult with and include other organisations as relevant agencies as they determine from time to time.

Early Years, School Colleges and other Educational Providers

Early years, schools, colleges and other educational providers are an important part of the wider safeguarding system for children. Due to their pivotal role in safeguarding children and promoting their welfare, all early years settings, schools, colleges and educational providers shall be named as relevant agencies in the new arrangements.

The safeguarding partners will build upon and enhance the current commitment from early years and education. An Education Reference Group shall be retained and enhanced to support active engagement in a meaningful way with a wide representation from the early years and education arena, including independent and language schools. Lead representatives from the Educational Reference Group shall be members of the PSCP, and form part of the relevant Groups. This approach will help ensure full engagement and inclusion within these new safeguarding arrangements, and enable individual early years and educational settings to use the arrangements to support each other as peers.

Designated Health Professionals

The Designated Doctors and Designated Nurses within Plymouth shall, as a minimum, be representatives at PSCP to ensure clinical expertise of designated health professionals is proportionately secured.

Youth Custody and Residential Home Arrangements

There is no youth custody provision in Plymouth, nor secure residential homes. Youth Offending Teams within Plymouth work with children and young people under the age of 18 who are either accused of or convicted of a crime. The Youth Offending Team is a nominated relevant agency and shall provide periodic reports and performance data to the Quality Assurance and Missing and Child Exploitation Groups and shall participate as required within local response groups.

Residential Home Arrangements

At the time of publication Plymouth does not have any residential homes.

TRAUMA INFORMED PRACTICE

As a trauma aware city Plymouth recognises the evidence base that is emerging day by day, across both national and international communities, which identifies the impact of trauma and the consequences of exposure to adversity as a profound health, wellbeing and social care issue of our time. The PSCP shall ensure that trauma informed practice is **Everybody's Business** and shall apply the trauma informed lens in its work by using the Plymouth Trauma Informed Network principles which:

REALISES what trauma is and how it can have wide spread impact for children, young people, families and communities.

RECOGNISES the signs and effects of trauma in individual children and young people and families, groups and communities. This includes the PSCP multi-agency workforce.

RESPONDS by integrating knowledge regarding trauma informed approaches into safeguarding policies, procedures and practice.

RESISTS re-traumatising children, young people, families and communities by actively seeking to avoid situations where traumatic memories might be retriggered and seeking to deescalate and diffuse potentially traumatic interactions when they occur.

RESILIENCE is promoted in supporting children, young people, families and communities to cope with and adapt to adversity, and have the strength to challenge situations where it might occur.

This means that throughout its arrangements the PSCP shall give consideration to ensure that it supports the 5 Core Values for a trauma informed Plymouth:

SAFE

There is consideration of the psychological safety of those involved in and impacted by its safeguarding arrangements, both as an ethical commitment and in the knowledge that this will lead to greater transparency and opportunities for learning which can be transferred into practice. When meeting, engaging and working with children, young people, families, communities and professionals all efforts shall be made to establishing trusting relationships.

PERSON CENTRED

Understanding the lived experience of children, young people families and communities and the circumstances which led to their involvement within safeguarding services. Voices of the child, young person, families and communities shall be listened to and heard with respect.

COLLABORATIVE

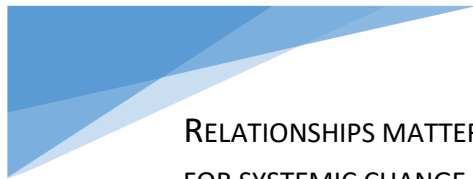
Children, young people, families, communities and professionals are treated as equal partners in the PSCP safeguarding arrangements. A collaborative approach shall be facilitated across safeguarding services, communities, families and individuals who can make a contribution. Learning shall be reflective with openness and emotional awareness.

EMPOWERING

There is an overriding expectation that the PSCP safeguarding arrangements shall make a genuine difference. All involved, engaged or working within safeguarding services deserve to know that their contributions have influenced real change and that the PSCP is going to ensure that learning from their involvement, engagement or work is meaningful and widely disseminated.

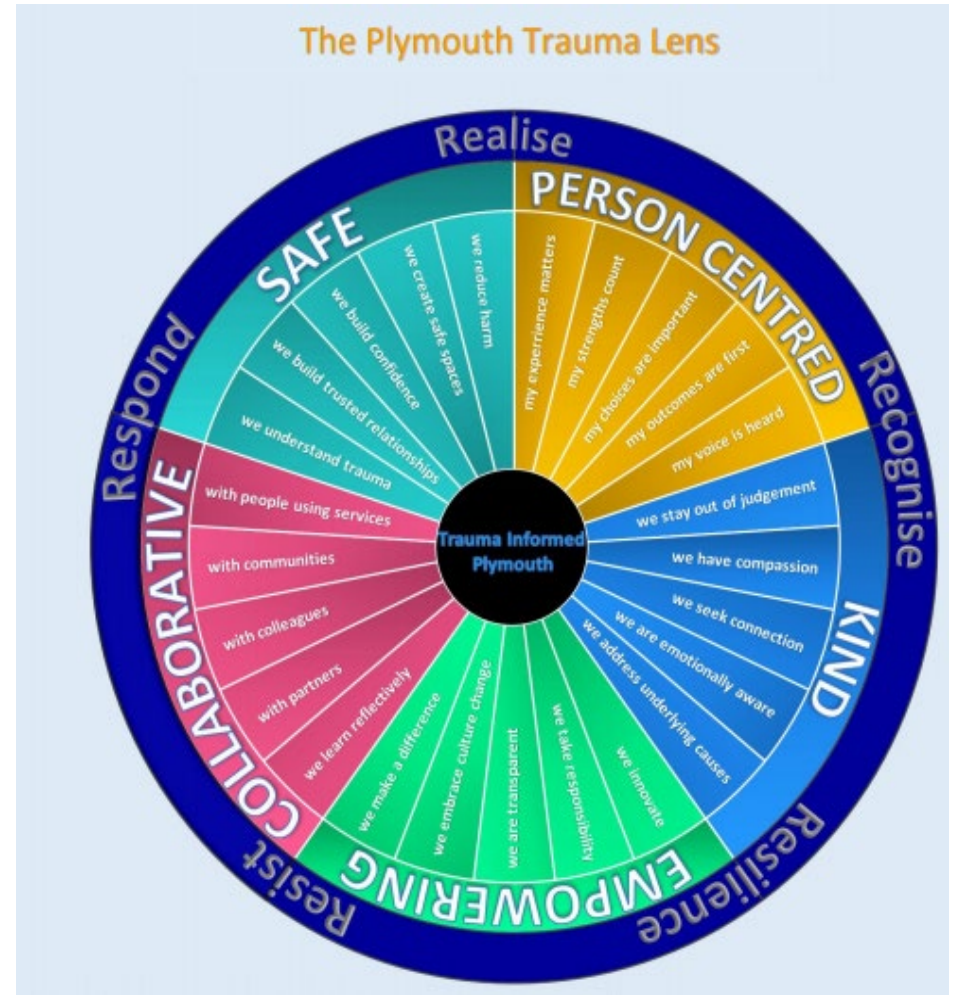
KIND

Ensure that language is appropriate and mindful of victim blaming or falling into judgement. There shall be understanding that traumatic circumstances may evidence behaviour that is considered challenging and the trauma lens shall be applied to try to understand the underlying cause of this. There shall be kindness, clear transparent and compassionate communication and engagement.



RELATIONSHIPS MATTER: THE CURRENCY FOR SYSTEMIC CHANGE WAS TRUST, AND TRUST COMES THROUGH FORMING HEALTHY WORKING RELATIONSHIPS. PEOPLE, NOT PROGRAMMES, CHANGE PEOPLE.

Bruce D Perry



¹ Produced by Simon Hardwick, Anna Moss and Shelley Shaw for the Trauma Informed Plymouth Network.

MEMBERSHIPS

PSCP STRATEGIC SAFEGUARDING PARTNERS

ROLE	
Co-ordinate safeguarding services, act as strategic leadership group in supporting and engaging others, set the strategic direction of the PSCP, and oversee the implementation of local and national learning from serious child safeguarding incidents.	
Chair: Rotation of Strategic Partners	
Partner	Representative
Plymouth City Council	Director of Children's Services
NHS Devon Clinical Commissioning Group	Executive Safeguarding Officer
Devon & Cornwall Police	Head of Public Protection/BCU Commander
Independent	Independent Quality Assurer
Meeting frequency	Quarterly
Meeting venue	Plymouth/Microsoft Teams

PLYMOUTH SAFEGUARDING CHILDREN PARTNERSHIP

Role	
<ul style="list-style-type: none"> • Ensure children are safeguarded and their welfare protected; • Deliver the strategic direction set by the PSCP; • Be the leadership group which supports and engages relevant agencies; • Co-ordinates and oversees local safeguarding arrangements and responses; • Determines appropriate local safeguarding response groups, activities and learning (as necessary); • Deliver qualitative written reports and/or presentations on impact and outcomes for children and young people directly to the PTSCP. 	
Chair: Rotation of representatives from three safeguarding partners	
Partner/Relevant Agency	Representative
Plymouth City Council	Service Director Children's Services, Service Director of Education Participation and Skills, Head of Service Children, Young People and Families
NHS Devon Clinical Commissioning Group	Senior Designated Safeguarding Nurse (Plymouth)
Devon & Cornwall Police	Head of PPU/Senior Lead of BCU
Independent (non-voting)	Independent Quality and Assurance Lead
Livewell South West	Director of Professional Practice, Safety & Quality
University Hospital Plymouth NHS Trust	Chief Nurse
Education Reference Group	Chair
Children & Young Person's representative	Young Safeguarder and/or Participation Support
Chair of Workforce Development Group	PSCP Learning and Development Manager
NSPCC	Strategic Service Manager
Barnardo's	Assistant Director
Trauma Informed Network	Lead Member
Action4Children	Director
Independent	Plymouth City Council Lead Portfolio Holder

Office of Police & Crime Commissioner	Senior Safeguarding Lead
Public Health	Director
Local Authority Commissioning	Strategic Commissioning Manager
CAFCASS	Service Manager
Plymouth Octopus Project (POP+)	Chief Executive or Representative
HM Prison and Probation	Head of LDU
Community Rehabilitation Company (KSS)	Assistant Chief Officer
Meeting frequency	Quarterly (minimum)
Meeting venue	Plymouth/Microsoft Teams

PSCP GROUPS

QUALITY ASSURANCE GROUP	
Role	
<ul style="list-style-type: none"> • Assure that learning and understanding are promoted and embedded in a way that safeguarding services for children, young people and families in Plymouth become more curious and implement changes to practice • Provide assurance in judging effectiveness of the multi-agency system arrangements to safeguard and promote the welfare of children and young people • Provide evidence of strong practice and areas for improvement • Use outcomes which inform the development of appropriate safeguarding strategies, the management of risk and to inform business planning Provide line of sight into practice and the lived experience of the child • Receive reports from and oversee implementation of recommendations arising from the South West Child Death Review arrangements. 	
Chair: Independent Quality Assurance Lead	
Partner	Representative
Plymouth City Council	The PSCP shall agree core representatives from the relevant agencies across Plymouth. A Designated Doctor and Designated Nurse shall form part of the membership.
NHS Devon Clinical Commissioning Group	
Devon & Cornwall Police	
Livewell South West CIC	
NHS Trusts	
Education	
Early Years	
Children & Young People’s representative (Care Leaver)	
Public Health	
Youth Offending	
PSCP Training and Development	

Community, voluntary and charitable sector	
Meeting frequency	Quarterly (minimum)
Meeting venue	Plymouth/Microsoft Team

PSCP GROUPS

CHILD SAFEGUARDING PRACTICE REVIEW GROUP	
Role	
<ul style="list-style-type: none"> • In accordance with WTG 18 and any guidance issues by National Panel initiate a local Child Safeguarding Practice Review in serious safeguarding cases where <ul style="list-style-type: none"> ▪ abuse or neglect of a child is suspected <u>and</u> ▪ the child has died or has been seriously harmed. • Deliver and oversee local child safeguarding practice reviews to identify improvements in safeguarding practice and protecting children from harm and make recommendations for improvement and assurance to the Quality Assurance and Workforce Development Groups; • Deliver qualitative reports on impact and outcomes for children and young people to the PSCP. 	
Chair: Independent Quality Assurer	
Partner	Representative
Plymouth City Council	The PSCP shall agree core representatives from the relevant agencies across Plymouth. A Designated Doctor and Designated Nurse shall form part of the membership.
NHS Devon Clinical Commissioning Group	
Devon & Cornwall Police	
NHS Trusts	
Education	
PSCP Training and Development	
Co-opted members according to nature of case/purpose of meeting.	
Meeting frequency	Quarterly (minimum)
Meeting venue	Plymouth/Microsoft Teams

PSCP GROUPS

Multi-Agency Workforce Development Group	
Role	
<ul style="list-style-type: none"> • Identify and support the safeguarding learning needs of Plymouth’s multi-agency workforce; • Commission, develop, deliver and evaluate creative, high quality multi-agency learning/training offer that improves and impact on practice and outcomes for children and young people; • Undertake annual learning needs/training needs analysis; • Contribute to and support embedding of local, regional and national learning; • Respond to, implement and embed learning from local and national Serious Case Reviews, Child Safeguarding Practice Reviews, Child Death Reviews and other sources of learning, e.g. single agency serious incidents, themed case audits • Predict and respond to emerging practice issues • Monitor and evaluate the impact of learning on practice • Deliver qualitative reports on impact of workforce development to PSCP. 	
Chair: PSCP Lead Officer for Learning and Development	
Partner	Representative
Plymouth City Council	The PSCP shall agree core representatives from the relevant agencies.
NHS Devon Clinical Commissioning Group	
Devon & Cornwall Police	
Livewell South West CiC	
NHS Trusts	
Education	
PSCP Training and Development	
Early Years	
Children & Young Person’s representative	

Community, Voluntary and Charitable Sector	
Meeting frequency	Quarterly (minimum)
Meeting venue	Plymouth/Microsoft Teams

PSCP GROUPS

Strategic Missing and Child Exploitation Group	
Role	
<ul style="list-style-type: none"> • Provide strategic oversight, scrutiny and challenge of the multi-agency approach and response to extra familial risk; • Understand how agencies are working together to identify, respond, prevent and protect against extra familial risk; • Agree, monitor and review the effectiveness of the PSCP extra familial risk strategies, framework, policies and interventions; • Ensure that national requirements and developments are incorporated effectively in to the PSCP response to extra familial risk. 	
Chair: Strategic Member of Voluntary/Community Sector	
Partner	Representative
Plymouth City Council	The PSCP shall agree core representatives from the relevant agencies and appoint the initial Chair. A Designated Doctor and Designated Nurse shall form part of the membership.
NHS Devon Clinical Commissioning Group	
Devon & Cornwall Police	
Livewell South West CiC	
NHS Trust	
Education	
PSCP Training and Development	
Children & Young Person's representative	
Community, Voluntary and Charitable Sector	
Meeting frequency	Quarterly (minimum)
Meeting venue	Plymouth/Microsoft Team

REPRESENTATION AND ACCOUNTABILITY WITHIN THE PSCP

The PSCP has identified and nominated relevant agencies whose involvement is required to safeguard and promote the welfare of children in Plymouth. See Appendix 1.

These relevant agencies shall share collective responsibility for ensuring the safeguarding and promoting the welfare of children and young people through collaborative working of the organisations that they represent. They shall:

- collaboratively and innovatively engage to provide targeted support to children and families as appropriate;
- provide flexibility to enable joint identification of, and response to, existing and emerging needs and to agree priorities to improve outcomes for children;
- promote innovation at local levels to enable resources to focus upon frontline practitioners engaging with children young people and families and improving their lived experience.

Relevant agencies shall provide a representative member to the PSCP. This representative shall hold a strategic role in relation to safeguarding and promoting the welfare of children within their own agency and must be able to:

- Work together to ensure the PSCP meets its statutory functions and improves outcomes for children, young people and families;
- Attend all PSCP meetings and actively contribute to debate and decision making;
- ensure relevant agency resourcing and contributions to resourcing (direct or in-kind) is adequate and proportionate

- ensure decisions made by the PSCP are enacted within each agency as appropriate;
- promote and champion the safeguarding agenda within their agency;
- hold their agency to account for its safeguarding work;
- nominate appropriate staff to serve upon and participate within the Working Groups, and Local Response Groups as required;
- ensure provision of performance and quality assurance data about and on behalf of the organisations.

STATUTORY FUNCTIONS

The PSCP shall undertake its statutory functions in line with Working Together to Safeguard Children (2018).

Child Safeguarding Practice Reviews

The PSCP's Child Safeguarding Practice Review Group shall oversee rapid reviews, submit notifications to National Panel, recommend the commissioning of and hold oversight of local child safeguarding practice reviews within Plymouth. The Strategic safeguarding Partners shall make the final documented decision regarding carrying out a child safeguarding practice review, and shall be supported and advised by the Independent Quality Assurer.

Child Death Reviews

The Child Death partners for Plymouth, in agreement with partners from other local authority areas, already have effective South West Peninsula CDOP arrangements in place. The Child Death Review structures and processes shall be modelled on this current Child Death Overview Panel (CDOP) framework. The framework covers a child population such that it can typically review at least 60 child deaths per year, and outlines the structure and processes to review deaths of all children normally resident in the South West Peninsula and the deaths of children not normally resident in the area, but who have died there. The South West Peninsula covers the geographical areas of Devon, Plymouth, Torbay, Cornwall and Isles of Scilly.

All local organisations or individual practitioners that have had involvement in the case should co-operate as appropriate, the child death review process and keep the child and family at the centre of their discussions. All local organisations or individual practitioners

should also have regard to any guidance on child death reviews issues by Government.

Section 11 Audits & S175/157 Education Act 2002

The PSCP shall continue to seek that agencies are fulfilling their safeguarding obligations through completion of the Section 11 self-audit process. The oversight and assurance of these functions shall be via the Independent Quality Assurer.

THRESHOLDS

WTG 18 requires the safeguarding partners to publish a thresholds document which sets out the local criteria for action in a way which is transparent, accessible and easily understood. This should include:

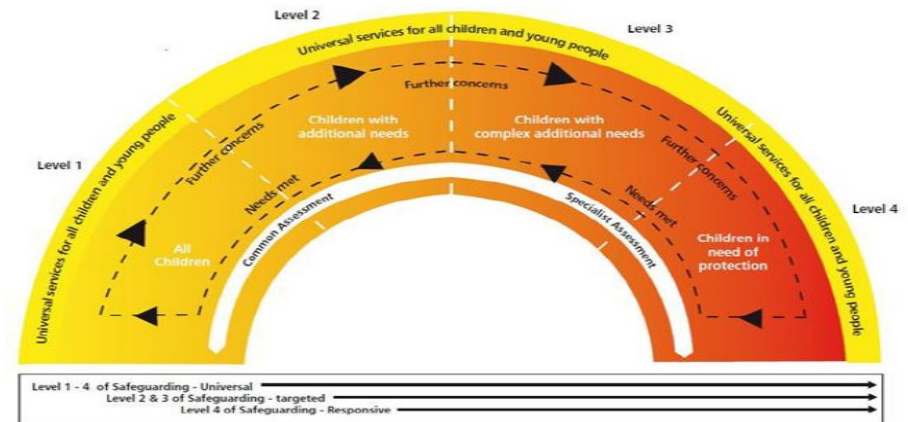
1. The process for the early help assessment, and the type and level of early help services to be provided
2. The criteria, including the level of need, for when a case should be referred to local authority children’s social care for assessment and for statutory services under:
 - Section 17 of the Children Act 1989 (children in need)
 - Section 47 of the Children Act 1989 (reasonable cause to suspect a child is suffering or likely to suffer significant harm)
 - Section 31 of the Children Act 1989 (care and supervision orders)
 - Section 20 of the Children Act 1989 (duty to accommodate a child)
3. Clear procedures and processes for cases relating to:
 - the abuse, neglect and exploitation of children;
 - children managed within the youth secure estate;
 - disabled children.

The PSCP has adopted and maintained the existing thresholds within Plymouth.

It is the aspiration of the PSCP to develop an online and inactive threshold tool for use across Plymouth. Work upon such a threshold document will commence following implementation of these new arrangements.

Plymouth thresholds can be located at

<http://www.plymouthscb.co.uk/plymouth-assessment-framework/>



MULTI-AGENCY POLICIES AND PROCEDURES

Multi-agency safeguarding policies and procedures are already in place across Plymouth via the framework of the South West Child Protection Procedures.

<https://www.proceduresonline.com/swcpp/>

These procedures provide a set of chapters which comply with WTG 18 and are accessible to all PTSCP agencies. The manual itself is organised with core procedures and local information sections which include practice guidance and thresholds across Plymouth. The procedures are updated to take account of local and national learning and any changes in legislation or statutory guidance.

ESCALATION AND RESOLUTION PROCEDURES

The existing and respective escalation and resolution policies within Plymouth are maintained and found at:

<http://www.plymouthscb.co.uk/wp-content/uploads/2019/04/2019-04-23-PSCB-Escalation-FINAL.pdf>

Workforce Development Boards. Work upon such policy will commence following implementation of these new arrangements.

FUNDING

Funding arrangements for the PSCP has been agreed for 2020/2021, and pooled funding comprises of:

- contributions by safeguarding partners and relevant agencies;
- use of funding reserve available to the PSCP period 2020/2021
- accommodation, IT, legal and communication services provided by Plymouth Local Authorities;
- in-kind funding and contribution from partners and organisations.

The safeguarding partners continue to review its funding arrangements to enhance future mutual resourcing requirements. They will collaborate and agree the level of funding to be provided by each safeguarding partner and any contributions (direct or in-kind) from relevant agencies. Funding shall be equitable and proportionate and will be published within the PSCP annual report.

BUSINESS SUPPORT

The PSCP shall be supported by a small Business Unit located in Plymouth. This Business Unit shall have an integral role in co-ordinating and driving forward the new arrangements and structures. It shall support the PSCP to achieve its visions and values and meet its obligations under Working Together to Safeguard Children, and provide administrative support in the delivery of its strategies, plans and frameworks.

APPENDIX 1 RELEVANT AGENCIES

The three safeguarding partner must set out how they will work together with any Relevant Agencies. Relevant Agencies are those organisations and agencies whose involvement the safeguarding partners consider may be required to safeguard and promote the welfare of children with regard to local need.

The list of relevant agencies is set out in the Child Safeguarding Practice Review and Relevant Agency (England) Regulations 2018. Many agencies and organisations play a crucial role in safeguarding children. Safeguarding partners may include any local or national organisation or agency in their arrangements, regardless of whether they are named in relevant agency regulations.

The following have been chosen because of their key role in safeguarding children and young people in Plymouth.

Educational and Childcare

- All early year settings
- All children centres
- All primary education settings
- All secondary education settings
- All special education settings
- Pupil referral unit
- All independent education settings
- Universities
- Further Education colleges
- Private training providers
- Careers South West
- Language schools.

Health and Social Care

- NHS England

- NHS Hospital Trusts
- Public Health
- Livewell South West
- South West Ambulance NHS Foundation Trust
- Regional Adoption Agency
- Registered providers of fostering agencies

Criminal Justice

- CAFCASS
- HM Prison and Probation Service
- Dorset, Devon and Cornwall Probation Services, part of KSS CRC
- Youth Offending Teams
- Office of Police & Crime Commissioner.

Police and Immigration

- British Transport Police
- Port Police Force
- Local Border Force/Customs & Excise.

Miscellaneous & Charitable

- Action 4 Children
- NSPCC
- Barnardo's
- Children's Society
- Young Devon
- British Red Cross
- Lay member
- Children & Young People member
- Drug and alcohol support services
- Domestic abuse services
- Community and Social Housing providers
- Sexual Assault Referral Centres
- Local Authority Commissioning

Devon & Somerset Fire and Rescue Service
Ministry of Defence (Royal Marine and Royal Navy Personnel).

Sports & Leisure

The PSCP shall identify lead representation for Community Sports and Leisure Groups

Plymouth Argyle Football Club

Plymouth Albion Rugby Club

Torquay United Football Club.

Community and Voluntary

Plymouth Octopus Plus (POP+)

Asylum Seeker/Refugee support services

Religious and faith groups.

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