



September 2024

Welcome to the September 2024 edition of the NSCP newsletter. We hope you have all had a lovely summer, enjoyed some of the sunny weather and hopefully had a break from work and your safeguarding children responsibilities.

In this edition there is an update from the review of both the early help and the needs led front door projects which continue to gain some pace after a busy summer undertaking the *Big Test* taking phone referrals from both Bassetlaw and Newark and Sherwood districts.

Also, over summer we changed our Learning Management System provider which you use to book onto all our training events and access our e learning. This is a big piece of work, but exciting as we hope it will be easier to use and therefore much more user friendly than our last system. We will keep you regularly updated on the progress of this transition from the old provider to the new and please see the article in the newsletter for more information on how to continue to book onto our events.

Please see list opposite of further content this time – we hope you find it all interesting and helpful.

Rob Griffin.
Chair of NSCP Senior Leadership Group.



Also in this issue

- Early Help Review and Needs Led Front Door Projects Update
- Ofsted Inspection of Nottinghamshire Local Authority Childrens Services
- Strengths-based Practice Listening and Learning Week
- Learning from Rapid Reviews
- Modern Slavery
- NSCP Training
- New Learning Management System – Training
- Inter-agency Safeguarding Children Procedures Update
- Early Years Existing Injury Pack

And more.....

Early Help Review & Needs Led Front Door Projects Update – Big Test in Bassetlaw and Newark and Sherwood

In Nottinghamshire, two exciting transformation projects are underway. One will review the Early Help System and one will re-develop the Multi-Agency Safeguarding Hub (MASH) into a Needs-Led Front Door. Both projects share the aim of achieving 'The Right Support at the Right Time' for Nottinghamshire's children and families.

To support this aim, we are running a Big Test in Bassetlaw and Newark & Sherwood. The test started in Bassetlaw on 12th June, and we added Newark & Sherwood in July. Some of the changes we are testing are:

- Introducing an Early Help Advisor role primarily working with schools.
- Holding multi-agency early help conversations with key partners across the Family Hub Networks.
- Initiating a simple Early Help request for service form which will eventually replace other digital referral forms for council early help services.
- Asking most referrers (excluding emergency services) to refer child protection concerns via phone instead of via email or online form.
- Social workers answering calls from professional referrers to the MASH and having coaching conversations with referrers.

Over the course of the test period, we are measuring the impact of these changes on outcomes for children and families and feedback from professionals. We have already learned a lot and hope to learn even more before the test ends. It is early days, and it may be several months before we fully understand the impact, but early indications are good. Faster decision making alongside supportive, coaching conversations between professionals are proving to be some of the strengths of the testing so far.

As part of the Big Test, we are asking referrers and the testing team to start using the new needs-led and child focused language that is being proposed as part of the revision to the Pathway to Provision. Via an online survey, we are inviting participants to tell us what they think of the shift in language and will incorporate their feedback into the Pathway to Provision update. In line with our working in the open approach, we are continuing to share our progress through show and tells, week notes and mid-point reviews.

If you would like to be added to the distribution list for these, please email childrens.frontdoorproject@nottsc.gov.uk

For more information on the Early Help Review, please email earlyhelppreview@nottsc.gov.uk

In case you missed it our name is changing!



For Education staff.

From September, The Tackling Emerging Threats to Children Team (TETC) and the Coping with Risky Behaviours Team (CRB) will be operating under a new name - the **Education Safeguarding, Health & Wellbeing Hub (ESHAWH)**.

This name change has been long overdue, and although still lengthy we feel the new name is more strength-based and better describes what we do. The Coping with Risky Behaviour Service (which was actually just one person), will be fully absorbed into ESHAWH and the Lead Physical Intervention Co-ordinator will now be known as the **Inclusive Behaviour Co-ordinator** to align more with our philosophy and approach. This year has been our busiest ever and having crunched the data we have noted that there are certain times of year when the team is in exceptionally high demand. In response we have thought long and hard about how we can best serve our schools and partners. We have revised our training offer, both in terms of content and delivery, and will be moving away from delivering staff meeting sessions towards a more central training offer- which we believe will enable us to upskill delegates more effectively, as generally, the complexity of the issues we are dealing with cannot be done justice in 60-90 minutes. There will be one or two exceptions, but the new model will better serve schools in the longer term, and free the team up to offer more bespoke consultations which we believe school staff and other professionals working with children and young people find the most useful aspect of our support.

In addition, we are revamping our digital support and will be ensuring that the school's portal, our em-ed support pages and YouTube channel are refreshed and fine-tuned so that colleagues can access advice, guidance and resources to support their practice even at our busiest times. We are also aiming to get back to doing more co-production and have some exciting projects in the pipeline, including podcasting and working with parents/carers.

We are bursting with new ideas and hope to be collaborating with schools across Nottinghamshire as well as across teams in the LA and with our partners in health and the charitable sector. Keep an eye on the ESHAWH newsletter at the start of term for our new courses and details of the planned collaborations and be sure to get in contact if you want to work with us next academic year.

eshawh@nottscc.gov.uk

Ofsted Inspection of Nottinghamshire Local Authority Children's Services (ILACS)

In May 2024, Ofsted inspectors visited Nottinghamshire County Council. They looked at children and young people's experiences of the help, protection and care given to them by workers at the local authority. They also looked at what leaders at the local authority do to make these services better.

The grades the inspectors gave the local authority were:

| Judgement | Grade |
|--|--------------------|
| The impact of leaders on social work practice with children and families | Outstanding |
| The experiences and progress of children who need help and protection | Good |
| The experiences and progress of children in care | Good |
| The experiences and progress of care leavers | Good |
| Overall effectiveness | Good |

This is the best Ofsted report that Nottinghamshire has received in, at least, the last 20 years.

One comment Nicki Shaw – Lead Inspector (HMCI) wrote to the children and young people in Nottinghamshire County Council was:

We found that all the workforce in Nottinghamshire and those who lead services, care about what happens to you. They work hard to improve services to make things better for you, and they involve you in this work as far as possible. Most importantly, they want what is best for you and take pride in your achievements.

Janet Daby – MP – Minister for Children and Families shared:

Over what has been a challenging period, to retain your "Good" judgement and to have demonstrated continued improvement both in terms of outstanding leadership and help and protection for children is a significant achievement. This is a testament to the hard work, dedication and commitment of your staff at all levels.

Colin Pettigrew – Corporate Director for Children and Families – Nottinghamshire County Council:

We hope this gives you great pride in the part you played and indeed play in making a difference to our children, young people and families lives in Nottinghamshire and on behalf of the County Council and the Senior Leadership team we want to thank you all for that.

To read the full report click on here: [50252254 \(ofsted.gov.uk\)](https://www.ofsted.gov.uk/reports/publications/50252254)

Strengths-based Practice – Listening and Learning Week 16-23 October 2024

To help embed Our Nottinghamshire Approach and our value of listening and learning, the Nottinghamshire County Council Children and Families Department are excited to be hosting Listening and Learning Week 2024!

We have planned a week of activities, workshops and events focused on hearing and learning from the children, young people and families who have experience of Nottinghamshire support and services, and each other.

We invite you to join us by [booking on](#) to any of the events which are FREE and are open to colleagues and all external partners.

Examples of events:

- Introduction to Nottinghamshire Youth Justice Service and Youth Participation
- Behaviour as a form of communication with the Social Emotional Health team
- What children and families have told us about Child Protection Conferences and Looked after Reviews
- Young Carers Bitesize Workshop

And there's many more.....

The Inter-Agency Safeguarding Children Procedures- new online version

The Nottinghamshire and Nottingham City Interagency Safeguarding Children Procedures and Guidance are available online and can be accessed via desktop, mobile or tablet. The website for the procedures **has recently been updated and replaced with a new version** – so you will notice it looks slightly different. However, it still includes the same sections:

- Core safeguarding procedures - which provide guidance on the recognition, investigation, and assessment of child abuse.
- Safeguarding guidance – access to more detailed information about how to respond to different types of abuse.
- Additional resources – links to local guidance documents, templates, and tools.
- Amendments – the procedures are updated twice a year and here you can see at a glance what has changed and been updated recently.

Examples included within the Additional Resource section: Child Criminal Exploitation Multi-Agency Assessment Tool, Child Sexual Exploitation Multi-Agency Assessment Tool, Child & Young Peoples Neglect Toolkit, Safer Sleep Risk Assessment Tool, Bruising in Babies Pathway, Agency report templates for Initial/Review Child Protection Conferences and Looked after Children Conferences.

To access the procedures, go to: [Welcome to the Interagency Safeguarding Children Procedures \(proceduresonline.com\)](https://www.proceduresonline.com)

Rapid Reviews

There is a statutory requirement on safeguarding partners to conduct a 'Rapid Review' when serious child safeguarding cases are identified. The reviews should be completed within 15 working days and a report provided to the National Child Safeguarding Practice Review Panel (NCSPRP). The NSCP remains committed to gathering as much learning as possible during the rapid review process and to only progressing to a Local Child Safeguarding Practice Review (LSCPR) where necessary.

We have one local Rapid Review to share with you this time:

24-2

Circumstances

A 5-month-old baby was taken to hospital with abusive head trauma. She had several serious injuries to her head and face. These injuries required her to be put into an induced coma. Her mother later admitted causing these injuries.

The baby had been born prematurely and had been in hospital until a few weeks prior to this incident. There had been extra support put in place for the family via a Child in Need plan due to some additional vulnerabilities, including mum's level of visiting in hospital, the baby's health needs, and the suitability of accommodation they would be going into.

The family were Lithuanian, and attempts had been made to use an interpreter although mum did not always feel one was necessary.

Partnership Learning

- ▶ There was good practice in the use of an interpreter and seeking the parents' views about this. Practitioners should be confident that all information that is being shared can be understood.
- ▶ The safeguarding response once the baby was taken to hospital was robust and safeguarded her from further harm.
- ▶ Professionals need to ensure they are clear about the **additional level of vulnerability for extremely premature babies** and that this is considered in work with families.
- ▶ The NSCP will explore the work completed with families of preterm infants with complex health needs prior to discharge. This work should seek to understand any additional vulnerability factors, and the families understanding of their child's care needs and support mechanisms and should be used to inform what support may be required.

Further learning

Language matters

Recent learning from a rapid review has highlighted the importance of language in safeguarding. There is a need for practitioners to understand who children are referring to when talking about family members or friends. For example, it may be that a child refers to a parent's partner as dad or mum or a family friend as aunt or uncle. It is crucial when looking to understand a child's story to be clear who they mean, especially when there are safeguarding concerns.

Modern Slavery

Modern Slavery can affect anyone, regardless of age, gender, or nationality – and includes the trafficking of children and adults for the purposes of exploitation.

Modern slavery is mostly a hidden crime, and to get a true picture of prevalence is very challenging. It is an umbrella term and can include:

- Human trafficking
- Exploitation
- Servitude
- Forced or compulsory labour

The statistics also identify that whilst the majority of children referred to the National Referral Mechanism were aged between 15-17, nearly 800 were younger, with 7 children being under 5 years old at the point of referral. Examples in relation to children and young people include county lines, sexual exploitation, and labour exploitation.

(Taken from [Modern slavery – Safeguarding Network](#))

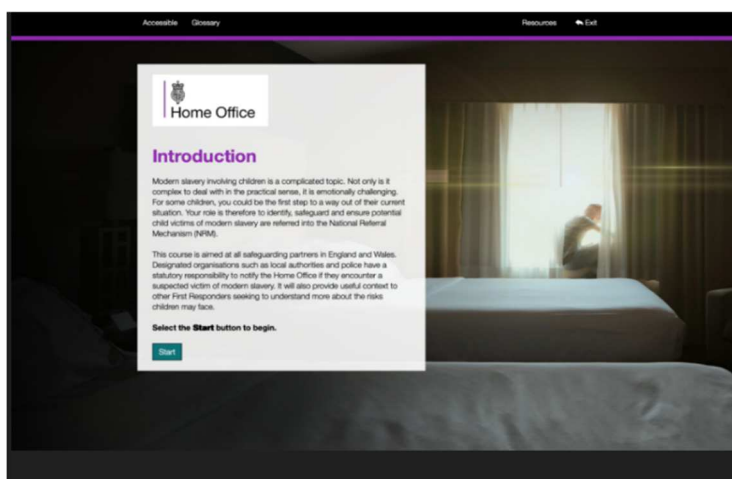
For more information on Modern Slavery go to the Governments Resource page, which also includes a really useful modern slavery awareness booklet:

[Modern slavery training: resource page - GOV.UK \(www.gov.uk\)](#)

E Learning- Child Victims of Modern Slavery

This course covers:

- child-specific indicators of modern slavery
- the safeguarding process
- best practice for referring children to the National Referral Mechanism



[E-Learning Child Victims of Modern Slavery - NPCC Modern Slavery & Organised Immigration Crime Programme \(npcc-msoicu.co.uk\)](#)



NSCP Training – why attend our training?

We know that first and foremost you need to prioritise and attend your own mandatory in-house training but when it comes to being able to attend other external training there are so many training providers out there now - why should you attend our training?

- NSCP training is multi-agency training – so all our events are offered to a variety of organisations such as: local authority staff, police, health, education, charities, and the voluntary sector. Opportunity to peer network with others and to understand other organisations roles and responsibilities is often built into our events.
- We only offer training around safeguarding children – this is our focus and our specialism.
- The majority of our events are delivered by knowledgeable and very experienced front-line practitioners who work directly within Nottinghamshire safeguarding children.
- We commission some external training providers when we feel it will be beneficial to all practitioners, for example our child sexual abuse training recently was delivered by the national centre of expertise on child sexual abuse.
- Our training programme is informed by both national legislation and local practice and procedures. For example, recommendations from the National Child Safeguarding Practice Review Panel, learning identified from local child reviews and audits, feedback from partners on their training needs. Therefore, training includes issues and themes which are currently affecting safeguarding children.
- Flexible – our training events are flexible and based on feedback you have given us via course evaluations. As such, most of our events are offered via MS Teams in shorter sessions, alongside some face-to-face events around the County.
- Great value for money- our courses are very competitive compared to other training providers as we do not want cost to become a barrier for partners being able to access our events, and thus update their knowledge on safeguarding children issues.
- Variety of events – we offer seminars, workshops, specific subject matter training events and many e learning modules of which you can do at a time that suits you.
- Course evaluations – we do read all course evaluations a couple of weeks after every event and take on board any feedback received. We value your comments and strive to improve our training whenever we can.

To see our current list of events on offer go to our training page of our website:

[Training events \(nottinghamshire.gov.uk\)](https://www.nottinghamshire.gov.uk/training-events)

For any queries about our training or e learning please contact: sarah.bale@nottsc.gov.uk

Tel: 0115 9774439



We have changed our Learning Management System (LMS)

From the beginning of August, we changed our Learning Management System i.e. Learning Pool – which is the system you use to book onto all NSCP courses and where you also access all of our e learning courses. Learning Pool was switched off on Monday 12th August.

Our new LMS provider is called Kallidus.

Over summer lots of work has gone on behind the scenes to set up the new system alongside Nottinghamshire County Councils IT department. They have also been working hard with the new provider to transfer over as much information from the old system to the new and to transfer accounts over.

We have therefore had a period with no Learning Management System which has meant that you haven't been able to access your training accounts.

Whilst we have no booking on system – you can still book onto our courses!

If you would like to book onto any of our existing courses listed on our website, you can e mail Sarah Bale: sarah.bale@nottscc.gov.uk who will add your name onto the course register and then send you MS Teams link prior to the event.

Unfortunately, we cannot offer any e learning at present until the new system is fully operational.

The new system will look different, but we are excited to see what else it can offer us and you – it is supposed to be much more user friendly than our last one!

Please bear with us during this transition and we apologise for any inconvenience caused. We will keep you updated via e mail and on our website throughout this process.

For any further queries about the above please contact: sarah.bale@nottscc.gov.uk
Tel: 0115 9774439

Early Years Existing Injuries Pack

The Early Years Existing Injuries pack can be found on the NSCP website under the Policy and Guidance Tab, then once in the procedures go to in the Additional Resources section under Tools [Local Resources \(trixonline.co.uk\)](http://Local Resources (trixonline.co.uk)). The pack has now been fully approved by the NSCP Partnership Group and will be used across City and County Councils in both Early Years Settings and Schools.

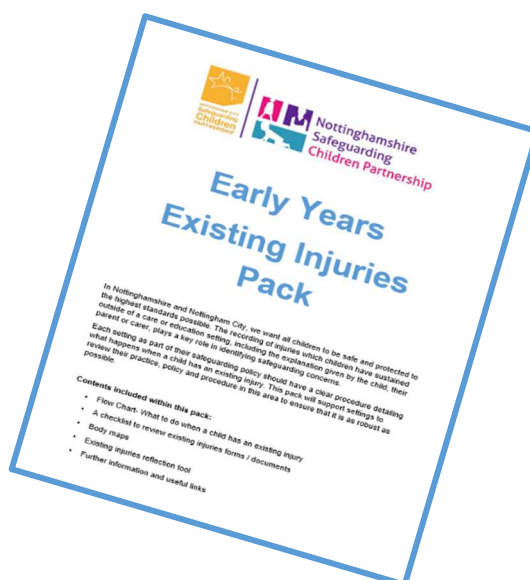
What is the purpose of the pack?

All early year's providers are required to safeguard children and be able to identify signs of possible abuse and neglect at the earliest opportunity, and to respond in a timely and appropriate way. The pack provides early years settings and schools with a suite of resources and tools to support them to consider the types of existing injuries that may be a cause for concern, the way in which they record these injuries, the information they should be recording and when, and how they can reflect further when recording existing injuries. Each setting as part of their safeguarding policy should have a clear procedure detailing what happens when a child has an existing injury. This pack will support settings to review their practice, policy and procedure in this area to ensure that it is as robust as possible.

Contents included within this pack:

- Flow Chart- What to do when a child has an existing injury!
- A checklist to review existing injuries forms / documents.
- Body maps.
- Existing injuries reflection tool.
- Further information and useful links.

Please note: There have been some amendments to the flowchart and the reflection tool within the pack, if you do have a previous copy of the reflection tool, please delete this from your system and use the new one from the attached pack.



Meet the NSCP Team:



Sam Harris is the substantive service manager for the NSCP. Sam is seconded until October 2024 to support the safeguarding partners to develop the Needs Led Front Door, the new pathway to provision and to complete the review of Nottinghamshire's safeguarding arrangements.



Hilary Poyner is the seconded NSCP service manager. She facilitates the NSCP's strategic meetings, manages the NSCP procedures and audit framework and supports the partners in their drive towards delivering the business plan priorities for children.



Haley Thompson is the Development Manager for the safeguarding partnership. Her main responsibilities are around statutory review, including writing the rapid reviews following serious safeguarding incidents and supporting independent Local Child Safeguarding Practice reviews. Haley also has a role in facilitating the Child Death Overview Panel.



Trish Jordan is the NSCP Training Coordinator. Her main role is to organise and facilitate the Annual Multi-Agency Training Programme on behalf of the Partnership. The learning from local case reviews, national reviews and guidance and feedback from partner organisations informs this.



Sarah Bale is the Training Administrator for the NSCP. She supports Trish with the setting up and promotion of all new training events and supports partners to access both the face-to-face events and the e learning, including giving any other advice required. She also minutes the Learning and Workforce Development Group.



Sarah Beet is a Business Support Administrator. She administers the multiagency Child Death Review process for Nottinghamshire and Nottingham City and provides administrative support to the NSCP in the area of case reviews and other developmental work.



Lucy Argyle is the Business Support Administrator for the NSCP. She supports Sam Harris by arranging and minute taking for the partnership's operational and strategic meetings and provides administrative support for the Creative Solutions Panel.

E mail: info.nscp@nottscc.gov.uk

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