

GLOUCESTERSHIRE SAFEGUARDING CHILDREN PARTNERSHIP

2021

Summary Overview for CFOSG - A full copy of the Partnerships
Published arrangements can be found on the GSCP Website
[https://www.gloucestershire.gov.uk/gscp/working-together-
arrangements/](https://www.gloucestershire.gov.uk/gscp/working-together-arrangements/)

Foreword

Working Together to Safeguard Children places a ‘shared and equal duty’ on NHS Gloucestershire Clinical Commissioning Group, Gloucestershire Constabulary and Gloucestershire County Council for local arrangements. We embrace those responsibilities and view this as a real opportunity to further embed child safeguarding considerations across our own agencies and the wider local partnership under the banner of the “Gloucestershire Safeguarding Children Partnership” (GSCP).

The arrangements set out in this document allow us to both build on best practice and to develop our own local approach. Learning from past incidents and embedding that learning within our organisations are matters that can develop along local lines reflecting Gloucestershire's collective commitment towards a trauma informed and restorative approach to practice, informed by the learning from ACEs. Our arrangements will continue to develop as confidence increases. We welcome the contribution of our partners and stakeholders and community to what we would hope is an ongoing and rich conversation.

We all share the same aim; namely, that the safety, health, welfare and wellbeing of our children and young people is secured and that we remain open to learning and improving in order to deal with the many challenges and opportunities presented by a rapidly changing world.

Safeguarding though remains ‘everybody’s business’ and we thank you for your continued support, hard work and commitment.’



Marion Andrews Evans
Chair GSCP Executive
Executive Nurse
Gloucestershire Clinical
Commissioning Group



Craig Holden
Assistant Chief Constable
Gloucestershire
Constabulary



Chris Spencer
Director of Childrens
Services Gloucestershire
County Council

Table of Contents

Foreword.....	1
Working Together to Safeguard Children Local arrangements for child safeguarding in Gloucestershire	3
1.0 Background	3
2.0 Key Groups	4
3.0 GSCP Business Unit	5
4.0 Independent Scrutiny.....	6
5.0 Funding of Local Arrangements	6
6.0 Annual Reporting, Business Planning, Performance Management and Quality Assurance	7
7.0 Multi-agency Threshold Arrangements	7
8.0 Multi Agency Safeguarding Hub (MASH)	7
9.0 Links with Schools, Educational settings and Early Years Providers	7
10.0 Child Death, Rapid Review and Serious Incident Notifications	8
11.0 Escalation of Professional Concerns – Dispute Resolution	8
12.0 The Views of Children and Families	8
13.0 Domestic Homicide Review Protocol.....	9
14.0 Child Death Overview Panel	9
15.0 Channel Panel	9
16.0 People in Positions of Trust: Allegations Management Arrangements.....	9
17.0 Duties under the Licensing Act 2003 and the Gambling Act 2005	9
Working Together links to Gloucestershire Governance Network.....	11

Local arrangements for Child Safeguarding in Gloucestershire

1.0 Background

1.1. The document sets out the arrangements to enable the local partner agencies in Gloucestershire to meet the requirements of Working Together to Safeguard Children guidance collectively, as the Gloucestershire Safeguarding Children Partnership (GSCP). This document should be read alongside [Working Together To Safeguard Children guidance](#) which is currently 2018 amended December 2020. All reference to Working Together in this document relates to this guidance.

1.2. Working Together to Safeguard Children is the key statutory guidance for local partner agencies to ensure children are kept safe from harm. Within the guidance, safeguarding and promoting the welfare of children is defined as:

- protecting children from maltreatment
- preventing impairment of children's health or development
- ensuring that children grow up in circumstances consistent with the provision of safe and effective care; and
- taking action to enable all children to have the best outcomes

1.3 The arrangements set out in these proposals will apply to the County of Gloucestershire, with the safeguarding partners (as defined above) being:

- Gloucestershire County Council
- Gloucestershire Constabulary
- NHS Gloucestershire Clinical Commissioning Group

1.4 The Child Death Review partners for Gloucestershire are:

- Gloucestershire County Council
- NHS Gloucestershire Clinical Commissioning Group

1.5 The three safeguarding partners, working through the safeguarding structure established under these arrangements, will co-ordinate their safeguarding services and engage the wider range of partners with continuing Section 11 duties, including:

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|--|---|
| <ul style="list-style-type: none">• local authority - children's and adult social care services, public health, housing, sport, culture and leisure services, licensing authorities and youth services• NHS organisations and agencies and the independent sector, including NHS England and clinical commissioning groups, NHS Trusts, NHS Foundation Trusts and General Practitioners• Police, including police and crime commissioners and the chief officer of | <ul style="list-style-type: none">• each police force in England and the Mayor's Office for Policing and Crime in London and the British Transport Police• National Probation Service• Governors/Directors of Prisons and Young Offender Institutions (YOIs)• Directors of Secure Training Centres (STCs)• Principals of Secure Colleges• Youth Offending Teams/Services (YOT) |
|--|---|

1.6 Within these arrangements, the wider safeguarding partnership comprises of the following 'Relevant Agencies':

- | | |
|---|--|
| <ul style="list-style-type: none">• Gloucester City Council | <ul style="list-style-type: none">• Cheltenham Borough Council |
|---|--|

- Stroud District Council
- Tewkesbury Borough Council
- Forest of Dean District Council
- Cotswold District Council
- HM Court Services
- Crown Prosecution Service
- National Probation Service
- CAFCASS
- Gloucestershire Health & Care Services
- General Practitioners Representative
- Gloucestershire Hospitals NHS Foundation Trust
- South West Ambulance Service Trust
- Gloucestershire Association of Special School Heads
- Gloucestershire Association of Primary School Heads
- Gloucestershire Association of Secondary School Heads
- Further Education
- Gloucestershire Fire & Rescue Service
- Gloucestershire Diocese
- Voluntary Sector

1.7 The GSCP is a signatory to the [South West Child Protection Procedures](#) and, in addition, have a library of established [local multi-agency safeguarding arrangements](#).

1.8 Information sharing is essential for effective safeguarding and promoting the welfare of children and young people. [Gloucestershire's Information Sharing Partnership Arrangements \(GISPA\)](#) provides the framework for effective and lawful sharing of information across the partnership and has been agreed by all parties.

1.9 The GSCP identifies its priorities through a cycle of needs assessment, planning, delivery and review. The priorities (below) comprise of a range of capacity building measures aimed to enhance collective arrangements alongside specific areas of concern or risk. These include:

Capacity building:

- Ongoing development of Child Safeguarding Performance Dashboard and quality assurance arrangements.
- Ensuring the consistent application of Thresholds across all safeguarding partners
- Evaluating the impact of training and learning from child safeguarding practice reviews, serious incidents and rapid reviews etc.
- Development of an exploitation/vulnerability Profile/Strategy
- Ensuring compliance with safeguarding procedures, protocols and tools
- Exploring the conduct and effectiveness of Strategy Discussions
- Information Sharing for the Safeguarding of Children

Key safeguarding themes:

- Children of Concern – developing a multi-agency response before children are in crisis
- Assurance on Early Help – including issues of consent
- Impact of Exploitation and Missing Strategy and Action Plan
- Inclusion - including missing education, exclusions and Elective Home Education
- Improving the multi-agency response to Neglect including use of the Neglect Toolkit
- Pre-birth and reducing injuries in non-mobile babies.

2.0 Key Groups

2.1 The essential architecture of Gloucestershire's arrangements to deliver the requirements of Working Together will comprise:

- **A Gloucestershire Safeguarding Children Partnership Executive** comprising of the three principal Safeguarding Partner Strategic Leads, their respective Lead Officers, GSCP Business Manager and

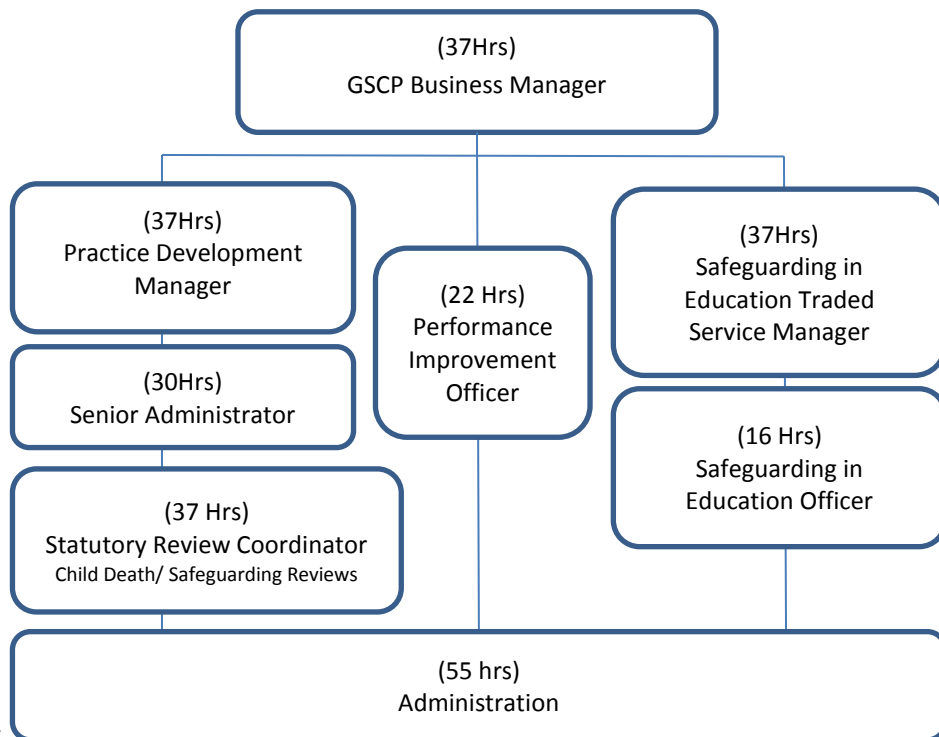
Chair of the GSCP Management Group. The GSCP sets the strategic direction for the partnership and is the key decision-making group for policy, procedural and process changes.

- A **GSCP Management Group** chaired by a senior officer from one of the safeguarding partners and comprising of representatives of the local partner and relevant agencies The Chair will be appointed and mandated by the Executive. The Management Group provides direction and support for the GSCP Subgroups who are the engine room for the development of local child safeguarding and welfare arrangements as mandated by the GSCP Executive. Its membership is drawn from the Chairs of the formal GSCP Subgroups, the Safeguarding Support Unit Manager and GSCP Rapid Review Lead Officer.
- **GSCP Subgroups** are in place to drive and deliver the work of the partnership and are as follows:
 - a. Quality and Improvement in Practice Subgroup (QiiP)
 - b. Education and Early Years Subgroup
 - c. Child Exploitation and Missing Subgroup
 - d. CSPA&MASH Subgroup
 - e. Districts Safeguarding Subgroup
 - f. Policies and Procedures Subgroup
 - g. Child Death Overview Panel
- A [Scheme of Delegation](#) has been developed setting out the responsibilities and accountabilities for the Executive, Management Group and Subgroups to ensure decisions are taken at the most appropriate level and subject to effective oversight.

2.2 The GSCP will have strong links with the Health and Well Being Board and Safer Gloucestershire. The attached [structure chart](#) outlines how the work of the Safeguarding Partners established under Working Together will integrate within the strategic governance arrangements for Gloucestershire.

3.0 GSCP Business Unit

3.1 The child safeguarding arrangements set out in this document are supported by the GSCP Business Unit, managed by the GSCP Business Manager and reporting directly to the GSCP Executive Chair. Its unique role representing the partnership affords it the opportunity to provide the GSCP with a management hub for independent scrutiny activity.



3.2 The Business Unit is responsible for delivering the secretariat function for the GSCP. In addition to the oversight and delivery of the following on behalf of the Executive:

- Multi-agency Safeguarding Arrangements
 - Management and deployment of the Independent Scrutiny function
 - Section 11 and S175 Audit processes
 - GSCP Budget Management
 - Commissioning Annual Report writing and publication
 - Administration for the GSCP Safeguarding Structure
- Improving Child Protection and Safeguarding Practice
 - Serious Child Safeguarding Practice Reviews Process
 - Child Death & Acute Life-Threatening Event (ALTE) Review Processes
 - Multi-agency Audits
 - Safeguarding Data Reporting as directed by the GSCP Executive
 - Multi-agency Safeguarding Training

3.0 Independent Scrutiny

4.1 Independent Scrutiny of these arrangements is provided by a range of means and processes. The role of independent scrutiny is to provide assurance around the effectiveness of multi-agency arrangements to safeguard and promote the welfare of all children in a local area, including arrangements to identify and review serious child safeguarding incidents. Independent scrutiny forms part of a wider assurance system which includes independent inspectorates' (Ofsted, CQC), individual safeguarding partners internal assurance processes, Section 11/175 audits and Joint Targeted Area Inspections.

4.2 The GSCP have set out its [arrangements for independent scrutiny](#) and the reporting process for feeding back on the effectiveness of local arrangements.

4.0 Funding of Local Arrangements

5.1 Working Together requires that Safeguarding Partners agree a fair and equitable approach to the funding of any local arrangements. The GSCP agreed an equitable funding model in keeping with the Alan Woods recommendation *“Ensuring that local arrangements are appropriately funded is one of the key tasks of the three safeguarding partners”* maintaining the previously agreed funding model for 2020. The Local Authority, who have historically been the largest contributor, have retained that position but with increased contributions from both the Clinical Commissioning Group and the Constabulary provides funding sustainability for the GSCP to meet its statutory duties.

Partner Contributions	Budgeted Contribution	% of Budget
Gloucestershire Clinical Commissioning Group	£90,381	29.93%
Gloucestershire Constabulary	£50,118	16.60%
Gloucestershire County Council	£161,488	53.48%

5.0 Annual Reporting, Business Planning, Performance Management and Quality Assurance

- 6.1 In order to bring transparency for children, families and all practitioners about the activity undertaken, the safeguarding partners must publish a report at least once in every 12-month period. The report must set out what they have done as a result of the arrangements, including on child safeguarding practice reviews, and how effective these arrangements have been in practice. [GSCP Executive Annual Reports](#)
- 6.2 GSCP has an approved a child safeguarding data dashboard drawn from an appropriate range of national indicators with the GSCP Subgroups developing the arrangements for data collection and exceptions reporting at a subgroup level to the Executive. The Executive have a contracted Performance Improvement Officer as part of the Business Unit to support and improve the partnerships ability to collect, collate and analyse data.
- 6.3 The GSCP currently uses a variety of approaches to test the effectiveness of safeguarding arrangements across agencies including the use of an annual safeguarding audit – Section 11 Audit (for agencies) and a Section 175 Audit (for schools and colleges). Section 11 responsibilities are reinforced within Working Together to Safeguard Children; the GSCP has developed a [model for Section 11](#) audits and the potential for shorter thematic audits where a clear links to serious safeguarding case review and other review findings dictate the need for assurances.

7.0 Multi-agency Threshold Arrangements

- 7.1 GSCP regularly revises their collective approach toward the provision of support for children and families. They set out [Gloucestershire's Levels of Intervention Guidance – Working Together to Provide Early Help, Targeted and Specialist Support for Children and Families](#) in Gloucestershire.

8.0 Multi Agency Safeguarding Hub (MASH)

- 8.1 The multi-agency Safeguarding Hub (MASH) is subject to collective oversight by a Childrens Single Point of Contact & MASH (CSPA&MASH) Subgroup which comprises of senior representatives from local partner agencies and is, in turn, accountable to the Executive. The designation of the subgroup being CSPA & MASH reflects that not all contacts to the front door are for safeguarding services. There is a consensus amongst the Safeguarding Partners that the Gloucestershire MASH is the key interface for operational activity to safeguard children. Gloucestershire MASH is underpinned by a multi-agency threshold document to ensure a consistent approach amongst partners towards referrals for children's social care and intervention.

9.0 Links with Schools, Educational settings and Early Years Providers

- 9.1 Schools, education settings and early year's providers have a pivotal role to play in promoting the safeguarding and welfare of children and young people. It is important to note that the guidance provided by Working Together to Safeguard Children applies in its entirety to all education and early years settings, as 'Relevant Agencies'. The GSCP seeks assurance about the effectiveness of safeguarding arrangements within these sectors through its annual Section 175 audit process.
- 9.2 The GSCP Education and Early Years Subgroup provides a robust link with the sector, including the Further Education, Independent schools and other independent Training Providers, of which there are a number in Gloucestershire. The education sector is engaged at all levels of

the GSCP including at the GSCP Executive and relationships are robust and well developed. Engagement with early years' settings is via an active 'Early Years Forum' with representation drawn from across the sector. This will continue to form part of these arrangements.

- 9.3 There is a Traded Service for Education & Early Years Settings in place under the GSCP, delivered through its Business Unit. It offers bespoke training, information advice and guidance, regular updates and brief guides around thematic issues. The team currently serves around 85% of settings in Gloucestershire.

10.0 Child Death, Serious Incident Notifications and Serious Safeguarding Reviews

- 10.1 Ofsted has published guidance on how local authorities should report a serious incident of child abuse or neglect, or the death of a child who is looked after. Since 29 June 2018, local authorities in England have been required to notify the national Child Safeguarding Practice Review Panel within 5 working days of becoming aware of a serious incident.

- 10.2 In order to ensure Gloucestershire safeguarding partners and local agencies can comply with these changes, a [multi-agency process guide](#) has been developed. Its aim is to ensure a timely and appropriate response by local agencies when they become aware of a child death, acute life-threatening event or serious safeguarding incident.

Once notification has commenced, this will then flow into a Child Death Review or child safeguarding practice review at local or national level, the latter informed by the views of the Child Safeguarding Practice Review Panel (National Panel).

- 10.3 Responsibility for learning the lessons from serious child safeguarding incidents lies at a national level with the National Panel and at local level with the GSCP. The QiiP Subgroup will ensure dissemination of learning and provide the link between the national and local response to incidents.

11.0 Escalation of Professional Concerns – Dispute Resolution

- 11.1 The GSCP has a robust [escalation and dispute resolution guidance policy document](#) and process in line with Working Together and the South West Child Protection Procedure Manual.

- 11.2 A central feature of our arrangements is a commitment to ongoing inter-agency communication based on openness; transparency and mutual respect in order resolve concerns by informal means, with the use of formal processes kept to a minimum. Dispute resolution will also be child-centred, with clarity on the impact/change for the child the escalation is seeking to achieve.

- 11.3 As part of the GSCP's dispute resolution process the GSCP Resolution Group enables senior GSCP Executive members to realise a shared and equal responsibility for serious safeguarding situations and to avoid taking a reactive stance along specialist divisions. It is a multi-agency 'statutory partner' advisory group ensuring that senior managers become more involved in overseeing risk management, the resolution of disputes and providing consultation or resources.

- 11.4 The Chair of the GSCP Executive supported by the Business Manager will be the final stage of local resolution. It is acknowledged that Safeguarding Partners are able in extremis to escalate concerns to the Secretary of State if local resolution is not achieved.

12.0 The Views of Children and Families

12.1 Obtaining the views of children, young people and families is essential in ensuring that local agencies and services are well positioned to meet their needs and particularly so in ensuring that the most vulnerable children are effectively safeguarded.

12.3 The effectiveness of advocacy, return interview and support services for children and young people is a further area for development as part of these arrangements.

13.0 Domestic Homicide Review Protocol

13.1 Safer Gloucestershire, which is the county wide partnership for safer community activity in Gloucestershire, has a published [protocol for Domestic Homicide Reviews \(DHR\)](#) in order to ensure a consistent approach to the completion and dissemination of multi-agency learning across the county.

14.0 Child Death Overview Panel

14.1 Gloucestershire has a well-established Child Death Overview Panel (CDOP) that facilitates comprehensive multi-agency reviews of child deaths and Acute Life-Threatening Events, in order to better understand how and why children die.

14.2 The child death review partners with the responsibility for Child Death Reviews (CDR) are the Local Authority and the Clinical Commissioning Group.

15.0 Channel Panel

15.1 Gloucestershire has a well-established Channel Panel that operates alongside our multi-agency child safeguarding arrangements, acknowledging that the radicalisation of children and young people involves the potential for safeguarding harm. The involvement of children's social care practitioners within both our Channel and Safeguarding Partnership ensures that where vulnerabilities are identified that require intervention from social services or the individual is known to social services the appropriate support is provided.

16.0 People in Positions of Trust: Allegations Management Arrangements

16.1 All organisations and agencies working with children and families have a responsibility to manage allegations against people who they employ or engage (paid or voluntary) to work with children. They must have clear policies for dealing with such allegations, including how they will engage with local arrangements. The Local Authority should put in place arrangements to provide advice and guidance to employers, voluntary organisations and agencies on how to deal with allegations against people who work with children. Local authorities should also ensure that there are appropriate arrangements in place to liaise effectively with the police and other organisations and agencies to monitor the progress of cases and ensure that they are dealt with as quickly as possible, consistent with a thorough and fair process.

16.2 In Gloucestershire the Local Authority has an appointed [Local Authority Designated Officer \(LADO\) to manage allegations against people in a position of trust.](#)

16.3 It is the function of the GSCP to seek assurances with regards to the effectiveness of Allegations Management arrangements within the local Authority and all Relevant Agencies

17.0 Duties under the Licensing Act 2003 and the Gambling Act 2005

17.1 Licensing Authorities (each of the six Districts) are required by regulations to state the principles they will apply in exercising their powers (2005 Act, s.157(h)) to designate, in

writing, a body which is competent to advise the authority about the protection of children from harm. The principles are:

- 17.2 In accordance with the guidance the Licensing Authorities have designated the Gloucestershire Safeguarding Children Partnership (GSCP), comprising of Gloucestershire Clinical Commissioning Group, Gloucestershire County Council and Gloucestershire Constabulary.
- 17.3 The GSCP Executive will review and delegate its duties as 'Responsible Authority' to the most suitable safeguarding partners for this purpose setting out its arrangements in its own 'Published Arrangements' document.
- 17.4 The partners delegated to operate as the responsible authority in this area will be Gloucestershire Constabulary and Gloucestershire Public Health.

Working Together links to Gloucestershire Governance Network

