

MEETING:	Cabinet
DATE:	Wednesday, 24 August 2016
TIME:	10.00 am
VENUE:	Reception Room, Barnsley Town Hall

AGENDA

1. Declaration of pecuniary and non-pecuniary interests
2. Leader - Call-in of Cabinet decisions

Minutes

3. Minutes of the previous meeting held on 27th July 2016 (Cab.24.8.2016/3)
(Pages 3 - 8)

Items for Noting

4. Decisions of Cabinet Spokespersons (Cab.24.8.2016/4) (Pages 9 - 10)
5. Action taken under Paragraph B6 of the Responsibility for Executive Functions - Officer Delegations (Cab.24.8.2016/5) (Pages 11 - 22)

Petitions

6. Petitions received under Standing Order 44 (Cab.24.8.2016/6) (Pages 23 - 26)

Items for Decision/Recommendation to Council

Corporate Services Spokesperson

7. Equality Scheme 2015-18 Annual Report (Cab.24.8.2016/7) (Pages 27 - 54)
8. Protection of Earnings Policy (Cab.24.8.2016/8) (Pages 55 - 66)

People (Safeguarding) Spokesperson

9. Annual Report of the Corporate Parenting Panel 2015/16 (Cab.24.8.2016/9)
(Pages 67 - 84)
10. Annual Report of the Barnsley Local Safeguarding Adults Board 2015/16
(Cab.24.8.2016/10) (Pages 85 - 134)
11. Annual Report of the Barnsley Local Safeguarding Children Board 2015/16
(Cab.24.8.2016/11) (Pages 135 - 198)

To: Chair and Members of Cabinet:-

Councillors Houghton CBE (Chair), Andrews BEM, Bruff, Cheetham, Gardiner, Howard, Miller and Platts

Cabinet Support Members:

Councillors Cherryholme, Franklin, David Griffin, Lamb, Mitchell and Saunders

Chair of Overview and Scrutiny Committee
Chair of Audit Committee

Diana Terris, Chief Executive
Rachel Dickinson, Executive Director People
Matt Gladstone, Executive Director Place
Wendy Lowder, Interim Executive Director Communities
Julia Burrows, Director Public Health
Frances Foster, Director Finance, Assets and Information Services
Julia Bell, Director Human Resources, Performance and Communications
Andrew Frosdick, Director Legal and Governance
Katie Rogers, Communications and Marketing Business Partner
Anna Morley, Scrutiny Officer
Ian Turner, Service Director, Council Governance

Corporate Communications and Marketing
Labour Group Room – 1 copy

Please contact Ian Turner on 01226 773421 or email governance@barnsley.gov.uk

Tuesday, 16 August 2016



MEETING:	Cabinet
DATE:	Wednesday, 27 July 2016
TIME:	10.00 am
VENUE:	Reception Room, Barnsley Town Hall

MINUTES

Present Councillors Houghton CBE (Chair), Andrews BEM, Bruff, Cheetham, Gardiner, Howard and Platts

Members in Attendance: Councillors Franklin, David Griffin, Lamb, Saunders and Sheard

34. Declaration of pecuniary and non-pecuniary interests

There were no declarations of pecuniary or non-pecuniary interests.

35. Leader - Call-in of Cabinet decisions

The Leader reported that no decisions from the previous meeting held on 13th July, 2016 had been called in.

36. Minutes of the previous meeting held on 13th July 2016 (Cab.27.7.2016/3)

The minutes of the meeting held on 13th July, 2016 were taken as read and signed by the Chair as a correct record.

37. Decisions of Cabinet Spokespersons (Cab.27.7.2016/4)

The Record of Decisions taken by Cabinet Spokespersons under delegated powers during the week ending 22nd July, 2016 were noted.

38. Petitions received under Standing Order 44 (Cab.27.7.2016/5)

It was reported that no petitions had been received under Standing Order 44.

39. Scrutiny Work Programme 2016/17 (Cab.27.7.2016/6)

RESOLVED:-

- (i) that approval be given to the proposed Scrutiny Work Programme for 2016/17, as outlined in section 5 of the report now submitted, whilst acknowledging that this is subject to change should any urgent issues arise;
- (ii) that the trial use of 'Expert Participants' during the 2016/17 Municipal Year as outlined in section 5 of the report, to assist with Scrutiny investigations, be approved; and
- (iii) that the Chair of the Overview and Scrutiny Committee (OSC) be authorised to identify and invite appropriate 'Expert Participants' on a topic by topic basis.

Deputy Leader

40. Inspiring a Smoke Free Generation in Barnsley (Cab.27.7.2016/7)

RESOLVED that, subject to public consultation:-

- (i) approval be given to the introduction of town centre smoke free zones, to be developed and managed through the Town Centre Safety and Security Group;
- (ii) approval be given to a smoke free play park in each of the 6 Area Councils with a long term ambition of ensuring all 24 key play parks across the borough are smoke free;
- (iii) proposals be developed which consider the implementation of smoke free hospital grounds using a social norms approach; and
- (iv) proposals be developed which consider the implementation of smoke free school gates and entrances.

Corporate Services Spokesperson

41. Drug and Alcohol Testing Policy (Cab.27.7.2016/8)

RESOLVED:-

- (i) that approval be given to the implementation of a Drugs and Alcohol Testing Policy, as detailed in the appendix to the report now submitted, with immediate effect; and
- (ii) that the Director of Human Resources, Performance and Communications give consideration as to how the application of the Policy might be extended to Elected Members.

42. Health, Safety and Emergency Resilience Report 2015/16 (Cab.27.7.2016/9)

RESOLVED that the Authority's Health, Safety and Emergency Resilience performance for 2015/2016, as detailed in the report now submitted, be noted and continuous efforts be made to improve upon performance in this area.

43. Quarterly Analysis of Selective Voluntary Early Retirement and Voluntary Severance April 2016 to June 2016 (Cab.27.7.2016/10)

RESOLVED that the report of Quarterly Analysis of Selective Voluntary Early Retirement and Voluntary Severance for the period, April 2016 to June 2016 be received in accordance with the required procedure, noting that there were none in the period concerned.

44. Review of Market Supplement, Recruitment and Retention Policy (Cab.27.7.2016/11)

RESOLVED:-

- (i) that approval be given to implement the Recruitment and Retention Policy, set out in Appendix 1 of the report now submitted, including the following options:-
 - Recruitment Payment
 - Graduate Payment
 - Retention Payments
 - Non Pay Retention Benefit;
- (ii) that contractual terms for payments and other options be implemented as outlined within the policy; and
- (iii) that Service Directors or Executive Directors, as appropriate, in consultation with the Director of Human Resources, Performance and Communications be authorised to approve payments under the Policy using the Recommendation for Approval Form, attached as Appendix 2 to the report.

Communities Spokesperson

45. 12 Week Review of the Impact of the Public Space Protection Order (PSPO) and Interventions to Manage Anti-Social Behaviour in Barnsley Town Centre (Cab.27.7.2016/12)

RESOLVED:-

- (i) that the positive impact of the Public Spaces Protection Order and its contribution towards galvanising and refocussing efforts to tackle antisocial behaviour in the town centre, as detailed in the report now submitted, be noted;
- (ii) that the Public Spaces Protection Order remains in place and be further reviewed after 12 months;
- (iii) that the complexity and extent of issues being addressed be recognised and the broader medium and long term approaches to intervention seeking to balance approaches of enforcement, reassurance, prevention and support to achieve long term sustainable improvements and safeguard investment in the regeneration of Barnsley town Centre, be endorsed; and
- (iv) that the safety and security of our town centre remains a key priority for the borough.

46. Better Barnsley Regeneration - The Beacon Business Case (Cab.27.7.2016/13)

RESOLVED:-

- (i) that approval be given to The Beacon Business Case, to provide a cornerstone of the Better Barnsley redevelopment, providing a modern library and public facility, as detailed in the report now submitted; and
- (ii) that the additional costs for the fit out of The Beacon, which are over and above those costs previously approved for its development, be noted, such costs to be

considered alongside other Capital proposals put forward as part of the ongoing 3 year planning process from 2017/18 to 2019/20.

47. Multiple Support Needs Services Review (Cab.27.7.2016/14)

RESOLVED:-

- (i) that approval be given to remodel existing provision of Multiple Support Needs Services to deliver a dedicated service for people with multiple needs, as detailed in the report now submitted;
- (ii) that approval be given to the reallocation of a proportion of funding from existing contracted services to ensure inter-related services for domestic abuse and sexual violence are adequately resourced; and
- (iii) that authority be given to approach the market for the tendering of a multiple needs support service and approval to award the contract be delegated to the Director of Public Health and Executive Director, Communities.

48. Remodelling Sexual Violence and Domestic Abuse Services (Cab.27.7.2016/15)

RESOLVED:-

- (i) that authority be given to the Director of Public Health and the Executive Director Communities, to approach the market to inform the commissioning and procurement of services to support those affected by Domestic Abuse and Sexual Violence, the victims and their families from April 2017, as detailed in the report now submitted; and
- (ii) that the Director of Public Health and Executive Director, Communities be authorised to award the contract for the services to support those affected by Domestic Abuse and Sexual Violence, the victims and their families following a competitive tender process.

Cabinet Spokesperson without Portfolio for Place Spokesperson

49. Traffic Regulation Order Objection Report - Wellthorne Lane, Ingbirchworth (Cab.27.7.2016/16)

RESOLVED:-

- (i) that the objection received to the proposal to introduce a prohibition of waiting at any time restriction on parts of Wellington Street, Ingbirchworth, be overruled for the reasons set out in the report now submitted and the objector be informed accordingly; and
- (ii) that the Head of Highways, Engineering and Transport and the Director of Legal and Governance be authorised to make and implement the Traffic Regulation Order.

**50. Traffic Regulation Order Report - Oakwell Traffic Management
(Cab.27.7.2016/17)**

RESOLVED:-

- (i) that the Director of Legal and Governance be authorised to introduce the previously advertised Temporary Prohibition of Driving Traffic Regulation Order, as detailed on the plan in Appendix 1 of the report now submitted, on a permanent basis;
- (ii) that the Director of Legal and Governance be authorised to advertise temporary waiting restrictions, previously carried out under an Experimental Traffic Regulation Order, as detailed on the plan in Appendix 3;
- (iii) that, subject to no objections, that the Head of Highways, Engineering and Transportation and the Director of Legal and Governance be authorised to make and implement the Order; and
- (iv) that any objections to be the subject of a further report to Cabinet.

.....
Chair

This page is intentionally left blank

BARNSELY METROPOLITAN BOROUGH COUNCIL

CABINET SPOKESPERSONS' DECISIONS

Schedule of Decisions taken for week ending 5th August, 2016

<u>Cabinet Spokesperson</u>	<u>Item</u>	<u>Decisions</u>	<u>Contact Officer</u>
1. Corporate Services	Proposed Lease of Kendray Resource Centre, Thornton Road, Kendray, Barnsley to Springwell Alternative Academy	(i) that the Director of Finance, Assets and Information Services be authorised to agree terms for the granting of a 7-year lease of the Kendray Resource Centre to the Springwell Alternative Academy; (ii) that the Service Director Assets prepare and finalise the detailed Heads of Terms for the proposed 7-year lease to the Springwell Alternative Academy; and (iii) that the Director of Legal and Governance be authorised to complete the transactions and grant a 7-year lease based on those terms agreed.	J. Sykes Tel. 774607
2. Place	Section 106 Allocations – St Helen's Primary Academy	that £140,480 of Section 106 monies be earmarked for the provision of future capacity works at St Helen's Primary Academy.	P. Clifford Tel. 775772
3. Without Portfolio	Attendance at ADASS Annual Conference 2016	that Councillor Margaret Bruff and Councillor Tim Cheetham be authorised to attend the ADASS Annual Conference on 2 nd - 4 th November, 2016 in Manchester.	L. Glanville Tel.773078

This page is intentionally left blank

BARNSELY METROPOLITAN BOROUGH COUNCIL

**REPORT OF THE DIRECTOR OF
LEGAL AND GOVERNANCE**

**Action Taken under Paragraph B6 of the Responsibility for Executive Functions –
Officer Delegations Contained in the Council Constitution**

1. Purpose of Report

To inform Cabinet of action taken as a matter of urgency under Paragraph B6 of the Responsibility for Executive Functions – Officer Delegations contained in the Council Constitution.

2. Recommendations

That the action taken under Paragraph B6 of the Responsibility for Executive Functions – Officer Delegations, as contained within the Appendix attached to the report, be noted.

3. Background

Individual actions taken following consultation with the appropriate Cabinet Spokesperson are detailed by Cabinet Portfolio in the Appendix to this report. In accordance with Paragraph B6 of the Responsibility for Executive Functions – Officer Delegations contained in the Council Constitution these actions are reported into the next available Cabinet meeting.

4. Implications

There are no local area, crime and disorder, financial, employee or human rights implications arising directly from this report.

5. Background Papers

Decision notices of action taken under Paragraph B6 of the Responsibility for Executive Functions – Officer Delegations contained in the Council Constitution available for inspection in the Council Governance Unit, subject to the notice not containing personal information as defined by the Data Protection Act 1998 or exempt information as described in Schedule 12A of the Local Government Act 1972.

6. Appendices

Appendix 1 – Decision taken by Executive Director
Appendix 2 – Copy of report containing details of decision.

Officer Contact: Ian Turner

Telephone No: 773421

Date: 5 August 2016

**Action Taken under Paragraph B6 of the Responsibility for Executive Functions –
Officer Delegations Contained in the Council Constitution**

	<u>Date of Decision</u>
1. Confirmation of Proposed Traffic Regulation Order – Doncaster Road and Associated Side Streets, Goldthorpe	29 th July, 2016
(i) Head of Highways, Engineering and Transport: To overrule the objection for the reasons set out in the report and inform the objector accordingly.	
(ii) Head of Highways, Engineering and Transport and Director of Legal and Governance: To make and implement the Traffic Regulation Order.	

Barnsley Metropolitan Borough Council

This matter is not a Key Decision within the Council's definition and has not been included in the relevant Forward Plan

Report of the Executive Director,
Place

DONCASTER ROAD, GOLDTHORPE **CHANGES TO VARIOUS WAITING/LOADING RESTRICTIONS** **OBJECTION REPORT**

1. Purpose of Report

- 1.1** The purpose of this report is to consider an objection received to the proposal to introduce a Traffic Regulation Order (TRO) necessary to change various waiting and loading restrictions and other traffic movements at Doncaster Road and its associated side streets, as detailed in appendix 1.
- 1.2** To seek approval to implement the proposals originally advertised, as shown in Appendix 1.

2. Recommendation

It is recommended that:

- 2.1** **The objection received to the proposals is overruled and the objector is informed accordingly.**
- 2.2** **The Head of Highways, Engineering and Transport and The Director of Legal and Governance be authorised to make and implement the Traffic Regulation Order.**

3. Introduction/Background

- 3.1** In July 2015, construction began on a new Primary School for Goldthorpe, on the former residential site at Central Street.
- 3.2** As part of planning approval, it was conditioned that new waiting/loading restrictions would be required in the surrounding areas, in order to ensure the safety of children travelling to school, and to ensure the free flow of traffic.
- 3.3** A comprehensive survey of the area has been carried out and it has been determined that the protection of adjacent residential streets was insufficient for the predicted traffic flows, and that junction protection would be required.
- 3.4** In addition, the survey also highlighted the need to amend current vehicular movement restrictions, in order to ensure the anticipated traffic volumes continue to flow freely and accommodate the new development.

- 3.5** This is also an opportunity to review the existing traffic restrictions in the area. Some anomalies have been identified between the restrictions that are marked on the ground and the detailed descriptions in the formal Traffic Regulation Order. It is therefore proposed to bring the orders in line with the marked restrictions. There are some waiting restrictions on Beaver Street, Victoria Street and Co-operative Street that are no longer considered appropriate and they will be deleted from the Traffic Regulation Order.
- 3.6** In May 2016 a Traffic Regulation Order to introduce the restrictions was advertised for a period of three weeks, and one objection has been received. Officers have consulted with the objector to discuss his concerns but it has not been possible to reach an agreement.

4. Consideration of Alternative Proposals

- 4.1** Option 1 – Overrule the objection and proceed with the proposals as shown in Appendix 1 (**recommended option**).
- 4.2** Option 2 – Alter the proposals to accommodate the objector. This option is not recommended as it does not address the potential vehicular conflicts identified in the report which the proposals aim to reduce.

5. Proposal and Justification

- 5.1** Due regard has been given to the duty imposed on the Council to exercise the functions conferred on it by the Road Traffic Regulation Act 1984 so as to secure the expeditious convenient and safe movement of vehicular and other traffic (including pedestrians) and the provision of suitable and adequate parking facilities on and off the highway (section 122 Road Traffic Regulation Act 1984).
- 5.2** To revoke the orders on Central Street as it is now stopped up.
- 5.3** To revoke the existing prohibition of waiting (8 am to 6pm, Monday to Saturday) from Beaver Street, Co-operative Street and Victoria Road as this restriction is no longer appropriate.
- 5.4** It is proposed to introduce loading and waiting restrictions to Doncaster Road from Lockwood Road to Hamilton Road.
- 5.5** The existing area to the front of 52 Doncaster Road has been used as an informal layby; however it was not designed as such and is not wide enough for parked vehicles, thereby causing an obstruction to the free flow of traffic. Vehicles parked there cause a visual obstruction to those exiting Beaver Street, and as such the junction protection needs to be extended. To further ensure the free flow of traffic during the day it is proposed to introduce a waiting and loading restriction from 8 am to 5 pm, Monday to Friday.
- 5.6** Due to the location of the new entrance off East Street, it is necessary to reverse the current one way restriction on Main Street between Lockwood

Road and West Street.

5.7 Whilst the restrictions marked in grey as shown on the plan at appendix 1 will not physically change on site, the orders underpinning them require some alterations to that they accurately reflect what is existing on site.

6.0 **Objections**

6.1 As a result of advertising the proposals, 1 objection was received. The main issue raised was the availability of on-street parking for customers to the complainant's business as detailed in appendix 2.

7.0 **Impact on Local People**

7.1 Some residents and businesses may be affected by not being able to park directly outside their property. However, there is no right to be able to park on the public highway, and alternative on-street parking is available elsewhere.

8.0 **Compatibility with European Convention on Human Rights**

8.1 There is not considered to be any potential interference with European Convention on Human Rights as the proposals aim to create a safer environment and prevent indiscriminate parking.

9.0 **Promoting Equality, Diversity and Social Inclusion**

9.1 There are no equality, diversity or social inclusion issues associated with the proposals.

10.0 **Reduction of Crime and Disorder**

10.1 In investigating the options set out in this report, the Council's duties under Section 17 of the Crime and Disorder Act have been considered.

10.2 There are no crime and disorder implications associated with the proposals.

11.0 **Conservation of Biodiversity**

11.1 There are no conservation of biodiversity issues associated with the proposals.

12.0 **Risk Management Issues including Health and Safety**

12.1

Risk	Mitigation/Outcome	Assessment
1. Challenge to the proposals because they infringe the Human Rights Act	Issues relating to potential interference with the Human Rights Act are fully explained and dealt with in Section 8 of this report. Any considerations of impacts have to be balanced with the rights that the Council has to provide a safe highway for people to use. The	Medium

	Director of Legal and Governance has developed a sequential test to consider the effects of the Human Rights Act which are followed.	
2. Legal challenge to the decision to make the TRO.	The procedure to be followed in the publication and making of TRO's are set down in statute, which provides a 6 weeks period following the making of an order in which a challenge can be made in the High Court on the grounds that the order is not within the statutory powers or that the prescribed procedures have not been correctly followed. Given that the procedures are set down and the Council follows the prescribed procedures the risk is minimal.	Medium
3. Deterioration of health and safety	Health and Safety is considered throughout the design/installation and maintenance process to minimise any potential occurrence. The proposals have been designed to improve road safety by protecting junction visibility sight lines for traffic emerging from side roads and improve visibility for and of pedestrians crossing Racecommon Road.	Low

13.0 Financial Implications

- 13.1** There are new financial complications associated with the objection report. The costs of advertising, legal fees, road markings and signs in connection with the TRO are estimated at £5000 and are being funded by the developer.

14.0 Employee Implications

- 14.1** Existing employees in the Highways, Engineering and Transport Service will undertake all design, consultation and implementation work. The Director of Legal and Governance will undertake all legal work associated with the advertising and making of the TRO.

15.0 Glossary

- TRO – Traffic Regulation Order

16.0 List of Appendices

- Appendix 1 – Plan showing the proposals - TR/3790/Appendix 1
- Appendix 2 – Summary of Objections to the Proposals

17.0 Background Papers

Officer Contact: Adam Davis

Telephone No: 787635

Date: July 2016

Annex A

DONCASTER ROAD, GOLDTHORPE CHANGES TO VARIOUS WAITING/LOADING AND MOVEMENT RESTRICTIONS OBJECTION REPORT

a. Financial Implications

The financial Implications for the proposals are detailed in Paragraph 13.

b. Employee Implications

Employees in the Highways, Engineering and Transport Service will undertake all design, consultation and implementation work. The Director of Legal and Governance will undertake all legal work associated with the advertising and making of the TRO.

c. Legal Implications

The proposal requires the advertisement of the TRO, which can be objected to and challenged if procedures are not adhered to, as detailed in Paragraph 12.

d. Policy Implications

The proposal promotes the Council's policies in respect of road safety and danger reduction.

e. ICT Implications

There are no ICT implications associated with the proposals.

f. Local Members

Consultations took place with the Dearne North Ward Members and no adverse comments were received. There is no Parish Council to consult.

g. Health and Safety Considerations

The proposal is designed to promote road safety.

h. Property Implications

There are no property implication issues associated with the proposals.

i. Implications for Other Services

There are no significant implications for other BMBC services arising from the recommendations in the report. The Director of Legal and Governance will undertake all legal work associated with the advertisement and making of the TRO.

j. Implications for Service Users

There are no service user implication issues associated with the proposals.

k. Communications Implications

There are no communications implication issues associated with the proposals.

DONCASTER ROAD, GOLDTHORPE

CHANGES TO VARIOUS WAITING/LOADING AND MOVEMENT RESTRICTIONS

OBJECTION REPORT

Appendix 2

Summary of Objections

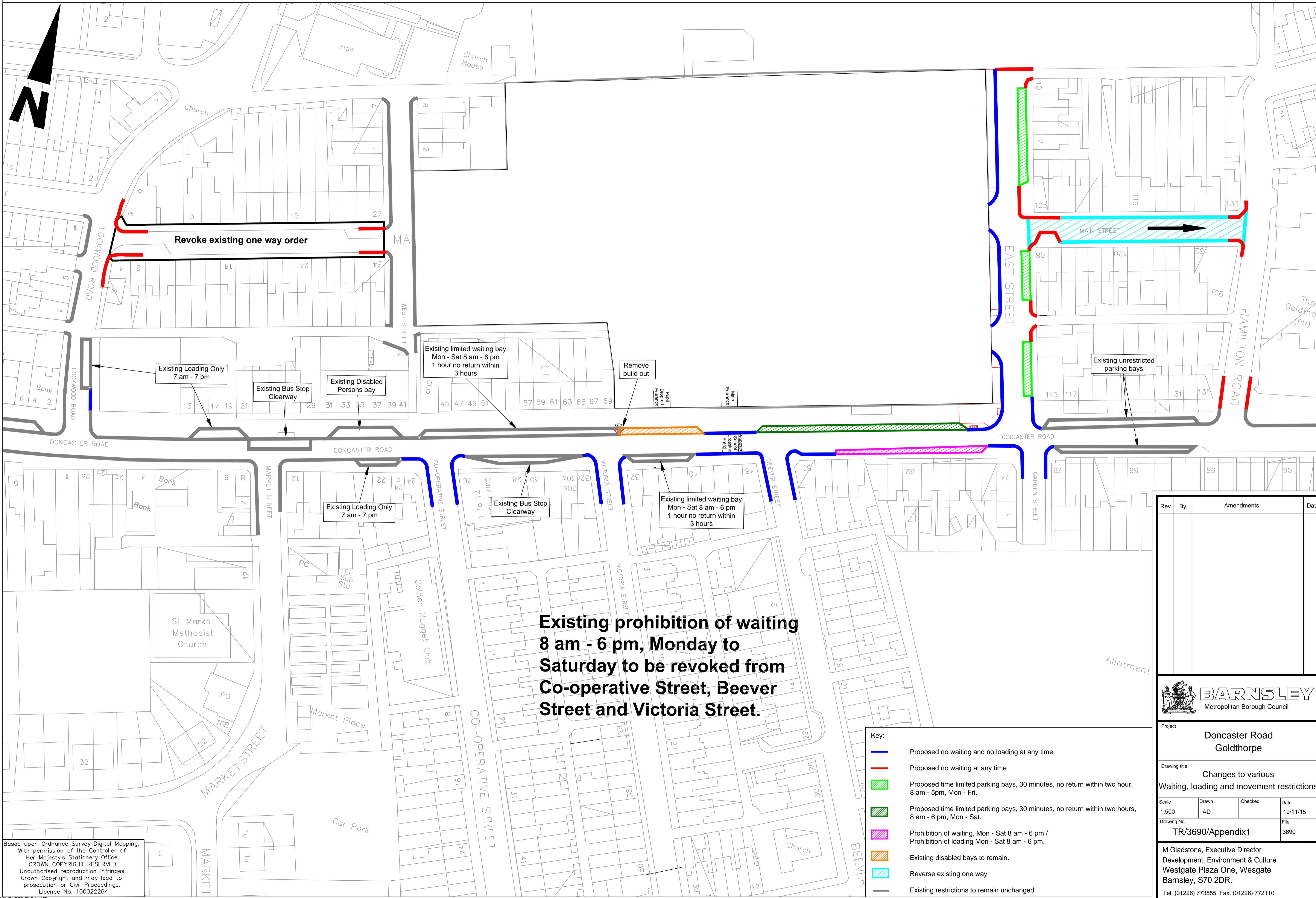
Nature of Objection

1 number business owner has objected to the introduction of limited waiting and loading restrictions outside his premises which run along 54 – 72 Doncaster Road. He was concerned that the proposals will remove parking during business hours, and that loading would be more difficult.

BMBC Response:

1. As part of the proposals, new time limited waiting bays will be introduced opposite the business. These will ensure a turnover of vehicles and available spaces for customers.
2. Parking has been removed from areas where vehicles are likely to cause a road safety hazard. At this location, parked vehicles could prevent the two-way flow of traffic on Doncaster Road.
3. Loading will be possible outside the 8am – 6pm restriction, whilst the bays to the east will remain unrestricted. Other loading bays are available nearby.

All signing to be in accordance with the Traffic Signs Regulations and General Directions 2002. Further details can be obtained from the working drawings, available from the DfT website.



Page 21

Based upon Ordnance Survey Digital Mapping.
 With permission of the Controller of Her Majesty's Stationery Office.
 CROWN COPYRIGHT RESERVED
 Unauthorised reproduction infringes Crown Copyright and may lead to prosecution or Civil Proceedings.
 Licence No. 100022264

**Existing prohibition of waiting
 8 am - 6 pm, Monday to
 Saturday to be revoked from
 Co-operative Street, Beaver
 Street and Victoria Street.**

- Key:**
- Proposed no waiting and no loading at any time
 - Proposed no waiting at any time
 - Proposed time limited parking bays, 30 minutes, no return within two hour, 8 am - 5pm, Mon - Fri.
 - Proposed time limited parking bays, 30 minutes, no return within two hours, 8 am - 6 pm, Mon - Sat.
 - Prohibition of waiting, Mon - Sat 8 am - 6 pm / Prohibition of loading Mon - Sat 8 am - 6 pm.
 - Existing disabled bays to remain.
 - Reverse existing one way
 - Existing restrictions to remain unchanged

Rev.	By	Amendments	Date



Project Doncaster Road Goldthorpe			
Drawing title Changes to various Waiting, loading and movement restrictions			
Scale 1:500	Drawn AD	Checked	Date 19/11/15
Drawing No. TR/3690/Appendix1			File 3690
M Gladstone, Executive Director Development, Environment & Culture Westgate Plaza One, Westgate Barnsley, S70 2DR. Tel. (01226) 773555 Fax. (01226) 772110			

This page is intentionally left blank

BARNSELY METROPOLITAN BOROUGH COUNCIL

Report of the Chief Executive

Petitions received under Standing Order 44

1. Purpose of Report

To consider action in respect of petitions received by the Chief Executive under Standing Order 44.

2. Recommendations

- 2.1 That Cabinet agree the action to be taken in response to the petitions referred to in the report in line with the Council's Petitions Scheme.**

3. Background

- 3.1** The Council's Standing Order 44 requires that "All petitions relating to a matter over which the Council ... has authority or which affects the Borough shall be presented to the Chief Executive who shall refer them to the relevant officer for investigation."
- 3.2** The Petitions Scheme, which was revised in April, 2013, requires petitions to be reported into Cabinet. This report sets out recent petitions received and the recommended response.
- 3.3** Whilst the report of petitions to Cabinet fulfils this duty requirement, Cabinet may wish to consider further action, such as referring any petition to the relevant Area Council.

4. Details of Petitions Received

- 4.1** Details of the petitions received up to this meeting of Cabinet are set out in the appendix attached, including a recommendation of the action to be taken for consideration. Members should note that individual petitions will not be the subject of further reports to Cabinet unless this is specifically requested at the meeting when the petition is reported.

5. List of Appendices

- 5.1** Details of Petitions received.

6. Background Papers

Petitions presented to the Chief Executive. Available for inspection in the Council Governance Unit, Town Hall, Barnsley, except where the petitions contain Exempt Information.

Officer Contact: Ian Turner **Tel No:** 01226 773421 **Date:** July, 2016

Petitions received under Standing Order 44 - Cabinet – 24th August, 2016

Issue	No. of Signatories	Date Received	Action recommended under the Petitions Scheme
Request for action to deal with excessive speed of vehicles along Weetshaw Lane and Shaw Lane in Cudworth, Barnsley	70 signatories	13/7/2016	<p>Speed enforcement is a matter for South Yorkshire Police and the South Yorkshire Safety Camera Partnership.</p> <p>Officers from the Traffic team are currently involved with concerns for speeding on part of this route</p> <p>It is recommended that the Service Director, Environment and Transport arrange for a speed survey to be carried out on Weetshaw Lane and the results be shared with South Yorkshire Police, the South Yorkshire Safety Camera Partnership, Councillors and the PACT.</p>

Petitions received under Standing Order 44 - Cabinet – 24th August, 2016

Issue	No. of Signatories	Date Received	Action recommended under the Petitions Scheme
<p>Concerns regarding traffic on Doncaster Road cross outside Oakhill Primary Academy, including request to reinstate the school crossing patrol</p>	<p>229 signatories (of which 193 are within Barnsley from an on-line petition)</p>	<p>14/7/2016</p>	<p>Oakhill primary school is situated on the A635 Doncaster Road, Ardsley, which is a dual-carriageway.</p> <p>This position requires 2 school crossing patrols, both patrols left in quick succession due to ill-health and this location has been without a crossing patrol for almost 12 months.</p> <p>It is recommended that the Service Director, Environment and Transport write to the lead petitioner to advise that every effort has been made during the last 12 months to recruit 2 new crossing patrols and those efforts will continue. In addition the letter will address their concerns for road safety.</p>

Petitions received under Standing Order 44 - Cabinet – 24th August, 2016

Issue	No. of Signatories	Date Received	Action recommended under the Petitions Scheme
<p>Concerns regarding threat of loss of bus services in the Penistone area due to the SYPTE current consultation.</p>	<p>242 signatories</p>	<p>29/7/2016</p>	<p>The SYPTE matter has undertaken a Barnsley Bus Partnership consultation which closed on 31st July, 2016.</p> <p>The petition was forwarded to the SYPTE to be considered as part of their consultation process.</p> <p>However, the decision rests with SYPTE about what action it takes with regard to this petition.</p>

BARNSELY METROPOLITAN BOROUGH COUNCIL

This matter is not a Key Decision within the Council's definition and has not been included in the relevant Forward Plan.

**REPORT OF EXECUTIVE DIRECTOR,
HUMAN RESOURCES, PERFORMANCE AND COMMUNICATIONS
TO CABINET 24th AUGUST 2016**

Equality Scheme 2015-18

Annual Report June 2016

1. PURPOSE OF REPORT

- 1.1 In June 2015 Cabinet approved the adoption of a new three year Equality Scheme (2015-18) for the Council. The Annual Report updates Cabinet as to the progress made towards achieving the equality objectives and implementing the associated action plans as identified in the Scheme.

2. RECOMMENDATIONS

It is recommended that Cabinet:

- 2.1 **Approve the Equality Scheme Annual Report (June 2016).**
- 2.2 **Note the progress made towards the equality objectives**
- 2.3 **Consider the key achievements and challenges identified in the Annual Report and support the priorities for the year ahead.**

3. INTRODUCTION

- 3.1 The current Equality Scheme (2015-18) is the third such Equality Scheme for the Council. The implementation of the previous Schemes resulted in the Council making significant improvements to the way it embedded equality and diversity into its day to day activities, its service delivery and planning and performance management processes. More importantly over the life time of the Schemes the Council made important improvements to its services to help challenge and reduce inequality for local people.
- 3.2 However the legislative, policy and financial context within which our work on equality must be developed and implemented has changed markedly in recent years. Likewise the diversity of the borough continues to change and attitudes and expectations develop also. A new scheme therefore needs to be cognisant of these changes, and responsive to the significantly reduced resources that the Council can call upon. The current Equality Scheme seeks to address these new challenges

whilst continuing to make real progress in promoting equality, diversity and inclusion in the Council, in our service delivery and in the opportunities available for local people.

4. PURPOSE OF THE EQUALITY SCHEME

4.1 The Equality Scheme details how the Council will put its Equality and Diversity Policy into practice and to meet our Public Sector Equality Duty.

4.2 The Council recognises that all individuals have fundamental human rights and welcomes the diversity of the community living, working and learning in the Borough. As a service provider, community leader and major employer the Council is committed to promoting equality and tackling social exclusion and, as such, will integrate equality into all its activities, having due regard to the need to:

- Eliminate unlawful discrimination;
- Promote equality of opportunity; and
- Promote good relations between all groups irrespective of their disability, race, sex, religion or belief, sexual orientation, trans gender status, age or marital status.

4.3 These are the three aims associated with the Public Sector Equality Duty and the equality priorities and objectives outlined in this Scheme will enable us to make progress on each of these aims.

4.4 The Scheme:

- Outlines the key challenges that we face as an authority in achieving these three aims;
- Identifies those areas that we consider priorities for addressing (where the greatest inequalities exist that we can have a positive impact upon); and
- Describes how we will make sure we deliver on our plans to promote equality and meet our objectives.

5. ACHIEVEMENTS OF EQUALITY SCHEME (2015-18)

5.1 The first year of the new Equality Scheme has focused on ensuring relevant Council services develop appropriate actions plans to achieve the various objectives outlined in the Scheme. These are now all in place and progress is reported regularly to directorate management teams.

5.2 In the second year of the Scheme we would now expect to see significant progress being made with the action plans and these having an impact on the outcomes and measures outlined for each.

5.3 The Equality Forums have continued to provide invaluable support to the Council in its work to deliver the equality priorities and objectives described in the Scheme. Some notable landmarks over the last year include:

- ✓ Five major partners agreed to jointly contribute towards the funding and coordination of support and engagement activity with the network of equality forums.
- ✓ The Gender Equality Forum held a Reclaim the Night march in December. This involved a diverse group of people (women and men) raising awareness of sexual harassment and how to report it, supporting our Hate and Harassment Strategy objectives.
- ✓ The My Barnsley Too Disability Forum held a “Tarn Takeover Day” to celebrate the International Day of Disabled People and to enable local disabled people to find out and have their say about the ongoing developments in the town centre. The day involved a large number of disabled people with a wide variety of different impairments and provided valuable feedback for those involved in work to improve access and inclusion in the town centre.
- ✓ In March the Council organised an event with the Deaf Forum and Healthwatch to discuss with Deaf people their experiences of accessing social care and equipment services. This has led to several good ideas about improving customer access but possibly most importantly has resulted in a number of Deaf people volunteering to be trained in care work (which is now underway).
- ✓ The Barnsley Together Forum for Race Equality has made effective links with new arrivals to the borough and encouraged them to become involved in the forum and to engage with local services. This has led to a wide range of issues being identified such as the problems faced by people with language needs accessing GP services and understanding their housing options.
- ✓ The implementation of the Scheme has resulted in the development of innovations to help the Council achieve its equality objectives:
 - ✓ To make services more accessible and inclusive a British Sign Language video has been produced to help Deaf people understand how to recycle their waste which will hopefully be repeated in other service areas such as social care.
 - ✓ To help ensure the town centre becomes a vibrant welcoming place for everyone the My Barnsley Too forum prepared a comprehensive report on the barriers faced by disabled people using public transport in Barnsley. A coordinated response is being developed across different Council services and relevant issues being raised with neighbouring authorities to discuss within the City Region.
 - ✓ A new approach has also been developed to the challenge faced by the increase in new arrivals to the borough. This identifies the need to support the integration of new arrivals, to build cohesion and to reduce community tensions, primarily through working closely with these communities in local areas.

- ✓ Plans have been developed in partnership with the LGBT Forum to host a major festival in Barnsley to celebrate the 50th anniversary of the decriminalisation of homosexuality. The festival (to be called “Pride Over Prejudice”) will celebrate the LGBT community and life in Barnsley and encourage people from across the region to visit the wide variety of events, activities and performances which will make up the festival.

6. CHALLENGES AND PRIORITIES FOR EQUALITY SCHEME (2015-18)

- 6.1 Despite these achievements there are a number of significant challenges the Council faces if it is to achieve its equality objectives.
- 6.2 The increase in new arrivals has both positive and negative impacts on the local area. It boosts the local economy and provides much needed skills and energy to the local labour market and increases the potential for business start-ups. However new arrivals can also create pressure on local communities and services which can in turn develop tensions in local areas and neighbourhoods. These tensions must be reduced by promoting integration and support services for the affected communities. The positives need to be maximised by ensuring the new arrivals can contribute fully to the local economy and cultural life.
- 6.3 The Council continues its efforts over the next four years to develop its vision for Future Council, which will mean new ways of working and delivering services that encourage independence and can be delivered in more innovative and cost-effective ways. Plans and proposals to remodel services must be developed with due consideration given to the potential impact on diverse communities. The Equality and Inclusion function will provide support to Business Units as they develop these plans to ensure the “equality impact” is given due consideration whilst ensuring the process for doing so is timely and proportionate to the risks involved. Decision-makers at all levels will make sure they approve the plans only if the relevant equality impacts have been embedded and explained.
- 6.4 The ongoing efforts to promote channel shift (ie encouraging customers to “self-serve” via the website for example rather than visiting an office to seek help from a Council officer) require the promotion of digital inclusion and an associated reduction in access of face to face and telephone services. However, whilst this channel shift can have very positive impacts on some diverse communities, in others it can lead to greater social exclusion and create barriers to accessing key public services. Care needs to be taken when implementing plans for channel shift so those most in need of support from public services are not left behind in the process.
- 6.5 The Council’s workforce does not reflect the diversity of the local population. The success rates of job applicants suggests that some groups of applicants experience significant barriers when seeking opportunities with the Council. These barriers are difficult to identify and often harder to find effective ways to remove or at least reduce them. Nonetheless if we are to have a workforce that is an integral part of the local community then we must continue to improve our workforce diversity. This

means employing more disabled people, more BME people and by breaking down gender-related barriers to employment.

6.6 The equality forums continue to develop and grow. However their potential is limited by the lack of commitment and funding beyond the next 12 months. This year has seen a number of partners reduce their financial contributions which will have an associated impact on the forums themselves and the engagement activity being carried out. There is a strong need for a longer term funding relationship to be developed between the partner agencies and the equality forums.

6.7 The growing awareness and understanding of transgender issues means that customers and employees will be more willing to declare their trans status and expect higher levels of service and support as a result. We need to prepare for this by ensuring the trans community in Barnsley can engage effectively with services and by developing a suitable Gender Identity policy and employee development / awareness programme.

7. LOCAL AREA IMPLICATIONS

7.1 The actions associated with the equality priorities will help to support the development of the Local Area Plans and build on communities' abilities to be more involved and promote independence.

8. COMPATIBILITY WITH EUROPEAN CONVENTION ON HUMAN RIGHTS

8.1 The recommendations in the report do not interfere with the Convention Rights and are in accordance with the Human Rights Act 1998.

9. PROMOTING EQUALITY AND DIVERSITY AND SOCIAL INCLUSION

9.1 The purpose of the Equality Scheme is to promote equality and challenge discrimination in the fields of both employment and service delivery and to ensure the Local Authority meets its obligations under equalities legislation.

10. REDUCTION OF CRIME AND DISORDER

10.1 Whilst this report is focused on promoting equality and as such will help reduce social inequalities which are recognised as a contributing factor towards crime, this is not its prime purpose, and nor is there anything further that could be included in this report to reduce crime.

10.2 The report does include reference to hate crimes and makes it a priority to challenge and prevent these.

11. CONSERVATION OF BIODIVERSITY

11.1 There are no implications for biodiversity within the report.

12. RISK ASSESSMENT ISSUES INCLUDING HEALTH AND SAFETY

- 12.1 Implementing the Equality Scheme will assist the Council to meet its obligations under relevant equalities legislation (as detailed within the Scheme).
- 12.2 This will support our control measures for the Strategic Risk Register (3023), “failure to engage stakeholders”.
- 12.3 There are no Health and Safety implications associated with the report.
- 12.4 There is a reputational risk for the Council if it fails to deliver improvements on the Equality Priorities highlighted in the Scheme.

13. FINANCIAL IMPLICATIONS

- 13.1 There are no direct financial implications arising out of this report.

14. EMPLOYEE IMPLICATIONS

- 14.1 The Scheme includes reference to the need to further improve workforce diversity, a long-standing commitment of the Council and well-embedded within the existing Workforce Development Strategy.

15. LIST OF APPENDICES

- 15.1 Appendix 1: Equality Scheme Annual Report (June 2016)

Officer Contact:

Julian Horsler
Equality and Inclusion Manager
Organisation and Workforce Improvement
Human Resources, Performance and Communications

Telephone:

787638

Date:

24 August 2016



Annual Report

June 2016



Contents

1. Summary of Achievements and Challenges

a) Progress and Achievements	3
b) Key Challenges	3
c) Priorities for the Year Ahead	4

2. Equality Objectives – Progress and Outcomes

d) Thriving and Vibrant Economy	5
e) People Achieving their Potential	7
f) Strong and Resilient Communities	9
g) One Council	11

3. Barnsley Reach – Network of Equality Forums

h) Barnsley Together Forum for Race Equality	14
i) My Barnsley Too Disability Forum	14
j) Barnsley Deaf Forum	15
k) LGBT Forum	15
l) Gender Equality Forum	15
m) Faith in Barnsley Forum	16

4. Equality Scheme Performance Measures

n) Thriving and Vibrant Economy	17
o) People Achieving their Potential	18
p) Strong and Resilient Communities	19
q) One Council	20

Glossary of Acronyms and Terms

BME	Black and Minority Ethnic.
BOLD	Barnsley On-line Learning and Development.
BSL	British Sign Language.
EAL	English as an Additional Language.
EHC	Education, Health and Care Plan.
EIA	Equality Impact Assessment.
ELG	Early Learning Goal
ESOL	English for Speakers of Other Languages.
GLD	Good Level of Development
HR	Human Resources.
LGBT	Lesbian, Gay, Bisexual and Transgender.
NEET	Not in Education, Employment, or Training

[Purple Flag Scheme](#)

Purple Flag is an accreditation process similar to the Green Flag award for parks and the Blue Flag for beaches. It leads to Purple Flag status for town and city centres that meet or surpass the standards of excellence in managing the evening and night time economy.

[DisabledGo](#)

The DisabledGo website provides detailed online access guides to over 1,000 places that disabled people visit regularly in Barnsley.

Summary of Achievements and Challenges

Progress and Achievements

The first year of the new Equality Scheme has focused on ensuring relevant Council services develop appropriate action plans to achieve the various objectives outlined in the Scheme. These are now all in place and progress is reported regularly to directorate management teams.

In the second year of the Scheme we would now expect to see significant progress being made with the action plans and these having an impact on the outcomes and measures outlined for each.

The Equality Forums have continued to provide invaluable support to the Council in its work to deliver the equality priorities and objectives described in the Scheme. Some notable landmarks over the last year include:

- Five major partners agreed to jointly contribute towards the funding and coordination of support and engagement activity with the network of equality forums.
- The Gender Equality Forum held a **Reclaim the Night** march in December. This involved a diverse group of people (women and men) raising awareness of sexual harassment and how to report it, supporting our Hate and Harassment Strategy objectives.
- The My Barnsley Too Disability Forum held a **“Tarn Takeover Day”** to celebrate the International Day of Disabled People and to enable local disabled people to find out and have their say about the ongoing developments in the town centre. The day involved a large number of disabled people with a wide variety of different impairments and provided valuable feedback for those involved in work to improve access and inclusion in the town centre.
- In March the Council organised an event with the Deaf Forum and Healthwatch to discuss with Deaf people their experiences of accessing social care and equipment services. This has led to several good ideas about improving customer access but possibly most importantly has resulted in a number of Deaf

people volunteering to be trained in care work (which is now underway).

- The Barnsley Together Forum for Race Equality has made effective links with new arrivals to the borough and encouraged them to become involved in the forum and to engage with local services. This has led to a wide range of issues being identified such as the problems faced by people with language needs accessing GP services and understanding their housing options.

The implementation of the Scheme has resulted in the development of innovations to help the Council achieve its equality objectives:

- To make services more accessible and inclusive a BSL video has been produced to help Deaf people understand how to recycle their waste which will hopefully be repeated in other service areas such as social care.
- To help ensure the town centre becomes a vibrant welcoming place for everyone, the My Barnsley Too forum prepared a comprehensive report on the barriers faced by disabled people using public transport in Barnsley. A coordinated response is being developed across different Council services and relevant issues being raised with neighbouring authorities to discuss within the Sheffield City Region.
- A new approach has also been developed to the challenge faced by the increase in new arrivals to the borough. This identifies the need to support the integration of new arrivals, to build cohesion and to reduce community tensions, primarily through working closely with these communities in local areas.

Key Challenges

Despite these achievements there are a number of significant challenges the Council faces if it is to achieve its equality objectives. These include:

- The increase in new arrivals has both positive and negative impacts on the local area. It boosts the local economy, provides much needed skills and energy to the local labour market and increases the potential for business start-ups. However new arrivals can also create pressure on local communities

and services which can in turn develop tensions in local areas and neighbourhoods. These tensions must be reduced by promoting integration and support services for the affected communities. The positives need to be maximised by ensuring the new arrivals can contribute fully to the local economy and cultural life.

- The Council continues its efforts over the next four years to develop its vision for Future Council, which will mean new ways of working and delivering services that encourage independence and can be delivered in more innovative and cost-effective ways. Plans and proposals to remodel services must be developed with due consideration given to the potential impact on diverse communities. The Equality and Inclusion function will provide support to Business Units as they develop these plans to ensure the “equality impact” is given due consideration whilst ensuring the process for doing so is timely and proportionate to the risks involved. Decision-makers at all levels will make sure they approve the plans only if the relevant equality impacts have been embedded and explained.
- The ongoing efforts to promote channel shift (ie encouraging customers to “self-serve” via the website for example rather than visiting an office to seek help from a Council officer) require the promotion of digital inclusion and an associated reduction in access of face to face and telephone services. However whilst this channel shift can have very positive impacts on some diverse communities, in others it can lead to greater social exclusion and create barriers to accessing key public services. Care needs to be taken when implementing plans for channel shift so those most in need of support from public services are not left behind in the process.

Priorities for the Year Ahead

As well as the challenges we face to achieve our objectives outlined above we will, over the year ahead, be focusing on the following priorities:

- The monitoring of the Council’s workforce diversity indicates that the Council is becoming less diverse – with fewer disabled

and fewer BME employees. We need to redouble our efforts to understand why this is happening and how it can be improved in the years ahead.

- The equality forums continue to develop and grow. However their potential is limited by the lack of commitment and funding beyond the next 12 months. This year has seen a number of partners reduce their financial contributions which will have an associated impact on the forums themselves and the engagement activity being carried out. There is a strong need for a longer term funding relationship to be developed between the partner agencies and the equality forums.
- The growing awareness and understanding of transgender issues means that customers and employees will be more willing to declare their trans status and expect higher levels of service and support as a result. We need to prepare for this by ensuring the trans community in Barnsley can engage effectively with services and by developing a suitable Gender Identity policy and employee development /awareness programme.
- 2017 marks the 50th anniversary of the decriminalisation of homosexuality. The last 50 years has seen a huge shift in attitudes towards the LGBT community but there is still inequality and discrimination which needs to be challenged. The anniversary offers a unique opportunity to reflect on the progress made as well as continuing to make the case for a society free from homophobia and transphobia – hence our plans for the **Pride Over Prejudice** festival. This also offers the opportunity to encourage new visitors and audiences to the town centre. ([See page 5 for more details](#)).
- As the number of new arrivals in the borough has increased so has the number of requests for interpretation and translation services. The current contract and booking processes were agreed at a time when the Council was larger and the demand significantly lower. The contract for these services needs to be retendered so it better meets the needs of both customers and services, whilst maximising its cost-effectiveness.

THRIVING & VIBRANT ECONOMY

Developing a Vibrant Town Centre

Safe Places, Dementia-Friendly and Breast-Feeding Welcome Here Places.

- The Safe Places Scheme has been relaunched and promoted. New venues are being recruited to join the scheme and previous venues given refresher training. You can find a [full list of the venues](#) here. More people with learning difficulties, autism and mental health conditions are learning about, and joining, the scheme.
- The Breast-Feeding Welcome Here scheme has been launched and is being widely supported by shops, services and businesses in the town. You can find a [full list of the venues](#) here.

- 14 venues and 80 people have joined the Safe Places Scheme.
- 41 venues have joined the Breast-Feeding Welcome Here scheme.

A Safe and Welcoming Town Centre

- Plans are well underway for a major festival in Barnsley to celebrate the 50th anniversary of the decriminalisation of homosexuality. Working closely with cultural services, key venues and the Barnsley LGBT Forum the **Pride Over Prejudice** festival will be held in February 2017 to coincide with LGBT History Month and aims to help make the town a focal point for LGBT culture in the region, attracting new visitors and audiences to the town.
- The Barnsley Gender Equality Forum hosted the first ever **Reclaim the Night** march in Barnsley in December 2015. It was attended by a diverse group of people to raise awareness of sexual harassment and the support that is available.

- £5,000 of the Council's Community Equality Grants earmarked for community projects taking part in the **Pride Over Prejudice** festival.

Disabled Go

- The contract with Disabled Go has been extended for another three years.
- Over 1,000 venues in Barnsley Town Centre, as well as other towns and villages in the borough will be included in the access reviews to take place this summer. These access details will be published on a searchable website so disabled shoppers and visitors (along with their friends and families) will be able to plan their activities to meet their access needs.
- A particular emphasis will be given to cultural venues (by ensuring these have the most comprehensive access reviews) and those venues that are taking part in the Safe Places Scheme for example.

- 1,712 visitors to Barnsley's Disabled Go webpages in 12 months.
- Barnsley Crematorium (196), Cannon Hall (106) and Dial-A-Ride (101) were the venues with the highest number of unique visitors.

Better Barnsley for all

- Barnsley residents have been actively involved in the planning and development of the town centre and the new library. This has included groups of disabled and Deaf people who have been given tours of the ongoing work in the town at various stages of its development to allow the opportunity to make suggestions and recommendations and to identify any concerns at an early stage.
- Barnsley Council is working to achieve Purple Flag status for the town centre which will support this priority to make a safer, welcoming and more inclusive town for all, especially in the evening and night-time.

- Over 50 disabled people attended the Tarn Takeover Day in the Better Barnsley venue to find out about and comment on plans for the town centre redevelopment.

Access to Transport

- The findings of the My Barnsley Too Disability Forum’s investigation into public transport accessibility in Barnsley were reported to the Senior Management Team and services have since been looking at ways the issues and concerns raised can be addressed.
- Next steps will include a meeting between the forum and taxi companies, a visit by the forum to raise concerns about parking at the hospital, and discussions with Sheffield City Region about access to bus services.

- Disabled people enabled to challenge taxi companies about extra charges for wheelchair users.

Increase skills to get more people working

Better support for young disabled people and care leavers

- The ‘**Pathways to Success**’ approach has been endorsed and is now being implemented. This promotes the continued development of Council opportunities for young people including those who are disabled or looked after.
- The Council has created two **supported apprenticeship opportunities** for young people with learning difficulties and/or disabilities to help them gain paid work. These are due to be filled by September 2016.
- The **Corporate Apprenticeship Scheme** contains five ring fenced opportunities for young people in care or care leavers.
- ‘**Pathways to Success**’ requires all Business Units to engage with the range of placement opportunities to offer young people (including disabled young people up to 25 years) support in the development of employability and transferable skills through engagement / employability programmes, traineeships, apprenticeships and graduate/undergraduate opportunities.
- The Council coordinates the Supported Internship Strategy aimed at young people aged

16 to 24 who have a statement of Special Educational Needs, a Learning Difficulty Assessment, or an EHC plan, who want to move into employment and need extra support to do so. The aim is to identify 18 Supported Internship opportunities by September 2016.

- 6 Supported Internships committed for 2016 by Council (and providers: NORSE, Berneslai Homes and NPS).
- The Council has created two Supported Apprenticeships for disabled young people and five ring-fenced apprenticeships for care leavers

More employment and training opportunities for disabled people and care leavers

- Commitment for 10% of Council apprenticeships to be taken by disabled people and care leavers is being met (6 of the 59 placements filled by care leavers, with further work underway to identify disabled apprentices).
- The implementation of apprenticeship reforms by April 2017 will result in an increase in the number of apprenticeships. Further consideration required on the promotion of Council apprenticeships to maintain the 10% commitment.
- Barnsley Council offered three traineeships to young people, one which led to progression to a Council apprenticeship and two which are ongoing.
- Current traineeship placements are offered to young people from external providers, although a model has been established to deliver traineeships by Barnsley Council Adult Skills and Community Learning aimed at vulnerable young people (such as those in care, care leavers, youth offenders and those Not in Employment Education or Training (NEET)).

- Three traineeships offered to young people, one progressing to apprenticeship.
- 10% of Council apprentices are care leavers or disabled people.

More diverse apprenticeships in Barnsley –

with more non-gender-typical occupations, BME apprentices and disabled people.

- Targeted Youth Support service delivered from the Better Barnsley shop includes a vacancy board, an ongoing provider presence and targeted advice. Prominent central presence allows impartial advice and guidance to be delivered including opportunities for non-gender-typical occupations, BME apprentices and more disabled people.
- Jobs and Skills Fairs are planned to promote apprenticeships, training courses, business start-up advice and recruitment processes to diverse groups including disabled people, BME people and Deaf people.
- A similar event in March 2017 will focus on encouraging young people to consider non-gender-typical career choices.

Key public sector employers, training and business providers and community groups will all be participating in the Jobs and Skills Fairs.

PEOPLE ACHIEVING THEIR POTENTIAL

Every Child Attends a Good School

Good and outstanding provision for EAL learners in all schools across the borough

- The Barnsley Alliance Board has developed a risk assessment, self evaluation and peer review framework for school and academy governing bodies aimed at improving their capacity to challenge and hold to account school leaders for their school's performance on the attainment of vulnerable groups of pupils, including the issue of EAL pupil provision and progress.
- The EAL Action Plan forms part of the work programme for the Alliance Board's 'Closing the Gap' sub group, together with the continuing development of the Barnsley 'Champion Schools' initiative.
- In the future, Ethnic Minority Pupil Provision will be a funding factor in the Barnsley Schools Block Funding Formula, as recommended by the Barnsley Schools Forum.
- The implications of the Education White Paper (2016) and Education For All Bill on the role of local authorities in ensuring school improvement, are being monitored and implications for EAL pupils will be considered.

Ethnic Minority Pupil Provision to be funding factor for Barnsley Schools.

Effective strategies to engage the families of EAL learners in the life of the borough's schools and in particular the schools attended by their children.

- Ongoing dialogue with the Barnsley Together Forum for Race Equality. This has included agreeing a shared action plan that addresses the following issues:

- Parents access to ESOL provision.
- Helping monitor the number and achievement of migrant families with children, arriving and settling in Barnsley.
- How to report racial harassment and racial bullying in schools.
- Provision for translating documents.
- School places and other services for supporting EAL families with children

- Guidance booklet for parents of children with EAL produced and distributed in liaison with Barnsley Together.

Children and Adults are Safe from Harm

Increased reporting of hate and harassment incidents in Barnsley.

- The Hate and Harassment Partnership has continued to promote awareness and understanding of hate crime (through training and promotional activity) and has ensured reports are dealt with quickly and effectively.
- This has resulted in more reports coming through the website, a reduction in the number of repeat victims, and more cases being referred to Victim Support.
- Over the next few months the Hate and Harassment Partnership will be transforming into the Cohesion Partnership with an extended remit to ensure the successful integration of new arrivals to the borough. The challenge will be to ensure that work to reduce hate and harassment continues to be prioritised and progressed.
- Multi agency safeguarding training provided by the Barnsley Local Safeguarding Children Board (LSCB) includes raising awareness of the Barnsley Harassment and Hate Crime Strategy, how parents/children can report racially aggravated incidents and how to prevent it.

- Average number of repeat victims has fallen from 9 per month to 7 per month.

- Number of reports made via website up from 11 in 2014 to 25 in 2015.
- Continued very low reporting rate by young people.

Increased understanding and awareness of domestic violence and its impact on victims and their families.

- In 2015 South Yorkshire Police created a Safeguarding Adults Team (including an additional detective inspector) whose remit includes tackling domestic violence, through early intervention and targeted support as part of the borough's new Multi Agency Safeguarding Hub.
- Training has been provided to front line staff as part of the Street Skills Training Programme.
- The National College of Policing is also developing an authorised Code of Professional Practice concerning all aspects of public protection (including tackling domestic violence). This is to be rolled out during 2016/17.

Increased awareness of sexual harassment and willingness to report incidents.

- Both the Adults and Children Local Safeguarding Boards work closely with the Council's Regulatory and Licensing Services to raise awareness and to ensure organisations and other settings where sexual exploitation or harassment may potentially occur (including public transport) are aware of their responsibilities in preventing and reporting such crime.
- The outcomes of the recent Drew Report will help towards ensuring South Yorkshire Police continue to improve public trust so that anyone subjected to or at risk of such harassment can come forward in confidence and report any incidents with the knowledge that the Police will take it seriously and properly investigate any allegations, leading to a conviction where required.

STRONG & RESILIENT COMMUNITIES

People Volunteering and Contributing - *Engaged Citizens*

Increased engagement and representation of Equality Forums on Ward Alliances and Neighbourhood Networks

- The Central Area Team engaged with members of the Barnsley Together Forum to identify opportunities for engagement or involvement at either an Area or Ward level.
- In the next 12 months we will ensure that diverse communities are more aware of the work of the Ward Alliances and can make effective links to support local projects.

- An increased proportion of Ward Alliance members that are BME (from 2% in 2015 to 6% in 2016), disabled people (from 10% to 15%) and under 30 years (from 10% to 20%).

More community projects which encourage community cohesion, equality and diversity.

- Work has begun with the Area Teams to better understand how they can incorporate Equality and Inclusion into their decision making processes at both a Ward and Area Council level.
- Equality and Inclusion Training was delivered to the Stronger Community Team (at their development day), focusing on understanding equalities and how they can embed this into their work for example through a proportionate Equality Impact Assessment (EIA) process.
- The Area teams have begun to record the number of Ward Alliance funded projects that promote equality and inclusion. This is to be supported by the Equality and Inclusion Team in their Business Partner role.

- EIA process that fits requirements of Area Council commissioning and procurement processes has been agreed and will be implemented during 2016/17.

Increased representation of diverse groups in the decision-making process.

- Due to the varying nature of the Scrutiny function in Barnsley the decision has been taken to make use of expert witnesses rather than co-optees.
- The scrutiny workplan has been shared with the Equality and Inclusion Team and Equality Forum delegates will be invited to act as expert witnesses at the relevant meetings and on relevant task and finish groups.

Increased electoral registration and voting amongst diverse groups.

- The Barnsley Together Forum, Gender Equality Forum and My Barnsley Too have held events to promote wider electoral registration and to provide information about the available support. Details of how to register, the electoral process and the benefits of being on the electoral register were discussed at the events.
- The Barnsley Together Forum noted that there is a need for more and clearer information in community languages about how to register and eligibility to vote in certain elections.
- The Gender Equality Forum agreed that helping women to have a voice in the electoral process would be a priority for 2016/17.

People Volunteering and Contributing - *Active Citizens*

People are inspired to volunteer and actively contribute to their communities, reflecting the diversity of the borough.

- The Ward Alliance grant application forms have been revised to enable a more robust application process and monitoring of applicant diversity. This should enable them to assess

whether projects and local decisions reflect the diversity of the borough.

Helping New Arrivals to Settle and Integrate

- The Council has been developing, with partners, a plan to help new arrivals (and especially asylum seekers and refugees) to settle, integrate and contribute successfully to the community.
- There are more conversation classes and clubs being held, both council-led and voluntary sector-led and these are, increasingly, being held in different venues across the borough, rather than solely in the town centre.
- The Council has created a new role to visit and liaise with new arrivals to provide advice and information to new arrivals and to develop practical solutions to facilitate living and working in Barnsley.
- One of our elected members has taken on the role of Cohesion Champion and visits communities across the borough to meet new and long-standing residents to better understand community tensions and how these can be addressed.

To ensure the people who are most affected by welfare reform are given the necessary support and advice.

- A review of welfare advice services in Barnsley took place during 2015/16, incorporating a full equality impact assessment to inform the development of the new service specification.
- Some Area Councils are also commissioning independent welfare advice services, based on locally identified needs.

□ The EIA for the Welfare Review identified a number of issues including the risks associated with the potential cessation of the Deaf Advice Service. In order to mitigate any disproportionate impact on the Deaf community funding has been secured for a further 12 months to enable the continuation of this service, whilst alternative funding is sourced.

Customers can contact us easily

More Information in Easy Read and BSL Video

- Our aim is to make more information and advice available in BSL and Easy Read formats on the Council's website and for the relevant audiences to be aware of and confident in accessing this.
- The Waste Management Team, in consultation with the Deaf Forum, developed two videos for the Council's website. One video was produced in British Sign Language (BSL) and the other is in English to help people with learning difficulties or limited literacy. These show what to put in each bin, the waste collection process and the importance of recycling.
- The Council, in partnership with Healthwatch Barnsley and the Deaf Forum, hosted a "Social Care and Equipment" event to discuss the barriers Deaf people experience when accessing adult social care services or to seek advice about equipment and adaptations. The event used a mixture of interactive BSL performances and BSL interpretation to ensure the event would be accessible and inclusive. Over 30 Deaf people attended and gave their views and concerns to service commissioners. An action plan to improve access is now being developed as a result of the event.

□ The two Waste Management videos are now available to view on the Council's website. Other key services have been identified and asked to scope out the possibility of producing explanatory videos.

Meeting Customers' Access Needs

- Our objective is to help all managers and staff of front-line services to be fully aware of different communication needs, how to recognise these and how to ensure we communicate effectively with all customers.
- The Equality and Inclusion BOLD courses, including accessible communications, have been promoted via DMTs – this has been a

particular focus within the Communities Directorate and the Customer Services function.

- Cross departmental work has been undertaken following the identification of additional points of contact required at the Civic. As a result a triage and direct line contact approach has been adopted, which will be used when people cannot access the Benefits and Taxation service in any other way.

- A triage and direct line contact approach for people who need to access Benefits and Taxation Service has been implemented at the Civic Hall. This helps ensure that people in vulnerable situations can receive the support and advice they need.
- 48% of the Communities Directorate employees (including Customer Services) have completed at least one equality and inclusion on-line training course.

Minimum Access Standards

- The Council has developed a suite of Minimum Access Standards (MAS). When implemented these should improve access to Council services for those with significant disability and language access needs, with the most important services providing the highest levels of access.
- Two service areas agreed to pilot the standards and their feedback has informed the further development of the standards.

ONE COUNCIL

Clear Vision and Values *Understanding Equality & Inclusion*

A workforce with the skills, knowledge and confidence to implement the Council's equality commitment, policy and priorities into everyday working practice.

- The on-line training provision for employees and members has been extended to cover Dignity at Work, Equality and Diversity, and Accessible Communication.
- There has been a significant increase in the number of employees completing one or more of these on-line training courses. Next year the emphasis will be on the development of training courses for the Equality Impact Assessment process and to update the current course content.
- Training and briefing sessions for Elected Members delivered during 2015/16 has included topics such as the Public Sector Equality Duty and Community Cohesion and Migration.

- 665 employees have now completed an equality-related course on Bold (20.6%)
- 83% of employees believe they have the skills and knowledge required to implement equality at work.

A Flexible and Diverse Workforce

An improved and more equal experience for employees working for the Council.

- All Human Resource policies when being drafted or reviewed are assessed for their equality impact. Key policies reviewed this year have included Employee Benefits and Market Supplements.

- The EIA process for HR policies has itself been reviewed and updated to ensure it is simple and easy to use.

More equal pay distribution for all sections of the workforce.

- The Council has continued to undertake a robust annual Equal Pay Audit.
- This year we will consider how this can be better coordinated with the workforce diversity monitoring, enabling us to better identify any potential issues or trends.
- The Council continues to have a higher proportion of women in lower grade posts than it does higher grade posts although this disparity has been reducing, albeit slowly.
- There are no disabled employees amongst those on the highest grades.
- Work will focus this year on seeking to understand the causes of these disparities in pay distribution.

A genuine equal opportunities employer where we recruit the best candidate for the job regardless of their diversity.

- A comprehensive review of the recruitment and selection process as it impacts on under-represented groups is currently underway. So far this has indicated that disabled and BME candidates (specifically those identifying as Asian or Black/African) are less likely to be successful but it is unclear why this is the case.
- A series of jobs and skills fairs are being planned to promote the Council as an employer of choice to diverse communities and to identify any barriers in the selection process that some groups may experience.

- Women now comprise 43.3% of those on the highest grades (12 to 17)
- Disabled people comprise 0% of those on the highest grades (12 to 17).
- The proportion of the workforce that are disabled and BME continues to be significantly lower than in the local population and the proportion is either falling or remaining the same.

- Disabled people and some BME groups are significantly less successful in the recruitment and selection process.

**Leadership At Every Level
In The Council and The Community**

Improved skills and confidence of the Council’s leadership to promote equality and diversity and to challenge prejudice in the community.

- The Council’s Leadership Programme embedded the principles of equality and inclusion in the course design and significant focus was given to the importance of these for effective leadership.
- A number of leadership projects initiated as a result of the Programme are equality-related such as those focusing on customer access, employment of disabled people and community safety in the town centre.
- The Leadership Programme will continue to embed equality and inclusion over the next year as it rolls out to wider groups of managers and employees.
- Senior managers have increasingly been involved in the work of the Equality Forums, gaining a better understanding of the issues and barriers that forum members can face. Examples include:

- The Tarn Takeover Day involved the Service Director for Economic Regeneration and the Disability Forum meeting to discuss planned improvements to the town centre.
- The Service Director for Education meets regularly with the Race Equality Forum to address the needs of children with English as an additional language.
- Senior managers and commissioners met with the Deaf community to discuss their experience trying to access social care assessments and services.

- The Council has identified an Elected Member to be champion for Community Cohesion. Her role involves making effective links with new arrivals to the borough and ensuring they can engage with local services and communities.

A leadership team able to shape the culture and relationships of the Council to promote equality and diversity as a fundamental part of the organisational DNA.

- A comprehensive review of the training provided for elected members on equality and inclusion related issues is underway. This will be completed in time for the 2016/17 Member Development programme.
- A priority for 2016/17 will be to have an open and honest dialogue about the changing ethnic diversity of Barnsley and to identify the challenges and opportunities this presents to Future Council.

A culture where harassment, prejudice, stereo-typing and ignorance are challenged.

- Whilst the proportion of employees reporting that they have been harassed or bullied in the last 12 months has fallen this remains too high at 8%.
- Disabled employees report significantly higher rates of bullying and harassment.
- There are still very few formal reports of harassment or bullying recorded. More needs to be done to encourage reporting and effective recording of incidents.
- The Dignity at Work training course on Bold has been developed but only a small number of employees have completed it.

- 18% of disabled employees feel they have been bullied or harassed at work in the previous 12 months.
- 183 employees have completed the Dignity at Work course on BOLD.
- 267 managers have completed or begun the Leadership Programme.

Effective Delivery
Making Equality Mainstream

Leaders within the organisation take decisions with due regard to the impact those decisions will have on equality and diversity both within the organisation and in the local community.

- The Equality and Inclusion function has developed its new “Business Partner” role over the last year. It has provided support to business units and management teams to identify the forthcoming projects and decisions that may have significant equality implications to ensure a robust EIA is embedded into the process and informs the final decision and service.
- The result is that more cabinet reports are reporting robustly on the equality implications but this is still too low.
- Equality performance reporting has been embedded within mainstream performance management frameworks to ensure it is afforded appropriate consideration and is seen as an inherent and critical element of excellent performance.

- The majority (61.5%) of reports considered by Cabinet are now assessed as having had a robust Equality Impact Assessment.

Barnsley Reach **Network of Equality Forums**

Barnsley Reach

- The Barnsley Reach Partnership has been operating since May 2015. The partners are Barnsley Council, Barnsley Hospital, Barnsley College, Berneslai Homes, SY Police and SY Fire and Rescue. Each partner contributes towards the cost of the support services that ensure the forums can function effectively and reach out to and involve wider members of the community.
- All partners have agreed to continue funding the equality forums for 2016/17 although some contributions have reduced. As a result the support services will continue into 2016/17 but due to the funding reductions the partnership will have to identify which aspects of the forums' work (or a forum itself) will have to cease.
- The longer term challenge is to continue to make savings to the cost of the support services over the next 3 years. The intention is to do this through supporting the forums to become more independent and self-sustaining, and by ensuring there is more secure (albeit reduced) funding over this period to enable more effective planning for forum development.
- The three support services for the Equality Forums are:
 - 360 Engagement (Barnsley Together, Gender Equality Forum, and LGBT Forum),
 - Cloverleaf (My Barnsley Too), and
 - Leeds Involving People (Deaf Forum).

All partners have agreed to continue funding the forum support services for 2016/17.

Barnsley Together – A Forum for Race Equality

- The forum has held several well-attended events in the last year and has been especially effective at reaching out to new arrivals to the borough. They have engaged with a wide range of services and issues:

- Helping health services to understand the barriers faced by new arrivals
- Electoral services, registering to vote.
- Female Genital Mutilation.
- How to report domestic violence and support services available.
- Advising on the support provided to pupils with English as an additional language.

- This forum has taken significant steps to becoming more self-sustaining and independent during the last 12 months. It has elected a management committee, including key officer positions, and is seeking to establish a bank account.
- The Forum is now working with the Barnsley Reach Partnership to host a BME Jobs and Skills Fair where people from BME groups will be able to come and discuss the problems they face when applying for work and find out about the requirements of local employers and how to apply for jobs or training opportunities.

Over 100 BME people, including many asylum seekers and refugees, attended a meeting in the town hall to discuss the problems they face accessing health services and finding suitable housing.

My Barnsley Too **(Disability Equality Forum)**

- The My Barnsley Too Forum has held a major consultation exercise on the accessibility of the public transport system in Barnsley. Over 50 disabled people with a wide variety of impairments attended a consultation event and recommended a wide range of improvements. These are now being presented to various providers and commissioners and responses are being sought.
- The forum also held a Tarn Takeover Day to celebrate the International Day of Disabled People on 3rd December 2015. The event involved guided walkabouts of the town centre developments, a relaunch of the Safe Places scheme, information about Disabled Go, Travel Training and a range of other support services.
- The Forum also made a number of successful access review visits to key local venues including Cannon Hall, branches of national

banks, and the Cooper Gallery. The visits provided advice on access improvements and gave feedback on recent changes.

- The forum now has a well functioning steering group with members of the forum taking on roles such as chair, coordinating social media, and volunteering for access visits for example.

□ The forum met with taxi drivers in May 2016 to discuss how they could improve their service for disabled passengers and in particular to end the practice of charging wheelchair users more for the same journey.

Barnsley Deaf Forum

- The Deaf Forum has established a very successful Deaf Club which meets on Friday evenings and gives the forum the opportunity to discuss issues with a wider cross-section of the local Deaf community. A range of services have visited the Deaf Club to consult on their services, including:
 - Barnsley Hospital
 - Berneslai Homes,
 - Barnsley Council Customer Services
 - SY Police
- The forum have worked closely with the Council and Leeds Involving People to develop a video in BSL which explains to deaf people how to sort their rubbish into the different bins and bags so they can be recycled. The video is a pilot to see if similar videos will improve access to Council services for Deaf people. It was launched on the website in May 2016.
- The Deaf Social Care and Equipment event was jointly hosted by the Council, Healthwatch and the Deaf Forum. As well as providing useful insight into the experience of Deaf people accessing services the event also led to three Deaf people volunteering to become trained in care work which could lead to them becoming either volunteer or professional carers.

Barnsley LGBT Forum

- The Forum delivered their 6th Pride event in September 2015. The event was held in conjunction with a number of local venues and

had a range of stalls, acts and activities to engage people throughout the day. The event was well attended by members of the community. It was also supported by delegates from other forums (as volunteers) as well as being supported by other partner organisations.

- The Forum has begun to plan for the 50th Anniversary of the Decriminalisation of Homosexuality (July 2017). The Forum is planning to celebrate Barnsley's LGBT history in a month long festival in February and will be undertaking a project in 2017 to be unveiled as part of the anniversary celebrations.
- The LGBT Forum held a successful consultation event at the Cooper Art Gallery. The forum were consulted both on the new exhibition space as well as making use of the learning center to gather ideas for the 50th Anniversary celebrations.
- The LGBT Forum are continuing to work with schools, Barnsley Council and Stonewall on reducing homophobic, bi-phobic and transphobic bullying in schools and will be looking at how this work can continue in 2016-17.
- Key challenges for the forum will be to continue to effectively involve wider sections of the LGBT community in engagement activity, influencing the design of local services. Delivering the Pride Over Prejudice Festival will require the active involvement of many more volunteers from the community if it is to be a success.

Gender Equality Forum

- The Gender Equality Forum delivered their first Reclaim the Night event in 2015. The Forum undertook a variety of awareness raising activities in the run up to the event, such as being part of the Mayor's Parade, Pride, attending the University open day and having a stall in the College. The Forum also made some key links with other services such as the B-Chilled Project which promotes staying safe on nights out as part of this work.
- The Forum also delivered a successful event as part of International Women's Day with approximately 60-70 people in attendance. There were a number of key topics covered and consulted on during the day, such as domestic abuse and sexual violence, women in politics,

electoral registration and voting as well as a screening of the film “Suffragette”.

- During the International Women’s Day event the Forum voted on their priorities for the next 12 months. The outcome of this was a decision to further focus on sexual harassment and sexual violence, jobs and careers and women’s voices.

Faith in Barnsley Forum

- The Faith in Barnsley Forum trialed with its members a community discussion technique (delivered by the Who Is Your Neighbour project) and recommended the Council adopt this for its Community Cohesion work. The technique is a tried and tested method of reducing community tensions and increasing links and understanding between new arrivals and longer term residents in a local community.

Equality Scheme III - Performance Measures



Measure	April 2015	April 2016	April 2017	April 2018	Direction of Travel	Comments
Number of organisations participating in the Safe Places Scheme	0	14			↑	This figure represents the number of venues recruited since the launch. All previous venues have had to be revisited, hence the return of 0 for 2015.
Number of organisations participating in the Breast-Feeding Friendly Scheme	0	41			↑	
Number of unique visitors to Disabled Go Barnsley access guides in 12 month period.	N/A	1,712			↔	This is a new measure which will reported annually.
Number of Barnsley Council apprentices who are disabled people / SEND.	0	2			↑	The Council has created two Supported Apprenticeships for disabled young people.
Number of Barnsley Council apprentices who are care leavers.	5	5			↔	The Council has maintained five ring-fenced apprenticeships for care leavers.
Number of apprentices in Barnsley 16–25 with SEND	New	Target to increase				The data for these measures has yet to be reported.
Number of apprentices in Barnsley who are Looked after Children age 16–21	New	Target to increase				
Number of trainees in Barnsley 16–25 with SEND	New	Target to increase				
Number of trainees in Barnsley who are Looked after Children age 16–21	New	Target to increase				
Employment rate of people with SEND	4.7%	Target to increase				
Measure	2014	2015	2016	2017	Direction of Travel	Comments
Hate and harassment incidents in the Town Centre.	48	44			↓	No preferred direction of travel set – as very dependent upon awareness and confidence in reporting process.

Measure	2014	2015	2016	2017	Direction of Travel	Comments
Difference between attainment of EAL pupils in Barnsley and nationally:						<p>In order for any child to achieve a Good Level of Development GLD, they have to achieve the Early Learning Goal (ELG) in 12 of the 17 ELGs. Included in the 12 ELGs are 3 aspects in Communication & Language and 2 aspects of Literacy, which have to be assessed and achieved in English, where as all other ELGs can be assessed in home language. This can be a barrier for EAL children achieving GLD, all other vulnerable groups have seen an improvement in the % of children achieving GLD.</p> <p>As the EAL population increases in Barnsley there is a need to upskill the workforce and support the workforce in terms of making assessments in home language, currently we have little direct support for children with EAL and for practitioners making assessments.</p> <p>When children join EYFS at 4 yrs they are often in the very early stages of learning English, as are their parents, this has an impact on achievements in communication and language and literacy, both of which have a negative impact on the % of children achieving GLD.</p> <p>The figure is for the period before awareness raising activity began (eg Reclaim the Night). No preferred direction of travel set – as very dependent upon awareness and confidence in reporting process.</p>
Early Years	-9%	-19%			↑	
Key Stage 1 (Reading L2B+)	-13%	-4%			↓	
Key Stage 1 (Writing L2B+)	-14%	-4%			↓	
Key Stage 1 (Maths L2B+)	-12%	-2%			↓	
Key Stage 2 (Reading, Writing, Maths L4+)	-10%	-8%			↓	
Key Stage 4 (5A*-C incl Eng and Maths)	-17%	-4%			↓	
Number of reported incidents of Sexual Harassment.	3	4			↑	
Measure	2014	2015	2016	2017	Direction of Travel	Comments
Number of repeat victims of domestic abuse	2252	2171			↓	3.6% reduction on previous year.
Number of reported domestic abuse incidents that involve children.	N/A	108			↔	This is a new measure.

Measure	2014	2015	2016	2017	Direction of Travel	Comments
% of Ward Alliance members that are BME	2%	6%			↑	This is above the target of 4%
% of Ward Alliance members that are Disabled	10%	15%			↑	This meets the target of 15%
% of Ward Alliance members that are under 30	10%	20%			↑	This is above the target of 15%
% of <i>Love Where You Live</i> volunteers who are BME	12%	10%			↓	This measure has fallen slightly but still remains above the % of BME people in the local population.
% of <i>Love Where You Live</i> volunteers who are Disabled	N/A	15%			↑	This is a new measure.
% of <i>Love Where You Live</i> volunteers who are under 30	N/A	30%			↑	This is a new measure.
Number of services that meet Minimum Access Standards	0	2			↑	
Number of Council webpages with BSL and Easy Read content	0	2			↑	



Measure	2014	2015	2016	2017	Direction of Travel	Comments
Number of P&DRs where equality and diversity training needs identified.	N/A	141			↔	This is a new measure.
Number of employees and elected members who have completed equality training packages.	155	665			↑	
Measure	2014	2015	2016	2017	Direction of Travel	Comments
% of employee survey respondents who consider:						
Equality to be an important part of their job.	73%	74%	-		↑	This can only be measured every two years. The change in this measure is not significant.
They have the necessary skills and abilities to implement equality and diversity in their job.	82%	83%	-		↑	This can only be measured every two years. The change in this measure is not significant.
The Council to be an equal opportunities employer.	76%	75%	-		↓	This can only be measured every two years. The change in this measure is not significant.
The Council puts equality and diversity at the heart of everything it does.	N/A	59%	-		↔	This can only be measured every two years. It is noticeably lower than the previous three measures however.
They have experienced bullying or harassment in the previous 12 months.	24%	18%			↓	This can only be measured every two years.
Percentage of employees on grades 1 to 3 who are female.	75.9%	68.8%			↓	This reduction appears to be due to more women leaving the workforce than rather than a greater percentage of men joining the workforce.
Percentage of employees on grades 12 to 17 who are female.	43.9%	43.3%			↓	The change in this measure is negligible.
The success rate of disabled applicants.	2.1%	13.0%*			↔	* The measure has been redefined in 2016 to more accurately reflect the number of submitted applications and hence the two years are not directly comparable. Non-disabled applicant success rate = 14.2%
The success rate of BME applicants.	2.2%	7.3%*			↔	* The measure was redefined in 2016 to more accurately reflect the number of submitted applications and hence the

						two years are not directly comparable. White UK applicant success rate = 14.4%
Percentage of Cabinet reports, where appropriate, that have incorporated a “good” or “adequate” equality analysis.	46.0%	61.5%			↑	Although an improvement this figure falls short of the target of 85%.

This page is intentionally left blank

BARNSELY METROPOLITAN BOROUGH COUNCIL

This matter is a Key Decision within the Council's definition and has been included in the relevant Forward Plan

Report of the Director of
Human Resources,
Performance &
Communications

Protection Policy (Protection of Earnings)

1. Purpose of report

- 1.1.1 The purpose of the report is to seek Members approval for the implementation of the revised Protection Policy.

2. Recommendations

- 2.1 To approve the implementation of the Protection Policy with effect from 1 April 2017.

3. Introduction

- 3.1 The Council has a Protection Policy that compensates employees who have a reduction in their remuneration. Protection is currently for the full amount of the reduction in contractual pay and is for a 2 year period.
- 3.2 Protection is a significant cost to the Council. The cost was £1,021,378.35 for the period 1 April 2013 to 31 March 2015. For the period 1 April 2015 to 29 February 2016 it had increased to £1,132,549.29.
- 3.3 There is no legal requirement to protect employees' earnings.
- 3.4 Currently there is no explicit cap to the amount of protection afforded to affected employees.
- 3.5 The Council continues to review ways to make financial savings and the amended Protection Policy would assist the reduction in costs.

4. Proposal and justification

- 4.1 The proposal is to implement the revised Protection Policy with effect from 1 April 2017.
- 4.2 There is a requirement to reduce the costs of pay protection and cap the costs in a consistent way.
- 4.3 Existing employees in receipt of protection will continue to receive protection for their 2 year protection period.

5. Consideration of alternative approaches

- 5.1 An alternative approach would be to remove Pay Protection. BMBC would not be the first Council to remove protection. This change would realise greater savings than the proposal but would have a greater negative impact on employees.
- 5.2 Another approach would be to continue with the existing policy. This would not reduce the Council's protection costs.

6. Financial implications

- 6.1 A significant reduction in pay protection costs.

7. Employee implications

- 7.1 Employees will receive pay protection for a shorter period of time thus reducing the support afforded to them.

8. Consultations

- 8.1 Consultations have taken place with the relevant Trade Unions, legal services and the Council's senior management team.
- 8.2 *The relevant unions (GMB, Unite and Unison) have accepted the amended policy and a Collective Agreement has been signed by all parties. Please see Appendix B.*

9. Risk management issues

- 9.1 This will ensure a consistent approach to determining the protection amount for employees.

10. Compatibility with the European Convention on Human Rights

- 10.1 None directly arising from this report.

11. Promoting equality, diversity, and social inclusion

- 11.1 *An Equality Impact Assessment was undertaken on 12 July 2016. The Unions were involved. All employees will be managed equally in line with this policy.*

12. Glossary

- 12.1 None.

13. List of appendices

Appendix A – Protection Policy
Appendix B – Collective Agreement

14. Background papers

14.1 Background papers are contained within working files in Human Resources and are available for inspection.

Officer Contact: Alison Brown Telephone No: 773674 Date 22nd July 2016

Financial Implications /
Consultation
*(To be signed by senior Financial Services officer
where no financial implications)*

This page is intentionally left blank

PROTECTION POLICY

Contents

Section 1.0	Introduction	Page 2
Section 2.0	Protection Scheme	Page 2
Section 3.0	Redundancy	Page 3
Section 4.0	Trial Periods	Page 3
Section 5.0	Pay Awards	Page 3
Section 6.0	Overtime Payments	Page 4
Section 7.0	Pensions	Page 4
Section 8.0	Temporary Secondments	Page 4
Section 9.0	Maternity Leave	Page 4
Section 10.0	Equality and Diversity	Page 4
Section 11.0	Income Tax and National Insurance	Page 5

PROTECTION POLICY

1.0 INTRODUCTION

- 1.1 This Protection Policy applies to all Council employees whose protection commences on, or after 1 April 2017, with the exception of those on teacher's terms and conditions as separate safeguarding has been agreed nationally for this group of employees.
- 1.2 Protection is a payment made for a time limited period to employees whose contractual earnings are reduced, through no fault of their own following a restructure or redeployment. Examples include:
- Where an employee has a loss of hours e.g. from 37 to 30.
 - Where an employees' substantive post has been re-evaluated e.g. from Grade 7 to Grade 6.
 - Where an employee has a combination of hours loss and a lower grade.
 - Where an employee is redeployed to a position on a lower grade e.g. due to ill-health or as an alternative to redundancy.
- 1.3 Pay Protection will not apply to employees who are redeployed as a result of a disciplinary sanction.
- 1.4 Where it is considered necessary to vary contractual conditions or change working practices following the approval of the option appraisal report; protection will **NOT** apply either where the employee(s) agree to the requested variation and/or where the Council gives notice to terminate the contract and offers a new contract with revised terms and conditions.
- 1.5 Under the amended 2013 Collective Agreement with the Trade Unions, the right to protection in accordance with this policy is accepted to be a contractual entitlement of every employee and in the event that an employee's employment should transfer to another employer under the Transfer of Undertakings (Protection of Employment) Regulations the transferee will be advised of the contractual effect of the policy.

2.0 PROTECTION SCHEME

- 2.1 Ordinarily, protection of earnings is not applicable to employees who have voluntarily applied for a post on less earnings, however, where the employee's manager confirms that this is an alternative to a potential redundancy and there is an overall cost benefit to the service then protection will apply.
- 2.2 Where it is determined that protection is applicable it will be paid to the employee for a period of 18 months when protection commences from 1st April 2017 to 31st March 2018. From 1st April 2018 protection will be paid for 12 months.
- 2.3 The calculation to determine the amount of protection will be the whole difference between the employee's current contractual earnings and the new contractual earnings unless the protection figure is more than the employee's redundancy entitlement. If this is the case then the amount of protection will be capped at the employee's redundancy figure.
- 2.4 The Director of Human Resources, Performance and Communications and the Trade Union will jointly resolve any disputes as to whether remuneration is contractual. In the event that agreement is not reached, the Council's legal advisors will determine the matter.

2.5 Example of a protection calculation – loss of grade and enhancements

The difference between your current contractual earnings Grade 7 (£29,033) + 10% shift pay (£2,903)		£31,936
and the contractual earnings of the new post – Grade 5 (£22,434)	-	£22,434
Annual protection payment - paid for 18 months or 1 year	=	£ 9,502

2.6 Example of a protection calculation – loss of hours

The difference between your current contractual earnings Grade 7 on 37 hours		£29,033
and the contractual earnings of the new post Grade 7 on 30 hours	-	£23,540
Annual protection payment - paid for 18 months or 1 year	=	£ 5,493

2.7 Employees in receipt of protection will be required to undertake additional hours or duties commensurate with their protected earnings/hours for no additional payment, where service need dictates and where the request is reasonable to the employee e.g. this does not conflict with any other employment.

2.8 Employees in receipt of protection retain category 3 at-risk status for the duration of their protection. Where a reasonable opportunity to obtain alternative employment to return to the pre-pay protection earnings is presented an employee must apply for the position. Should the employee choose not to apply for the reasonable alternative employment then pay protection may be withdrawn.

3.0 **REDUNDANCY**

3.1 Should an employee in receipt of protection find themselves redundant then providing they have at least 2 years service they will still have the entitlement to receive their redundancy payment (based on their protected earnings) regardless of whether this is on a voluntary or compulsory basis.

4.0 **TRIAL PERIODS**

4.1 Protection will start at the commencement of the trial period, if applicable. Should the first trial subsequently fail, the protection period will be suspended and recommence at the commencement of another trial period.

4.2 If a second trial period is necessary then protection will be paid for the remainder of the pay protection period (18 months or 1 year) minus any period of protection already paid during the first trial.

5.0 **PAY AWARDS**

5.1 Although employees in receipt of protection will receive any nationally negotiated pay awards, which will effectively increase their basic salary, their protection payment will decrease by the equivalent amount so that their level of earnings remain the same.

Example

£25,694 (Grade 6) - £19,939 (Grade 4) = £5,755 Protection Earnings = £19,939 salary + £5,755 protection = £25,694
£19,939 x 1% pay award = £199 New salary with pay award = £19,939 + £199 = £20,138
£25,694 (Grade 6) - £20,138 (new Grade 4) = £5,556 revised protection Earnings = £20,138 salary + £5,556 protection = £25,694

6.0 **OVERTIME PAYMENTS**

6.1 Where an employee is in receipt of protected earnings and works overtime, this is paid at the rate for the job and not at the protection level.

7.0 **PENSIONS**

7.1 Under the Local Government Pension Scheme Regulations there is a provision which protects employee's contributions where they suffer a loss in contractual earnings.

7.2 For any further advice employees must contact South Yorkshire Pensions Authority.

8.0 **TEMPORARY SECONDMENTS**

8.1 As the purpose of protection is to ensure that employees suffer no detriment in terms of contractual pay, if during the period of protection the individual secures a temporary secondment into a post on a salary equivalent to their previous position or higher, the protection payments will cease during the secondment however the protection period will continue after the secondment has ended.

8.2 If the contractual earnings in the seconded position are lower than the employees original contractual earnings but higher than the contractual earnings in their redeployed position then protection payments will be adjusted to top up the revised earnings.

8.3 At the end of the secondment if the employee returns to their redeployed position, if protection has been paid for less than 18 months or a year then the protection payments will be revised again and continue for the remainder of the protection period.

9.0 **MATERNITY LEAVE**

9.1 Where an employee is in receipt of protection and commences maternity leave their protection will be suspended on commencement of their maternity leave and will recommence when the employee returns to work. If the employee chooses not to return to work following maternity leave they will not receive the remainder of their protection.

10.0 **EQUALITY AND DIVERSITY**

- 10.1 This policy has been impact assessed by Human Resources, if on reading this policy you feel there are any equality and diversity issues, please contact your Directorate Human Resources Business Partner who will if necessary ensure the policy is reviewed.

11.0 **INCOME TAX AND NATIONAL INSURANCE CONTRIBUTIONS**

- 11.1 Protection of earnings payments are assessable to tax under pts 2 and 8 of the Income Tax (Earning and Pensions Act 2003). Therefore payments made by the Council to its employees in respect of protection of earnings are subject to income tax and national insurance contributions in the normal manner, having regard to tax and national insurance levels and rates at the time the payment is made.

© Barnsley Metropolitan Borough Council.

The right of Barnsley Metropolitan Borough Council to be identified as Author of this Work has been asserted by it in accordance with the Copyright, Designs and Patents Act 1988. No part of this publication may be reproduced in any material form, including photocopying or storing it in any electronic medium without the written permission of the copyright owner except in accordance with the provisions of the Copyright, Designs and Patents Act 1988. Applications for the copyright owner's permission to reproduce any part of this publication must be addressed to the Director of Human Resources, Performance and Communications, Barnsley Metropolitan Borough Council, Human Resources, PO Box 634, Barnsley, S70 9GG.

This page is intentionally left blank



Barnsley Metropolitan Borough Council

Collective Agreement

Amendment to Protection Policy

The Council and the Unions have consulted and negotiated and as a result have agreed the following changes to the Protection of Earnings Policy (Protection Policy) for all Council employees except those employees on Teachers Terms and Conditions of Employment within locally managed schools.

The Council will implement a revised Protection Policy effective from 1 April 2017 to reduce the protection period and set a cap to the amount of protection.

The protection period will be for 18 months protection when protection commences between 1 April 2017 and 31 March 2018. The protection period will reduce to 12 months when protection commences on or after 1 April 2018. Protection pay under the revised Policy is the difference between current contractual and new contractual earnings capped at the employee's redundancy entitlement.

Existing protected employees will continue to receive protection for their 2 year protection period. Employees who commence protection between 1 April 2017 and 31 March 2018 will receive their 18 months' protection.

Issue Date: July 2016

Prepared by: Alison Brown, Service Director Human Resources and Business Support

SIGNED FOR AND ON BEHALF OF
Barnsley Metropolitan Borough Council

Signature *J.C. Bell*

NAME (In Block Capitals)

J.C. Bell

POSITION *Director HR, Performance & Communications*

DATE *25/7/16*

SIGNED FOR AND ON BEHALF OF
Unison

Signature *B. Steel*

NAME (In Block Capitals)

BRIAN STEEL

POSITION *BRANCH SECRETARY*

DATE *26/7/2016*

SIGNED FOR AND ON BEHALF OF
GMB

Signature 

NAME (In Block Capitals)

..... ANN CALLAGHER

POSITION... CONVENOR

DATE... 26/7/2016

SIGNED FOR AND ON BEHALF OF Unite the
Union

Signature 

NAME (In Block Capitals)

..... SHANG SWEETING

POSITION... REGIONAL OFFICER

DATE... 03/08/2016

This Collective Agreement concerning amendments to terms and conditions of employment is made on 13 July 2016.

BETWEEN

Barnsley Metropolitan Borough Council of Town Hall, Barnsley, S70 2TA
("the Council")

And

UNISON of 1 Mabledon Place, London, WC1H 9AJ

And

GMB of 22-24 Worples Road, London, SW19 4DD

And

Unite of 35 King Street, Covent Garden, London, WC2E 8JG

("the Unions")

The Unions are recognised by the Council for collective bargaining purposes.

BARNSELY METROPOLITAN BOROUGH COUNCIL

This matter is not a Key Decision within the Council's definition and has not been included in the relevant Forward Plan

Report of the Executive Director (People)
to Cabinet

(24th August 2016)

ANNUAL REPORT OF THE BARNSELY CORPORATE PARENTING PANEL (2015/16)

1.0 Purpose of the Report

- 1.1 To inform Cabinet of the Barnsley Corporate Parenting Panel's Annual Report, which sets out the progress and outcomes of the Panel for the period 1st April 2015 to 31st March 2016 (Please see Appendix 1)

2.0 Recommendations

- 2.1 **That Cabinet notes the progress and achievements of the Panel in supporting children and young people in care.**
- 2.2 **The Annual Report be submitted to a meeting of Full Council for approval and adoption as a symbol of the Council's commitment for its 'Pledge' towards children and young people in care.**

3.0 Introduction

- 3.1 The Children Act (1989) and the Leaving Care Act (2000) place clear statutory duties upon the Council to protect children from suffering significant harm and to provide continued financial and transitional support to care leavers aged up to 21 (or 25 if in full time education).
- 3.2 The Barnsley Corporate Parenting Panel Annual Report (2015/16) reminds Members of the Council of key legislation and guidance, together with their role and responsibility as corporate parents to children in care in the Borough.

4.0 Consideration of Alternative Approaches

- 4.1 Please see Paragraph 5.1

5.0 Proposal and Justification

- 5.1 It is good practice for the Corporate Parenting Panel to draft an annual report on its work and achievements as part of ensuring its continued compliance with the responsibilities placed on it and on how its work adds value to the experience of children and young people in care, particularly in helping them to stay safe and healthy, improve their prospects and to enjoy enriching lives as part of the Council's 'Pledge' to children in care.

6.0 Implications for Local People and Service Users

- 6.1 The role of the Corporate Parenting Panel includes ensuring that all children in need of care in any part of Barnsley, together with those from other areas who are placed in the Borough, receive the help and support from local services which they need to stay safe and healthy, gain a good education and to lead rewarding lives.

7.0 Financial Implications

- 7.1 There are no direct financial implications arising from the consideration of the Annual Report.
- 7.2 The Corporate Parenting role of the Council in relation to looked after children and children in need is mainly discharged within the Children Social Care and Safeguarding business unit (within the People's Directorate). In 2015/16 actual net expenditure on children in care and those leaving care was approximately £15.1m. This exceeded the level of resources available in the year by +£2.1m, and is mainly attributable to the increasing cost and number of looked after children. This reported financial position covers spend on the following services; adoptions, fostering, children in care social worker teams, council owned children residential home, out of authority residential care and foster care placements, support to care leavers, etc. Work is ongoing to address the financial challenge through the medium term financial strategy and the refreshed sufficiency & placement strategy.

8.0 Employee Implications

- 8.1 There are no employee implications arising through consideration of the Annual Report.

9.0 Communications Implications

- 9.1 Following its proposed consideration and adoption at a meeting of Full Council, the Annual Report will be published on the Council's Web Site in order to make stakeholders aware of the importance of the Panel's work and the value it adds to supporting vulnerable children and young people in the Borough.

10.0 Consultations

- 10.1 The Panel's Annual Report has been drafted with the valuable help and input of children in care, including representatives from the Barnsley Care4Us Council.
- 10.2 The Council's Senior Management Team has also been consulted on the Annual Report.

11.0 The Corporate Plan and the Council's Performance Management Framework

- 11.1 The role and responsibilities discharged by the Corporate Parenting Panel support a number of the Strategic Priorities of the Barnsley Children and Young People's Plan

(2016-19) as they relate to children in care. These Strategic Priorities are indicated below:

- Keeping Children and Young People Safe.
- Improving Education, Achievement and Employability.
- Tackling Child Poverty And Developing Stronger, Resilient Families.
- Supporting All Children, Young People And Families To Make Healthy Lifestyle Choices.
- Encouraging Positive Relationships And Strengthening Emotional Health.

11.2 In addition, the Panel's work supports one of the Council's priorities in its Corporate Plan, notably by ensuring children and young people in care are kept safe from harm and overseeing the effectiveness of local services, as part of improving their potential.

12.0 Promoting Equality, Diversity and Inclusion

12.1 A crucial element of the Council's 'Pledge' to children in our care, is to promote, support and respect their identity. Therefore, one of the responsibilities of the Panel will continue to be ensuring the specific needs of any children in care, belonging to any of the groups with protected characteristics as defined by the Equality Act (2010) are met in a way which respects this identity.

13.0 Tackling the Impact of Poverty

13.1 Please see Paragraph 11.1.

14.0 Tackling Health Inequalities

14.1 A key responsibility of the Panel is helping ensure improvements take place in the health of children and young people in care. The Annual Report contains a performance summary which outlines the progress made in the number of such young people receiving regular health assessments and dental checks.

15.0 Reduction of Crime and Disorder

15.1 The Panel's role in supporting the Council's Pledge to children in care, includes overseeing the effectiveness of local services, responsible for keeping them safe from harm, including risky behaviours that can harm their own wellbeing as well as the safety of communities.

15.2 Through listening to children and young people's experiences of being in care and ensuring this perspective informs improvement, this approach nurtures esteem among young people in their care, enhances their wellbeing and minimises the risk of alienation which can contribute to them going missing from care and the risks this exposes them to.

16.0 Risk Management Issues

16.1 There are no direct risks emerging through consideration of the Annual Report.

17.0 Health, Safety and Emergency Resilience Issues

17.1 There are no direct health and safety implications for the public or Council employees emerging through the Annual Report.

18.0 Compatibility with the European Convention on Human Rights

18.1 The Panel's Annual Report is compatible with the Articles and Protocols of the EU Convention, particularly in supporting the rights of children to be safeguarded from serious harm.

19.0 Conservation of Biodiversity

19.1 There are no implications for the conservation of biodiversity arising from the report.

20.0 Glossary of Terms and Abbreviations

20.1 None, applicable.

21.0 List of Appendices

21.1 Appendix 1: Barnsley Corporate Parenting Panel Annual Report (2015/16)

22.0 Details of Background Papers

22.1 Any background papers used in the compilation of this report are available by contacting the People Directorate, Barnsley MBC, PO Box 634, Barnsley, South Yorkshire S70 9GG

Officer Contact: Mel John-Ross (Service Director: Children's Social Care and Safeguarding)

Tel. No. (01226 773665 or e-mail melaniejohn-ross@barnsley.gov.uk)

Date: 5th July 2016

Financial Implications/
Consultation <i>(to be signed by senior Financial Services Officer where no financial implications</i>

Barnsley Corporate Parenting Panel Annual Report 2015-2016

1. Context

- 1.1 This report sets out an annual update on the corporate parenting arrangements in Barnsley, with progress and outcomes of the panel for the period 1st April 2015 to 31st March 2016. It reminds members of key legislation and guidance, advising on local performance and service improvement, as well as progress made by the corporate parenting panel. The report aims to strengthen the role and responsibilities of corporate parents in improving outcomes for children and young people.

2. Proposals and Reasons: Corporate Parenting – Our Responsibilities Legal Framework

- 2.1 The Children Act 1989 and the Leaving Care Act 2000 place clear statutory duties upon the Council to protect children from suffering significant harm and to provide continued financial and transition support to care leavers aged up to 21 (or 25 if in full time education). Underpinning corporate parenting is a wide range of national policies, guidance, regulations and legislation, which are subject to change by High Court rulings, such as the Southwark ruling in 2009.
- 2.2 The Munro review has significantly impacted on the work we do with children and young people looked after. The Final Report of the Munro Review of Child Protection Services published in May 2011 includes Professor Munro's 15 recommendations which have significant implications for the way that child protection services will be run at a local level. In relation to children looked after, key reforms to be taken forward include building the capacity of social workers and strengthening their professional practice; a reduction in the amount of central prescription; increased evaluation of the effectiveness of the help provided to children and families; and greater recognition that safeguarding is a multi-agency responsibility.
- 2.3 The revised care planning regulations and guidance, including The Children Act 1989 Guidance and Regulations Volume 2: Care Planning, Placement and Case Review Volume 3: Planning Transition to Adulthood for Care Leavers and the Statutory Guidance on Securing Sufficient Accommodation for Looked After Children March 2010, place increased emphasis on effective care planning with a focus on the child, and are designed to improve the quality and consistency of care planning, placement and case review for looked after children. They also aim to improve the care and support provided to care leavers.
- 2.4 The UK Government made significant reforms to the youth remand framework with the implementation of the Legal Aid, Sentencing and Punishment of Offenders (LASPO) Act in December 2012. The Act implicitly attributes further responsibility to Local Authorities by means of children and young people being remanded to youth detention accommodation, being treated as children looked after and being eligible for leaving care services if they are looked after beyond 13 weeks.

3. Corporate Parenting – The Role and Responsibility of Councillors

3.1 Effective corporate parenting requires knowledge and awareness of the needs of children and young people looked after and the services they receive. This is a shared responsibility by the Council as a whole. The role of the corporate parent is therefore:

- a) To receive and consider accurate and timely management information reports on the numbers, characteristics and needs of looked after children and care leavers.
- b) To receive and consider reports demonstrating how effectively Barnsley is serving it's looked after population through the provision of services and targeted initiatives.
- c) To receive briefings on new national and local initiatives designed to improve children and young people's life chances.
- d) To gain knowledge of services based on direct involvement and opportunities to meet and gain the views of stakeholders, especially listening to the views of children and young people looked after and members of the Care 4 Us Council.
- e) To monitor and review progress on the delivery of Corporate Parenting 'Promise' to children looked after and care leavers.
- f) To ensure that decisive action is taken to address any shortcomings in the services provided to children and young people.

4. The Barnsley Pledge to Children and Young People in Care

4.1 What all children and young people in our care can expect from us:

- We'll look after children in care in a safe and caring home.
- We'll promote, support and respect their identity.
- We'll ensure all children in care receive a good education.
- We'll support children in care to be healthy.
- We'll prepare children in care for the future.
- We'll involve children in care in decision making and making it happen.

5. Corporate Parenting in Barnsley

5.1 Children in Care are those children and young people aged 0 -18 years who cannot safely remain with their family and are cared for by the local authority. The local authority has continuing legal and financial responsibilities to many of these children until they are 21 (or 25 if in full time education). This includes all unaccompanied asylum seeking children (UASC) and children with multiple disabilities. Children in Care and Care Leavers are one of the most vulnerable and disadvantaged groups in our community.

5.2 The Corporate Parenting Panel is responsible for children in care, children at the edge of care and children and young people who have left care.

6. Corporate Parenting Panel Overview and Membership

6.1 The Corporate Parenting Panel is chaired by the Cabinet Spokesperson for People (Safeguarding).

6.2 The Panel meet every 2 months and there continues to be good attendance at meetings by the full range of members, which include:

- Elected Members, BMBC
- Executive Director, People Directorate, BMBC
- Service Director, Children's Social Care & Safeguarding, BMBC
- Virtual Head Teacher for Children in Care, BMBC
- Representatives for the Care4Us – Children in Care Council
- Head of Safeguarding and Quality Assurance, BMBC
- Foster Carer/s from the Barnsley Foster Carers Association
- Named Nurse for Children in Care, SWYPFT
- Designated Nurse Safeguarding Children/LAC, NHS Barnsley Clinical Commissioning Group
- Designated Doctor, BHNFT
- Head of Service, Children in Care Services, BMBC
- Managers for Children in Care and Care Leavers Teams, BMBC
- Scrutiny Officer, BMBC

7. Corporate Parenting Progress throughout the year 2015-16

7.1 At each of its meetings the Corporate Parenting Panel receives the following standard reports:

- Looked after Children Performance Report; a bespoke performance report which captures data, provides a commentary and performance rating against all key performance indicators of relevance to children in care. Panel members receive a cover report which highlights the areas of concern and invites and encourages member challenge.
- A Children in Care Status Report; a report which sets out numbers, locations and types of placements of Barnsley's children to support members in asking questions about trends and the implications for children's wellbeing.

7.2 Other standard agenda items:

- Minutes of the Education of Children in Care Steering Group
- Minutes of the Health of Children in Care Steering Group
- Minutes of the Care 4 Us Council

7.3 Over the past year the Panel has requested and considered the following thematic reports for discussion and challenge:

- Report on the Foster Carers Ball Celebration Event; April 2015
- Update Report on the Adoption Reform Grant; April 2015

- Breakdown of Children Missing from Care Presentation; June 2015
- Adoption Tracking, Performance and Post-Adoption Support Fund Presentation; June 2015
- Report on a small audit of the implementation and utilisation of Strengths and Difficulties Questionnaires (SDQ's); September 2015
- Data report on Children in Care who have been in Custody; September 2015
- The Independent Reviewing Officers (IRO) Annual Report; September 2015
- The Looked After Children Missing Protocol; October 2015
- Outline Programme for National Takeover Day; October 2015
- Outline Programme Presentation for the Children in Care Awards Event; October 2015
- Ofsted Annual Children's Social Care Data Report; December 2015
- The IRO Action Work Plan; December 2015
- Draft Corporate Parenting Report 2014/15; February 2016

7.4 Promoting young people's increased involvement and participation has been a key focus for the corporate parenting panel during 2015 – 2016. This has been evidenced by:

- Takeover Challenge is a national event led by the Children's Commissioner for England which puts children and young people into decision-making roles. In 2015 we had one young person involved. This year we had 17 children in care and care leavers shadowing Officers and Councillors from across the council to allow them to gain an insight into the world of work and how decisions are made. The event was well supported from every Directorate. The young people had a range of experiences including spending time with Public, Health, the Better Barnsley Major Project Team, the Family Information Service, regulatory Services and Communities. They also shadowed lead members, Cllr Bruff and Cllr Cheetham along with the Chief Executive. Feedback from the service providers was that it was a privilege to spend time with such fantastic Barnsley young people. Young people reported that besides it being a fun day it increased their confidence and enabled them to open up possibilities as to their future options.
- Following wide-ranging consultation, including input from Barnsley Care4Us Council, the Pledge to children in care and care leavers which informs young people about the level of care and services they can expect from the council as their corporate parent, has been updated and is published in a new format more suited to its audience. The Pledge was signed by members at a Cabinet meeting, which young people in care attended.

- Two Children in Care sat alongside decision-makers at Barnsley Council as Cabinet members considered two reports relating to the wellbeing and aspirations of young people in care and care leavers. The young people introduced two reports to the meeting - Review of the Barnsley Pledge to Children and Young People in Care and Update Briefing regarding The Provision of 16+ Accommodation. They successfully asked senior councillors to approve the recommendations in each report. The young people were invited to 'take over' the meeting for these two reports as a further demonstration of the council's commitment to the Children's Commissioner's national Takeover Challenge initiative.

7.5 The Corporate Parenting Panel has links with the following groups:

- Children in Care Health Improvement Group – the Chair sits on the Corporate Parenting Panel and formally reports back each meeting. It was agreed to further strengthen this by having one of the Corporate Parenting Panel Councillors also sitting on the group. Minutes of meetings of this group are considered by the Corporate Parenting Panel.
- Care 4 Us Children's Council - the Cabinet Spokesperson for People (Safeguarding) and chair of the Corporate Parenting Panel sits on this group, in addition to the Cabinet Spokesperson for People (Achieving Potential). This is to ensure that links between the two bodies remain strong and to get direct customer feedback on whether children and young people feel cared for and safe, as well as to be able to deal with any other issues raised by Care 4 Us.

7.6 Any areas of concern may be referred to Cabinet which may refer for Scrutiny Committee consideration.

7.7 Corporate parenting panel members have been encouraged to attend and receive training in understanding and making use of performance reports to support member challenge.

7.8 Member training is provided on the role, responsibilities and expectations of corporate parents. Members of the corporate parenting panel have agreed that their role is to act as 'pushy parents' for children in care on the edge of care and care leavers. The litmus test being "Would this be good enough for my child or me if I was a child?"

7.9 As part of the Continuous Service Improvement Plan the structure of Corporate Parenting Panel meetings has been changed, from day time to early evening meetings, specifically to enable children and young people in care to attend, as well as foster carer representatives.

7.10 One of the key outcomes arising from the performance reports and from the Ofsted report is that the Panel will challenge the quality of Personal Education Plans (PEPs). An Education Improvement Steering Group and a Virtual School Governance Group have been set up, attended by Officers, members of Corporate Parenting Panel and partners. The groups are chaired by Cabinet Spokesperson for People (Achieving Potential).

- 7.11 The Corporate Parenting Panel attend key participation events such as the annual celebration event.

8. Governance Arrangements

- 8.1 The Corporate Parenting Panel is established within the Council's Constitution and has specific Terms of Reference which emphasise the above responsibilities and its overarching responsibility to ensure that the Council, through elected members, officers and partner agencies, fulfils its corporate parenting role. Although the Corporate Parenting Panel does not possess Executive powers, the Panel is able to refer matters to the Council's Cabinet to consider any actions which the Panel recommends. The Council's Scrutiny Committees may, in turn, receive any of those issues which are referred to Cabinet and which the Cabinet feels would benefit from an in depth investigation in open session. It is proposed that the Corporate Parenting Panel annual report is considered by both the Cabinet and the Full Council meeting.

9. Children in Care Council

- 9.1 The Children in Care Council directly supports the Corporate Parenting Panel to measure and monitor the effectiveness and quality of 'Corporate Parenting' to children and young people; according to the views and experiences of the children who are in care. The panel remains fully committed to listening to the voice of service users and the active involvement of children and young people within the decision-making processes.
- 9.2 A key recommendation of the 2014 Ofsted inspection report is to widen the council to include the voice of younger children and more children in care as well as the existing care leavers.
- 9.3 A service review was undertaken in 2015 aimed at better aligning resources to areas of demand and need. Consequently a full time dedicated post has been developed, for implementation from the 1st April 2016. The aim of the post is to improve young people's participation, ensuring that their voices and experiences are heard and influence all aspects of service delivery, as well as strengthening the Care4Us Council.

10. Continuous Service Improvement Framework

- 10.1 A Continuous Service Improvement Plan continues to be in place following the Ofsted inspection in June 2014 which judged Barnsley as 'requires improvement'. The plan consists of the work which is being monitored as part of the continuous service improvement journey and is mapped against the OFSTED recommendations and local improvements. The plan is overseen by the multi-agency Officer Group. Barnsley Safeguarding Children's Board (BSCB) monitors the actions which indicate whether sufficient progress is being made, i.e. the right amount of progress in the right direction at the right pace.

10.2 All of the areas for improvement from the Ofsted inspection have been addressed within the Continuous Service Improvement Plan.

11. Priorities for the Corporate Parenting Panel for 2016- 2017

11.1 Driving forward improved educational progress and attainment for all children in care.

11.2 Challenging school absence, exclusion or lack of full time and suitable provision for all children in care.

11.3 Improving young people's participation with the evidence that shows the difference that has been made and the outcomes.

11.4 Improving Care Leavers engagement in education, employment and training.

11.5 Improving the emotional health and wellbeing of children in care and the access to timely help and intervention.

11.6 Learning from return to care interviews to help avoid children going missing.

12. Conclusion

12.1 Corporate Parenting Panel is where the responsibility and accountability for the wellbeing and future prospects for Barnsley children in care ultimately rest.

12.2 A good corporate parent must offer everything that a good parent would, including stability. It must address both the difficulties which children who are looked after experience and the challenges of parenting within a complex system of different services.

12.3 The 2014 Ofsted report outlined a number of different areas where the Corporate Parenting Panel needs to challenge and support the development of services to ensure that Barnsley's children in care have good outcomes.

12.4 Significant improvements for children in care and care leavers have been achieved, as evidenced within the Service Improvement Plan and as measured against key performance indicators; **See Section 13.**

12.5 The challenge remains for everyone to raise their aspirations for the children of Barnsley and to remain a 'PUSHY PARENT' to ensure that all children at the edge of care, in care or who have left care are given opportunity to reach the best possible outcomes they can.

13. Performance Information - Looked after Children (LAC) data for the period 1 April 2014-31 March 2016

	2014	2015	2016	Commentary
Numbers of LAC	228	244	285	<p>The number of LAC at the end of March 2016 had increased significantly to 285. Slightly more children were admitted to care in the second half of the year (92), compared with the first half (85). This increase was not unexpected due to the corresponding rise in CP Plans; however the number leaving care has reduced. Barnsley's rate of looked after children is below the average for its statistical neighbours but is in line with the national average. Barnsley has stable communities and family units who are willing to care for children within the extended family network. We have established an Intensive Adolescent Team to help prevent young homelessness. Legacy children have been adopted and we continue to successfully promote SGOs. There is an ongoing action to ensure that the right decisions are made to safeguard children at the right time. Plans are in place to closely monitor CP Plans and CP Plans for the 2nd time to ensure that there is no drift in timely decisions making. Public law case tracking and LAC figures are monitored at weekly performance meetings.</p> <p>At the end of March 2016, 171 looked after children were placed in Barnsley by other local authorities; this number is increasing over time which causes added pressures on Barnsley services in line with our own increasing looked after population.</p>
LAC Health Assessments	93.8%	96.8%	99.4%	Our performance on LAC health assessments has continued to improve on the previous year. Health Assessments are being held and recorded in accordance with statutory guidance. There is an ongoing action to maintain progress to health assessments, with any decline escalated to the Service Improvement Plan Officers Group and subject to interrogation by key managers.
LAC Dental Checks	84.4%	97.8%	100%	Considerable effort has been made to address data inputting problems at child level that resulted in previous reporting inaccuracies in dental checks. Performance shows significant improvement from the previous year, clearly evidencing that real progress has been made.
LAC Education	2014	2015	2016	
Completed PEPs	96.0%	99.3%	95.1%	The percentage of PEPs completed has deteriorated in the last year and stood at 95% in March 2016, although there is a time-lag with recording information on more recent Care Plans. A new Virtual Head Teacher took place in February 2016, and with the LAC

				team has reviewed all PEPs for year 10 and 11 children. Performance is monitored monthly. The Education Steering Group was established, chaired by a lead member, to drive forward the improvements required in relation to educational progress of our children and young people. This group tracks and challenges PEP progress, quality and performance. This is included in the Service Improvement Plan and overseen by the BSCB.
Exam results (LAC)	2013	2014	2015	
KS2 Reading, Writing, Maths – Level 4+	-	30%	30%	As at 31 March 2015 there were 10 children that had been in care continuously for 12 months or more in this age group and therefore eligible to take KS2 in reading, writing and maths. This means that each pupil in this cohort is worth 10%. Due to low prior attainment of the children in this cohort outcomes in all three areas for this group are below the 2014 LAC national averages and the performance of all pupils both nationally and in Barnsley. However outcomes for Barnsley LAC are above the projections returned by schools to the Virtual Head earlier in the year.
KS4 GCSE 5 A*-Cs including English and Maths	0%	11.1%	11.1%	For 2015 there were 9 eligible children in the cohort. The corporate target was for 11.1% (relating to one child) to achieve GCSE 5 A*-C including English and Maths. Given the small cohort, attainment is in line the 2014 national average for LAC and outcomes remain the same as last year. The proportion achieving 5 A*-G has dropped from previous years, standing at 66.7%, but remains above the last reported figure for LAC nationally in 2010.
	2013	2014	2015	
Emotional and behavioural health of looked after children	14.4	14.3	13.7	This measures the rate of emotional and behavioural health of children aged 4 to 16 who are looked after continuously for 12 months. The lower the rate the better the emotional and behavioural health of the cohort of children measured. A score of under 14 is considered normal; 14-16 is borderline with cause for concern; 17+ is a cause for concern. An improvement in the emotional and behavioural health of looked after children in Barnsley can be seen over the last few years, with the average rate now being classified as normal. Barnsley performs better than all benchmarks, with the national rate at 13.9, statistical neighbours at 14.1 and regional at 14.4.
	2014	2015	2016	

Foster Carers	77	96	104	There are currently 104 active in-house foster carer households, an increase on previous years. Although 22 new households were recruited in 2015/16, unfortunately 9 households left the service during the same period. A more proactive recruitment strategy has been undertaken during 2015/16 and will continue during 2016/17. The updated sufficiency strategy has set a target of 35 new placements to be recruited by April 2017.
Commissioned Placements	69	65	81	As at 31 March 2016 we had 81 children in IFA placements (65 at last report) and 144 children placed in house. The increase in IFA placements reflects the rapid increase in numbers of LAC, despite the increase of in-house placements, which we will continue to try to recruit more of. The time-lag in recruiting and training new carers will undoubtedly mean continued need to use emergency IFA placements in the near to medium term.
Adoption (% adopted during the year ending 31 March)	18%	32%	22.5%	Barnsley's adoption rate has reduced since the previous year, however this is in line with published figures for regional (23%), statistical neighbours (23%) and above national (17%) performance. Our performance has been above the national average for several years. 2014 excluded, we have exceeded all our comparators in recent years and performed in the upper quartile (rank 3) nationally. In the last 12 months, 29 children have been adopted. In comparison, a further 53 children were placed with family members subject to Special Guardianship Orders. We have approved 26 adopters in the last year and of these, which compares well to previous years, despite resourcing issues within the adoption team. Placements which cannot be provided in house can be purchased from other authorities or voluntary adoption agencies at a cost of £27,000 per child, however in 2015/16 we made fewer out of authority placements and provided a number of placements ourselves for other authorities. Of the out of authority placements we have made, we have been reimbursed for a number by the national inter-agency adoption grant for children categorised as hard to place.
	2014	2015	2016	
Percentage of looked after children who are placed less than 20 miles from their home address	New Measure	New Measure	92%	Generally speaking we consider that the closer to home we can keep looked after children the better it is for them. This is so that they can keep in contact with birth family where appropriate and maintain links with their home communities. Sometimes children are placed further away for adoption placements where it is not in their interests to keep in contact with birth families and where more specialised placements

				are needed e.g. for sibling groups. In 2015/16 the corporate target for looked after children being placed less than 20 miles from their home was 91%, meaning the target was achieved. At the end of March, 99 young people were in placements outside of the Barnsley borough.
Placement stability - children with three or more placement moves	7%	4.7%	3.5%	Performance on track, with good and improved performance for both indicators of placement stability, as well as good performance compared to statistical neighbours and national benchmarks. At the end of March 2016 there were 9 looked after young people who had three or more placement moves since entering care.
Placement stability - children who have been in the same placement for 2+ years or placed for adoption	79%	71%	79.1%	Good performance has been achieved by carefully matching children with the right carers and providing support to both children and their carers.
Looked after children cases reviewed within timescales	85.1%	95.9%	96.9%	All cases of looked after children should have a review within 4 weeks of either becoming looked after or their last review. The same standard applies to visits. Performance shows an increasing trend, with 97% of reviews being within time, while 93% of visits are within timescales. Managers have really driven the timeliness of visits to children with the service and significant progress has been made since July 2015, however the proportion of visits in time remains below the target of 100%. Where visits are out of time this is often by only one day, and there is some time-lag in recording visits, however increasing scrutiny is being placed to ensure all looked after children receive timely visits.
Looked after children visits in timescales	75%	90.2%	92.7%	
Care leavers in suitable accommodation	19-87.5% 20-100% 21-100%	19-100% 20-87% 21-100%	19-96% 20-100% 21-96%	We always aim to place 100% of care leavers in suitable accommodation. However, due to the nature of the client group we work with, this is not always achievable. Unfortunately this year, we have two care leavers in custody, the 19 year old is in on a short term basis and the 21 year old is likely to remain there post 21.
Care leavers in employment, education and training (EET)	19-48% 20-70.6% 21-60%	19-59.0% 20-20-56.5%	19-79% 20-20-54%	Overall, there was steady progress throughout the year, with care leavers accessing and maintaining positive EET provision. Corporate targets were only met for the 19 year olds in 2015/16. The 20 and 21 year old groups did not meet the targets, however, as some individuals in these groups were not available for work due to pregnancy,

		21-76.5%	21-56.5%	<p>illness or disability. We are continuing to improve our work within the Future Directions team, which offers support to children leaving care. We have improved communications between our Targeted Information Advice and Guidance team, social care, and EET providers by holding monthly panel meetings. This is delivering positive outcomes and we are seeking to improve and develop this further during 2016/17. This should lead to a continued increase in the number of care leavers actively engaged in EET.</p> <p>The small numbers involved in each age group make it difficult to set targets and performance can see large fluctuations. To improve benchmarking opportunities and reliability of measurement we are moving corporately to a target that covers all three age groups combined.</p>
Children Missing From Care or Home Incidents	73	165	212	<p>Figures for 2015/16 show a significant increase compared to previous years, although numbers of missing LAC and the number of episodes this relates to has reduced throughout the last 12 months. Q1 saw 60 episodes of missing LAC compared to just 46 in Q4. The 46 episodes in Q4 related to just 11 children. Work is being undertaken with the police and partners to ensure that children are correctly classified as missing or absent, as the majority of cases where children are in our care and reported as missing, their whereabouts are actually known and we are often in frequent contact with them. The service director is alerted immediately about any missing Barnsley LAC and informed when they return. Ofsted commented positively about this in their report. Improvement work is currently being undertaken around understanding the impact of and issues relating to LAC children placed within the Barnsley borough.</p>
	2012	2013	2014	
Youth Offending (Looked after Children)	9 <5%	6 <5%	N/A <5%	<p>Overall offending by Looked After Children in 2015/16 shows a positive trend. We have seen improvements in the use of custody with less young people being convicted of offences or breaching their orders, resulting in the court sending them to prison. Re-offending figures by looked after children cared for by Barnsley Council show a positive trajectory and better performance than for our non-looked after children. We also see a relatively low number of Looked After Children entering the criminal justice system for the first time. We are also sure that they enter for offences that take place, predominantly, within the community and that being dealt with for offending behaviour is not as a result of living within a children's home.</p>

			<p>Staff from the YOT work closely with the Children in Care Team and with the leaving care team, Future Directions. Staff from both teams attend case planning meetings and YOT staff attend and contribute to reviews for Looked After Children as well providing work and support to enable them to fully achieve their potential. Within the YOT we retain high expectations for our young people and this is reflected in the effort and support we provide to enable young people to attend school and attain as well as they are able.</p>
--	--	--	---

OFSTED Ratings for Children’s Residential Establishments (no commentary available)

	2013/14	2014/15	2015/16
Spring Lane	Outstanding	Good with outstanding features	Good
Newsome Avenue	Adequate	Good	Good

This page is intentionally left blank

BARNSELY METROPOLITAN BOROUGH COUNCIL

This matter is not a Key Decision within the Council's definition and has not been included in the relevant Forward Plan

Report of the Executive Director (People)
to Cabinet

(24th August 2016)

SAFEGUARDING ADULTS BOARD ANNUAL REPORT 2015-16

1.0 Purpose of the Report

- 1.1 To bring to Cabinet the latest Barnsley Safeguarding Adults Board (BSAB) Annual Report for 2015-16 and update Cabinet on developments, including the strategic plan.

2.0 Recommendations

- 2.1 Cabinet members are asked to note the Annual Report and comment on the direction of travel for adult safeguarding.

3.0 Introduction

- 3.1 Following the implementation of the Care Act in April 2015, adult safeguarding has been put on a statutory footing, with detailed guidance being included in the national Care and Support Guidance.
- 3.2 The SAB has three core duties: -
- to publish a strategic plan for each financial year, developed with community involvement and in consultation with Healthwatch
 - to publish an annual report detailing what the SAB has done to deliver its main objective, which is to assure itself that local safeguarding arrangements and partners protect adults meeting the criteria for being helped
 - to conduct Safeguarding Adults Reviews when these are required.
- 3.3 Last year the annual report was not finalised until quite late in the year and was not reported to Cabinet until November 2015. This year, the report was complete much earlier and was signed off by BSAB on 20 July 2016. The report is attached as Appendix 1.
- 3.4 The report fulfils the requirements set out in the Care and Support Guidance and is designed to be a more succinct and readable document that will appeal to a wider audience, including staff in partner organisations, those directly affected by safeguarding and members of the public. It also includes a

number of actual case studies that help to illustrate how safeguarding impacts on people living in Barnsley.

- 3.5 In linking to the BSAB strategic plan, the annual report summarises on page 9 the board's vision and priorities, with a focus on *Making Safeguarding Personal*. This is a significantly different approach to safeguarding adults at risk of abuse and neglect which seeks to empower them and give them greater control over what happens. This is already leading to quite profound changes in frontline practice.
- 3.6 On pages 12, 14 and 15 there are tables which show what key actions the board and its two sub groups were tasked with achieving during 2015/16 and what progress they made. After a slow start, the board's work gathered momentum towards the end of the year and many of the actions were progressing well.
- 3.7 On pages 17-19, the work of partner organisations (including the council) is highlighted. Some good work has been done and most partners have demonstrated a firm commitment to adult safeguarding.
- 3.8 The report contains a statistical section and this contains a detailed commentary, which helps to interpret what the data is telling us.
- 3.9 On pages 32-33 there is a summary of BSAB's plans for 2016-17. There is a detailed business plan that was recently updated and is coming to every board meeting, with RAG ratings on what progress is being made.
- 3.10 The achievements of the board during 2015/16 included:
 - Appointing an independent board chair
 - Streamlining the SAB structure and reducing the number of subgroups
 - Holding a development day that set the board's vision and direction of travel
 - Agreeing a three year strategic plan
 - Agreeing a protocol for Safeguarding Adult Reviews that aligns with the process for Domestic Homicide Reviews
 - Strengthening reporting on standards of care in care homes
 - Working to get a shared understanding of safeguarding across the partnership, including Making Safeguarding Personal
- 3.11 The key pieces of work that are currently underway include the following:
 - Strengthening performance reporting to address data quality issues; to provide better information to operational managers; to benchmark our comparative performance with other authorities; to meet national requirements to report on outcomes; and to have more partner data

instead of relying solely on council data. A task and finish group is carrying out this work.

- Providing quality assurance of front line practice by carrying out case audits, both multi-agency audits and single agency audits, with the latter focusing on the council's safeguarding. These audits are now taking place and will be embedded over the coming months.
- Engaging more effectively with wider communities and with adults who experience safeguarding in determining what the board does. The SAB also needs to have a more robust communications strategy, part of which will include launching a dedicated website later in the year. A second task and finish group is addressing communications and engagement.
- Although plenty of safeguarding training is taking place (as detailed in the Annual Report), there are some significant gaps, particularly for staff taking the lead on carrying out formal safeguarding enquiries. A third task and finish group will develop proposals to strengthen training, where necessary.
- In order for the SAB to hold its partners to account on how well they undertake safeguarding, they have recently submitted self assessments and will then be part of a challenge process that will enable the independent chair to question senior board members on how effectively their organisations are carrying out their safeguarding business.
- Although Barnsley has signed up to the South Yorkshire Adult Safeguarding Procedures, it is acknowledged that we do not have clear local guidance and this makes it difficult to ensure that practice is consistent and robust. A priority during the year will be to put local procedures and guidance in place, particularly in relation to large scale investigations in care services and for people in positions of trust who pose a risk to others.

3.12 The annual report is being produced as an interactive PDF document which can be accessed online, with a printable version for people who prefer a hard copy of the document.

3.13 It is intended that the report will be submitted to the Health and Wellbeing Board in August and the Safeguarding and Overview and Scrutiny Panels' meetings in September and October.

4.0 Consideration of Alternative Approaches

4.1 Not applicable.

5.0 Proposal and Justification

5.1 This report highlights the SAB's work over the last 12 months and enables Cabinet members to have a good understanding of developments in adult safeguarding.

6.0 Implications for Local People and Service Users

6.1 Keeping people safe is one of the council's highest priorities. It is vital that local people have confidence in safeguarding services and also know what to do when they are concerned about someone. The SAB's work is vital to ensuring that people are effectively safeguarded and that the Care Act guidance is fully implemented in Barnsley.

7.0 Financial Implications

7.1 The annual report has been coordinated by the Safeguarding Adults Board Manager and draws on partners and on corporate council functions. The design cost has been £575, which it is hoped that partners will contribute to.

7.2 The main costs related to BSAB are the funding of the independent chair, the SAB Manager and business support (one full time equivalent) – which comes to approximately £85,000 per annum. In addition, funding is needed for any additional costs incurred, such as publicity, for which there is currently no provision.

7.3 The council is the largest funder, with partners contributing less than 20% of the cost of maintaining the BSAB. Discussions are currently taking place with the statutory partners - the CCG and South Yorkshire Police - regarding their contributions.

8.0 Employee Implications

8.1 No direct staffing implications.

9.0 Communications Implications

9.1 The BSAB Annual Report will be published during August 2016 and be made widely available through the council and partners.

10.0 Consultations

10.1 There has been formal consultation over the content of the annual report with Healthwatch Barnsley.

11.0 The Corporate Plan and the Council's Performance Management Framework

11.1 Under the Corporate Plan priority – people achieving their potential – one of the key outcomes is keeping children and adults safe from harm. There are two specific adult safeguarding indicators in the corporate plan performance report.

12.0 Promoting Equality, Diversity and Inclusion

12.1 The priorities and objectives of the Board will be achieved having due regard to promote equality, diversity and inclusion in the safeguarding and protection of vulnerable adults and eliminating any discrimination.

13.0 Tackling the Impact of Poverty

13.1 Not applicable to this report.

14.0 Tackling Health Inequalities

14.1 Not applicable to this report.

15.0 Reduction of Crime and Disorder

15.1 Not applicable to this report.

16.0 Risk Management Issues

16.1 Safeguarding is an area of council business that carries high risks and it is critically important that the council, as the lead safeguarding agency for adults, is able to demonstrate that its service is robust and well managed.

16.2 BSAB has a key role in quality assuring safeguarding across the partnership and holding organisations to account, including the council.

17.0 Health, Safety and Emergency Resilience Issues

17.1 Not applicable to this report.

18.0 Compatibility with the European Convention on Human Rights

18.1 Not applicable to this report.

19.0 Conservation of Biodiversity

19.1 Not applicable to this report.

20.0 Glossary of Terms and Abbreviations

20.1 None, applicable.

21.0 List of Appendices

Appendix 1: Barnsley Safeguarding Adults Board Annual Report 2015-16

22.0 Details of Background Papers

Officer Contact: Phil Shire, Interim Safeguarding Adults Board Manager

Tel. No. 01226 775812 or e-mail philipshire@barnsley.gov.uk

Date: 19 July 2016

Financial Implications/
Consultation <i>(to be signed by senior Financial Services Officer where no financial implications</i>



SAFEGUARDING ADULTS BOARD

Annual Report

2015-16

Independent Chair's Foreword

Bob Dyson



I was appointed as the Independent Chair of the Barnsley Safeguarding Adults Board in April 2015. The decision had been made to move to an Independent Chair in recognition of the fact that Adult Safeguarding Boards had become a statutory requirement. Consequently this is the first annual report that I have been involved with.

I would like to recognise and acknowledge the work of the previous chair, Councillor Jenny Platts, together with board members. I have looked to build on the solid foundations that she had laid.

Soon after my appointment the board held a development day to identify what we needed to do next to take forward the work of the board and to implement the requirements of the Care Act. Together we developed an action plan that we have been working through during the last year.

Actions taken include:

- Reducing the number of sub committees from five to two.
- Further improving the performance information received by the board in order that we can concentrate on the most relevant performance indicators.
- Undertook further work to ensure that there is a shared understanding of safeguarding across the partnership and of the Making Safeguarding Personal approach.
- Strengthened the reporting of activities in care homes in recognition that they are of particular public interest.
- Developed a joint approach with the Community Safety Partnership to establishing if individual cases require a Safeguarding Adult Review or a Domestic Homicide Review. There is now a joint executive panel which I chair that determines if any case referred meets the relevant criteria.
- Developed a communication strategy.
- Introduced a challenge process to the self-assessment completed by board members.
- Continued to monitor the strategy and action plan for the Mental Capacity Act and Deprivation of Liberty Safeguards.
- Developed a three year strategy for the board and a business plan.
- Revised the Memorandum of Understanding for board partners and their engagement in safeguarding adults in Barnsley.

My role as Independent Chair is to ensure that there is a commitment to agencies working together to keep people safe and that there is accountability and challenge within the working practices.

I am pleased to be able to report that I have witnessed a high level of commitment from partner agencies.

As we look ahead we recognise that there are challenges that we will meet including more work on the performance framework and agencies delivering services with reduced levels of funding. I am confident that there is a determination from the board to meet the challenges we face.

- 2** Chair's foreword
 - 4** Introduction
 - 5** What is safeguarding adults?
 - 7** Membership of Barnsley Safeguarding Adults Board (BSAB)
 - 8** Board structure
 - 9** BSAB's vision and priorities
 - 10** BSAB's wider links
 - 11** Working with people using services and the wider community
 - 12** Report on the work of the Board
 - 13** Pathways and Partnership sub group chair's report
 - 15** Performance Management and Quality Assurance sub group chair's report
 - 17** Activity of partner organisations during 2015/16
 - 18** Safeguarding Adult Reviews
 - 19** Safeguarding Performance Data
 - 28** Mental Capacity Act 2005 and Deprivation of Liberty Safeguards (DoLS)
 - 30** BSAB's plans for next 12 months
- Appendices:
- 31** Appendix 1 – Training Review 2015/16
 - 34** Appendix 2 – Useful Links

Introduction

This report looks at what the Barnsley Safeguarding Adults Board (BSAB) has done in the last year to safeguard adults at risk in Barnsley. During the year we have moved to new ways of working in accordance with the national guidance in the Care Act.

There continue to be high levels of public concern that vulnerable adults and older people are not always being protected from abuse and neglect - which we rightly have as our highest priority.

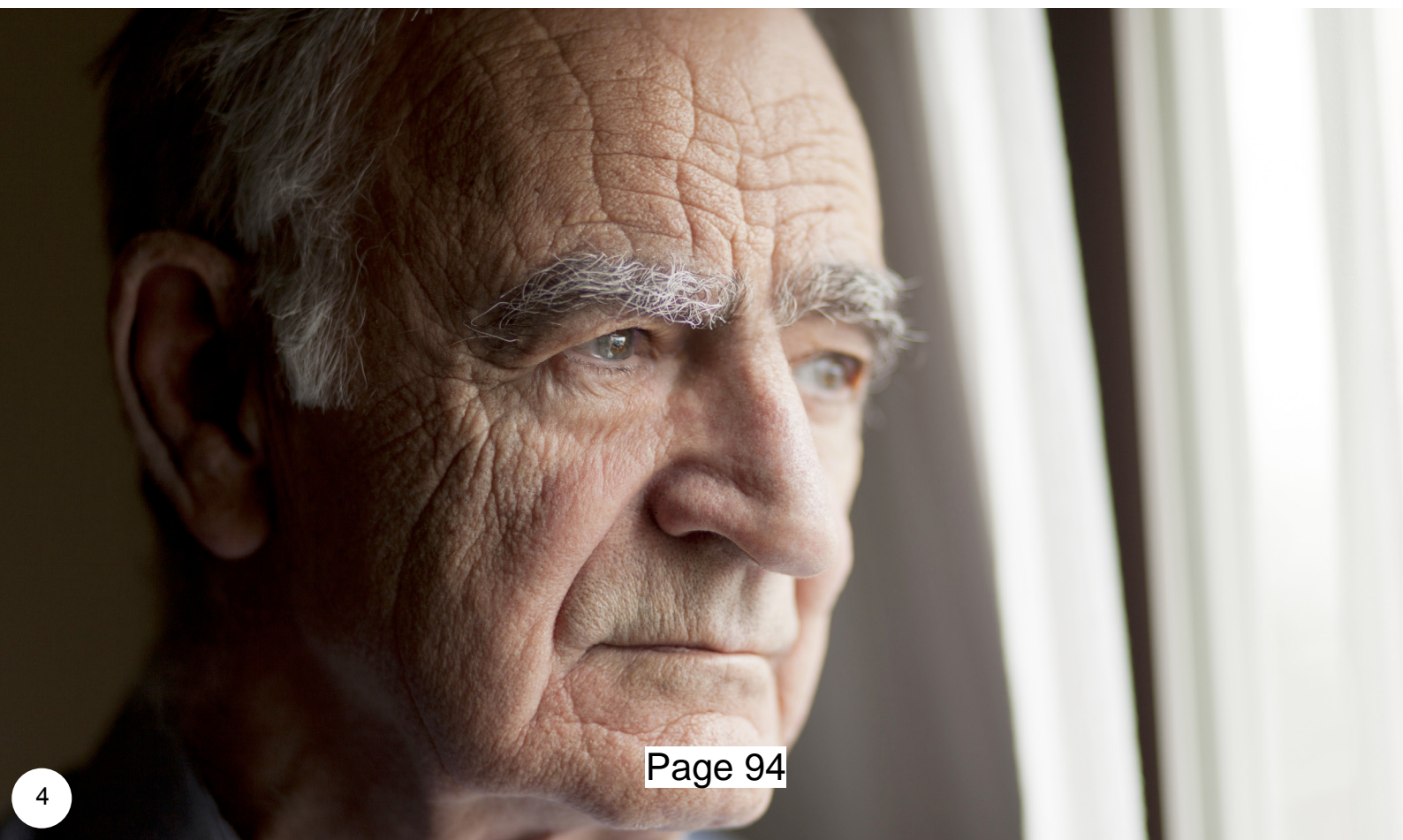
However, we also want to listen to what people want for themselves and making sure that they have as much control as they can over decisions that affect them in relation to safeguarding. We want to talk to communities and the general public and give them the chance to contribute to our thinking and planning.

In producing this year's annual report, we have tried to design it to appeal to a wider audience who have a professional or personal interest in adult safeguarding and want to know more about how it is led and managed in Barnsley.

It is important that we take the actions needed to ensure people are safe and well and, where possible, preventing abuse and neglect from taking place at all.

The key sections of this report include:

- What BSAB does and our vision and priorities
- Progress last year on implementing the Board's strategic plan through its sub groups
- What our partners have been doing to safeguard people
- Statistical information and case histories of people who have had experience of safeguarding
- Our plans for the year 2016/17



What is adult safeguarding?

The Care Act 2014 and associated Care and Support Guidance has for the first time provided a statutory framework for adult safeguarding.

Safeguarding means protecting an adult's right to live in safety, free from abuse and neglect. There are many forms of abuse including physical abuse, domestic violence, sexual abuse, psychological abuse, financial abuse, discriminatory abuse and organisational abuse (e.g. in hospitals or care settings). The Care Act also includes self neglect, although it recognises that this will often be better dealt with outside the formal safeguarding enquiry process.

The Care Act guidance defines the aims of adult safeguarding as being to:

- Prevent harm and reduce the risk of abuse or neglect to adults with care and support needs, i.e. those who would be eligible for social care support, even if not receiving it
- Stop abuse or neglect wherever possible and address what has caused the abuse or neglect.
- Safeguard adults in a way that supports them in making choices and having control about how they want to live.
- Promote an approach that concentrates on improving life for the adults concerned
- Raise public awareness so that communities as a whole, alongside professionals, play their part in preventing, identifying and responding to abuse and neglect.
- Provide information and support in accessible ways to help people understand the different types of abuse, how to stay safe and what to do to raise a concern about the safety or well-being of an adult.

In order to achieve these aims, it is necessary to:

- Ensure that everyone - both individuals and organisations - are clear about their roles and responsibilities.
- Create strong multi-agency partnerships that provide timely and effective responses to abuse or neglect.
- Support the development of a positive learning environment across these partnerships.
- Enable access to mainstream community resources and community groups that can reduce the social and physical isolation which in itself may increase the risk of abuse or neglect.
- Clarify how responses to safeguarding concerns deriving from the poor quality and inadequacy of service provision, including patient safety in the health sector, should be responded to.

The Care Act requires the local authority to make enquiries - or arrange for others to do so - if it believes an adult is experiencing (or at risk of) abuse or neglect. The council therefore has a pivotal role in coordinating safeguarding arrangements. The police have a core role in any case where it is suspected that a crime has been committed.

Case Study: Person living in the community and in receipt of support

Joan, who is in her seventies, lives in the community and is in receipt of support from a domiciliary care agency, providing personal care and dressing tasks, reminders to take medication, ensuring nutritional food and fluid intake is maintained, managing daily living tasks, maintaining skin integrity and preventing self neglect. Joan has a history of mental health problems and is in receipt of fortnightly injections to manage these.

Numerous concerns were received from partner agencies, including police, ambulance service, district nurses, home care, mental health and probation officers. These concerns were in relation to the potential risk of abuse from Joan's daughter, who lived with her and had her own mental health problems.

Joan did not find it easy to engage with her care staff, which increased the stress on her daughter of undertaking a caring role. The daughter was turning to drink, becoming verbally abusive and, at times, throwing objects around the house. Agencies were concerned about the risk of Joan being physically abused.

A safeguarding planning meeting was held to discuss the ongoing concerns, with all professional agencies involved. Visits were also carried out to speak to Joan in an attempt to ascertain her views and wishes. Unfortunately, she was not able to engage. Safeguarding staff were unable to invite her daughter - who was the source of risk - to the meeting due to her previous unpredictability and non compliance. At the meeting It was recognised that there was a significant level of risk and that the home situation was volatile at times. However, Joan was considered to have capacity to decide what should happen and was aware of her surroundings and the potential risk.

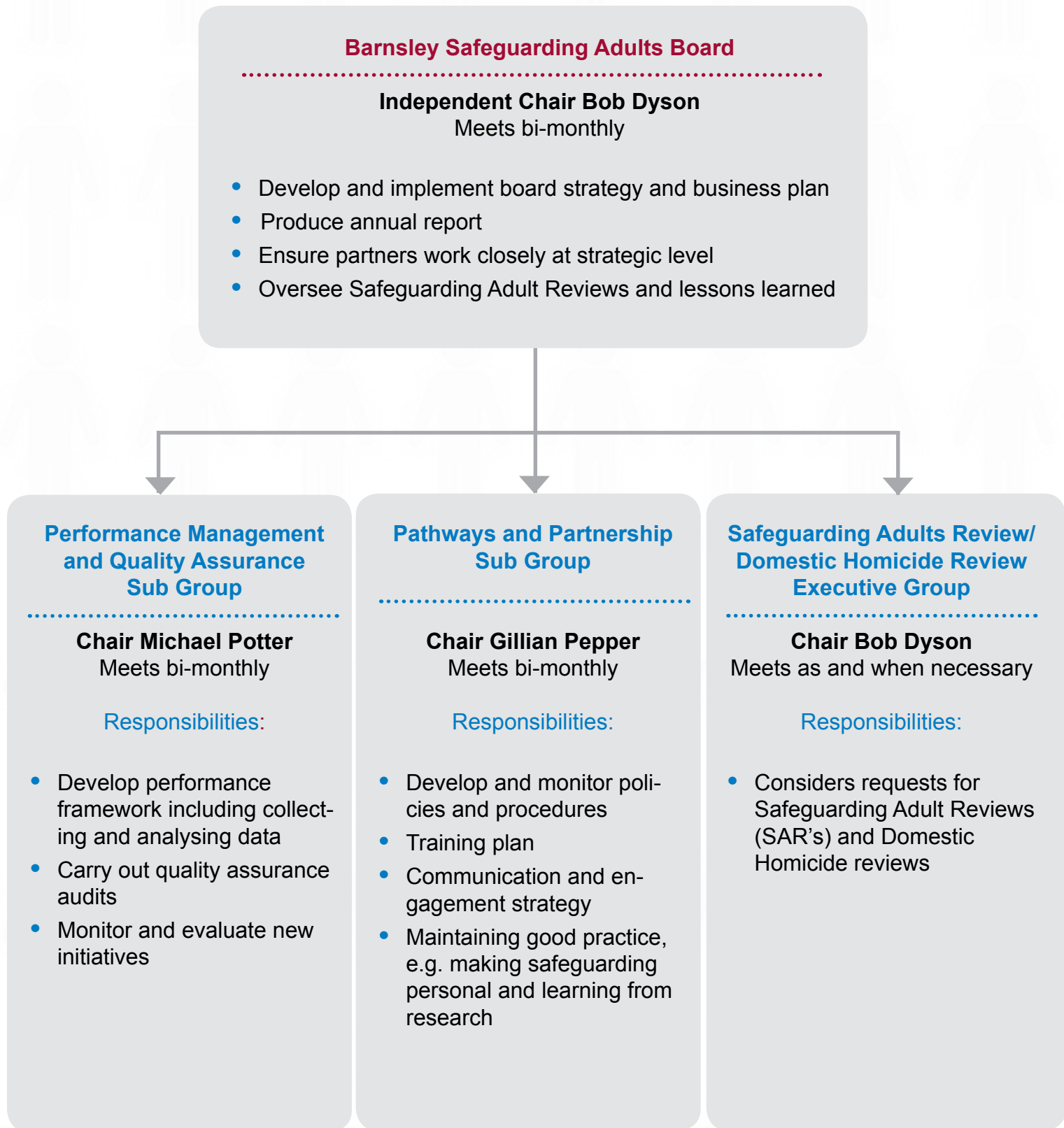
In an attempt to reduce the risk, agencies agreed to review the support they were providing and try to reduce Joan's daughter's caring role and the stress she was experiencing. It was agreed to assist her daughter to apply for rehousing. It was also agreed to coordinate agencies' input and reduce the number of duplicate referrals from outside agencies. Whilst it is difficult to reduce the risks in circumstances like these, but effective partnership working was agreed to be the best way of doing so for this vulnerable adult.

Membership of Barnsley Safeguarding Adults Board (BSAB) – 2015-16

Note: Board members have often sent deputies if they cannot attend themselves. The percentage figures are for the main board members' attendance.

Name	Job Title	Organisation	Percentage of meetings attended
Bob Dyson	Independent Chair		100%
Councillor Margaret Bruff	Cabinet Spokesperson	Barnsley Council	100%
Rachel Dickinson	Executive Director	Barnsley Council	80%
Margaret Baker	Carer representative		100%
Michael Potter	Service Director	Barnsley Council	100%
Gillian Pepper	Designated Nurse	Barnsley Clinical Commissioning Group	100%
Tony Dailide	Interim Service Director	Barnsley Council	100%
Yvonne Butler	Safeguarding Adults Board Manager	Barnsley Council	60%
Katherine Allott	Family Intervention Service Manager	Berneslai Homes	80%
Alison Bielby	Deputy Director of Nursing	Barnsley Hospital NHS Foundation Trust	80%
Tim Innes	Chief Superintendent	South Yorkshire Police	60%
Julie Warren-Sykes	Assistant Director of Nursing, Governance and Safety	South West Yorkshire Partnership Foundation Trust	80%
Carrienne Stones	Manager	Healthwatch Barnsley	60%
Phil Briscoe	Assistant Principal	Barnsley College	40%
Dr Ken McDonald	GP	Barnsley Clinical Commissioning Group	60%
Brigid Reid	Chief Nurse	Barnsley Clinical Commissioning Group	80%
Denise Pozorski	Vice Principal	Northern College	60%
Judith Wild	Quality & Patient Safety Manager	NHS England	40%
Penny Greenwood	Acting Assistant Director	Barnsley Council	20%
Dawn Peet	Safeguarding Officer	South Yorkshire Fire and Rescue	50%
Maryke Turvey	Assistant Chief Executive	South Yorkshire Community Rehabilitation Company	20%

Barnsley Safeguarding Adults Board Structure



BSAB's vision and priorities

The Board's vision is that every adult - irrespective of age, race, gender, culture, religion, disability or sexual orientation - has a right to live a life free from abuse, neglect, exploitation and discrimination.

Citizens of Barnsley are entitled to a strong commitment from BSAB and its partner agencies to ensure that they are safeguarded. BSAB will do everything possible to maintain a robust and effective inter-agency safeguarding response directed at safeguarding and promoting the welfare of adults at risk in Barnsley.

The Board's strategic priorities and outcomes are as follows:

- Making Safeguarding Personal and supporting the adult at risk to achieve the outcomes they want.
- Preventing abuse and neglect from taking place and supporting people to feel safer.
- Making sure safeguarding works effectively.
- Making sure that all children who transition into adult services have their care and support needs met and are protected from further abuse and neglect.
- Making sure the Safeguarding Adults Board provides effective leadership and strategic direction for safeguarding in Barnsley.

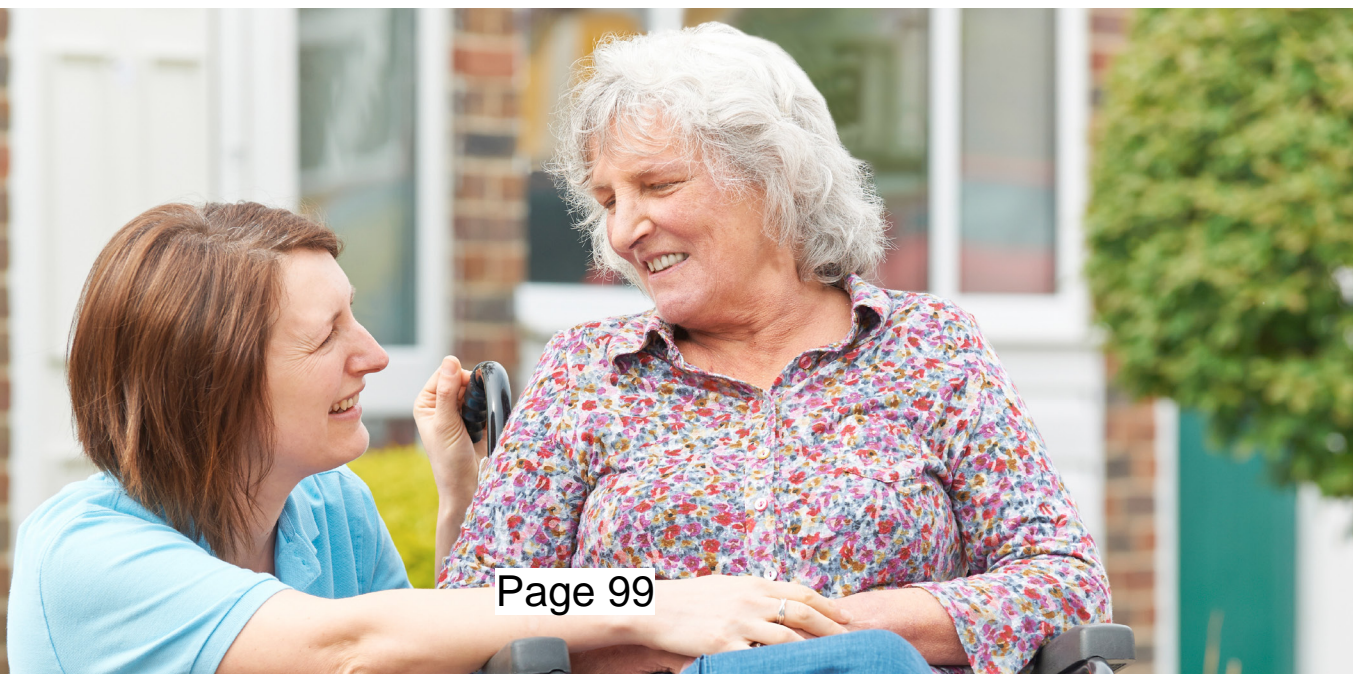
Making Safeguarding Personal

Making Safeguarding Personal (MSP) is a shift in culture and practice that arose out of a national initiative led by the Local Government Association in 2012/13 and cited as best practice in the Care Act Guidance. It links to the wider movement towards more personalised services and is about having conversations with people over how we can respond in safeguarding situations in ways that enhance involvement, choice and control, as well as improving quality of life, wellbeing and safety.

MSP requires changes in front line practice and strong leadership in order to embrace new ways of working that mean more positive risk taking. It is

essential that all safeguarding interventions work to empower adults at risk and adopt a person-centred and outcome focussed approach.

BSAB is committed to embedding MSP in policy and practice, while recognising it is a huge change from how we have traditionally safeguarded people, which involved adhering to processes involving clear stages and timescales. Given that we have already seen how practice is changing in unforeseen ways, we now want to review our approach to MSP and bring in new local guidance to supplement the South Yorkshire adult safeguarding procedures. This also needs to be reflected in the multi-agency training and development programme.



Case Study: Making Safeguarding Personal

Mrs L, aged 97 years, speaks a mixture of Polish and English and is widowed. She has four children who were in a dispute over her Lasting Power of Attorney (LPA) agreement which included all four children and enabled them to manage her financial affairs. Her sons wanted their sisters to be removed from the LPA and were putting pressure on their mother to action this. However Mrs L wanted her daughters to be the sole LPA and to manage her finances and property. This was because she was being financially abused by her sons who dealt with the majority of her correspondence and financial matters. It was found that there had been a number of high value transfers from Mrs L's bank account over the last six months. She did not want to involve the police but wanted the assistance and support of social services to revoke the sons' LPA.

Council safeguarding staff arranged face to face meetings with a Polish interpreter without the family members being present in order to establish if Mrs L had capacity and to discuss the concerns that had been raised. During the meeting Mrs L was very distressed and crying, but also clear what she wanted to do. She had capacity and wanted to seek legal advice from a solicitor, which her daughters arranged and the social services agreed that a Polish interpreter would be present.

Under Making Safeguarding Personal, Adult Safeguarding was able to support Mrs L to decide what she wanted and to prevent further financial abuse, reducing risks and anxiety and acting in accordance with her wishes.

BSAB's wider links

BSAB has a reporting line to the Barnsley Health and Wellbeing Board, which formally receives this annual report. In addition, BSAB gives an account of its work to the council's Overview and Scrutiny Panel, which has a key role in scrutinising safeguarding.

BSAB shares both its independent chair and some of its membership with Barnsley's Children's Safeguarding Board, with some issues being of joint concern, including domestic abuse, alcohol and substance misuse and the impact of mental illness. Some forms of abuse affect all age groups. In addition, we are able to share best practice in areas such as quality assurance.

BSAB has close links with the Community Safety Partnership (CSP), which has a remit to protect the wider community and reduce crime and disorder. The CSP's chair, Chief Superintendent Tim Innes, is also a member of the BSAB. We have agreed that the CSP will take the lead on some types of abuse, including hate and mate crime and domestic abuse. The CSP will also take a lead on the Prevent programme, which is a national initiative to tackle radicalisation.

Working with people using services and the wider community

One of the key changes in the Care Act is that local councils are expected to work much more closely with people using adult services and local communities, so that they have more say in how services are delivered. In relation to adult safeguarding, BSAB and its partner members are expected to engage with stakeholders, including adults at risk and their carers and advocates, community groups, and professionals involved in safeguarding, including front line practitioners and service providers such as hospitals and care homes.

It is a requirement that Healthwatch is represented on the Board and can use its voice to represent the interests of people using local health and care

services. Healthwatch has excellent networks that we can tap into in working with people in Barnsley. However, we acknowledge that we have not done enough in the past year to involve people in our work who are outside the board and sub group structure and we need to do more, particularly in making use of our partners' networks. Given that last year we did not consult widely enough on BSAB's strategy and business plan; this year we are developing a communications and engagement strategy and actively exploring ways of regularly talking to service user and carer groups. In addition we have worked closely with Healthwatch to ensure this annual report is accessible to a wide audience.

Case Study: Community Involvement

We have had some feedback from Healthwatch on what their members and support networks think about safeguarding adults in Barnsley.

Healthwatch became aware that the deaf community needed support in understanding how they could better safeguard themselves and where to go if they needed support.

It was agreed to run an event supported by the council and the Clinical Commissioning Group, which took place in March 2016 and 40 people attended. This looked at how we could set up training and support which would enable the deaf community and other vulnerable groups to use their networks to empower people to safeguard one another.

One man at the event stood up and talked about his own experiences of financial fraud, which had been ongoing for some time. He was not engaged with local services and was unaware that he was being taken advantage of until his brother noticed strange transactions on his bank statements.

This situation could have continued if it had not been for his brother stepping in to help him access support and an advocate. Perhaps this could have been identified earlier if more proactive awareness raising had been undertaken with the deaf community and this individual may have been better able to safeguard himself.

After the meeting, Healthwatch Barnsley called the charity Sign Health to ask if they had a British Sign Language communications video about what safeguarding is and how to keep safe. They were advised that this was not currently in their library and that they will consider creating this video.

Report on the work of the Board

The Board has strategic oversight of safeguarding and is responsible for producing the three year strategy (2015-18) and annual business plan. It has to ensure that the sub groups are achieving their objectives and working effectively.

As can be seen from the Board's membership (see page 7), partner organisations are represented at an appropriately senior level and attendance at board meetings is generally very good, showing a strong level of commitment.

A successful SAB development day was held in July 2015 which helped board members to set the strategic direction and also to drill down into day to day practice by looking at a number of actual case studies.

The move to two sub groups has helped to ensure better attendance and more efficient use of people's time. However, it has been necessary to make use of time-limited task and finish groups in order to manage the workload.

In 2015-2016 Board partners completed a self-assessment tool so that the Board could assure itself that they were fulfilling their responsibilities in relation to safeguarding adults. The self-assessment process included challenge from the Board chair. For 2016/17, the self-assessment has been further developed to audit actions to prevent abuse and how they deal with low level safeguarding concerns that do not lead to a safeguarding referral.

The table below summarises the key board actions during 2015/16 and what progress was made.

Key action	Progress made
Appoint independent person to chair Safeguarding Adults Board	Bob Dyson (who was already chairing Barnsley Safeguarding Children Board) commenced duties in April 2015.
Review and consolidate sub group structure in order to make better use of capacity	The number of sub groups was reduced to two.
Revise and update memorandum of understanding with partner organisations and terms of reference of the Board and sub groups	These were approved by the Board in March 2016.
Hold Board development day	Event was held in July 2015.
Carry out a quality assurance exercise on partner's work in relation to safeguarding adults	A self assessment was completed by SAB partners and the chair held 'challenge' meetings.
Develop strategy and business plan in accordance with Care Act Guidance	This was signed off in March 2016 and has recently been updated for 2016/17.
Produce SAB annual report for 2014/15	This was published late last year.
Appoint Safeguarding Adults Board Manager	Post was filled on an interim basis in March 2016, with a permanent appointee starting in August 2016.

Pathways and Partnership Subgroup

Chair's report – Gillian Pepper

In July 2015 Barnsley Safeguarding Adults Board undertook a comprehensive review and made a decision to streamline the subgroups of the Board. Three of the groups were merged into the Pathways and Partnership subgroup, which met four times from its inception in September 2015 until March 2016. The subgroup meets on a bi-monthly basis.

The remit of the Pathways and Partnership Subgroup is to:

- Ensure that the voice of the adult at risk of abuse is heard
- Develop adult safeguarding policies and procedures and monitor their effectiveness
- Identify training needs, implement training and monitor the effectiveness of learning
- Supporting the disseminating of learning from research
- Oversee and implement the Safeguarding Adult Board's Communication and Engagement strategy

The subgroup has been well attended, with all partner agencies represented, and has a consistent and committed membership. It has been a productive year with a challenging work plan. The subgroup acknowledges the progress to date, but also the need to keep up the momentum of activity next year.

One of the key priorities for this year was the launch of the revised South Yorkshire Adult Safeguarding Procedures and to ensure they were embedded across the borough. The subgroup has responded to feedback from front line staff and revised the safeguarding adult concern documentation to make it more user friendly.

The group established the use of case studies at each meeting to facilitate learning for all agencies and this had proved successful in providing a foundation for discussion and challenge.

Vulnerable Adult Risk Management Model (VARMM)

The Board recognised the need for have a VARMM approach to support the risk management for vulnerable adults, in particular with regard to people who are at risk of harm as a result of self-neglect. The group has developed a VARMM policy and protocol. The plan is to take forward training and guidance for staff in the use of VARRM to protect vulnerable adults.

Training

The need to have a workforce with the required competences related to their role is essential and has been one of the key pieces of work for the group. There is a considerable amount of training being undertaken and this is reported in Appendix 1. A task and finish group has been established to coordinate the production of a safeguarding adults training plan for next year.

Communication and Engagement

In order to prevent abuse and neglect from taking place and supporting people to feel safer we need to ensure people can access information and advice and we need to develop ways of engaging and involving communities and stakeholders. Also the communications plan informs service users, carers and the wider community about the work of the Board, its aims, objectives and achievements.

As chair of the Pathways and Partnership Group, I would like to thank all group members for their continued support and commitment in 2015-2016 and look forward to continuing the work next year.

The table below summarises what the sub group has delivered in the 2015/16 year.

The table below summarises what the sub group has delivered in the 2015/16 year.

Key action	Progress made
Develop a safeguarding adults training plan	Work is underway to develop an adult safeguarding training plan modelled on the national competencies framework. The group are developing an implementation plan and identifying resource implications
Develop quality assurance process for multi-agency training	The group are developing a process and approach to evaluate the impact of learning and development to include both qualitative and quantitative evaluations and reflective accounts from staff
Audit what single agency training partners are delivering and carry out a training needs analysis	An audit has been undertaken on the current training activity and training needs analysis based on competences
Develop and implement a Safeguarding Communication and Engagement plan	A task and finish group has been established to progress the implementation of the plan. Work is well underway to have a user friendly adult safeguarding website
Consider the need for a Keeping Barnsley Safe Forum	Work with Healthwatch Barnsley has progressed to look at how the Board engages with local forums already in existence. The proposal to establish a Keeping Safe forum has been progressed and a paper will be prepared for Board in the near future

Performance Management and Quality Assurance Subgroup

Chair's report – Michael Potter

The main aim of the Performance Management and Quality Assurance Subgroup is to support the Board and partner organisations to recognise, monitor, report, respond to and reduce the risk of abuse.

The objectives of the Subgroup are:

- To develop a performance framework and collaboratively work with partner organisations to develop data collection methods and processes.
- To collect, collate, monitor, analyse, review and challenge performance in line with national data collection requirements, in order to inform strategic development and improve operational and professional practices.
- To submit a quarterly performance report to the Safeguarding Adults Board to enable transparency, accountability and opportunity for discussion and challenge.
- To undertake regular quality assurance audits and assessments of the effectiveness of the operation of the South Yorkshire Safeguarding Adults Procedures and of professional practice.

The subgroup meets bi-monthly and is well attended, with all partner agencies represented, there was initially a lack of consistent membership but this was resolved through the year.

It has been a challenging but productive year for the subgroup, acknowledging progress to date, but also the need to keep the momentum of activity in the coming year.

2015-16 has been particularly challenging due to the austerity cuts facing local government and the reduction in funding. In April 2015 Barnsley Council completed a reorganisation which resulted in the centralisation of performance and research and intelligence functions and also a change to information services. Staff with specific knowledge around safeguarding performance left the service and it took time for the new staff to familiarise themselves with the requirements. A programme of developing knowledge and skills around this has taken place over the last 12 months. There was also a period of time when there was no Safeguarding Board Manager which also affected the rate at which the subgroup was able to progress.

Performance Framework and Reporting

The key priority for 2015-16 was to fundamentally review and evaluate the existing performance framework and reporting processes. This review was undertaken to ensure that it was fit for purpose and Care Act compliant, particularly in regard to Making Safeguarding Personal.

The findings from this review highlighted a number of changes that were required to the performance indicators included in the framework and how they were being measured; the systems in place to capture and report the data required, and address concerns over data quality; the inclusion of performance data from care providers; the inclusion of benchmarking data and finally the inclusion of an explanation of what the performance indicators and data are actually telling us. The changes have enabled the subgroup and the board to highlight achievements and areas for further follow up investigation through task and finish groups.

Once the performance framework has been embedded for 12 months and direction of travel data is available, it will be possible to set realistic targets and benchmark much more widely than is currently taking place. The subgroup will also start to look at wider information from partners outside of the performance framework, to further widen the oversight of the group and the Board.

Multi Agency Audits

A task and finish group was established to look at the development of an audit tool but also to develop a programme of audits ready for 2016-17. The programme of audits has been put in place and the group will consider themed topics that maximise the opportunity for learning.

The Subgroup will receive and review the findings from the audits in order to quality assure the Barnsley safeguarding system; to share learning and good practice; and to inform developments in procedures, practice and training.

Single Agency Audits

Each partner organisation is responsible for undertaking audits and quality assurance of their practice and procedures in relation to safeguarding adults. These are now in place for Barnsley Council as the lead safeguarding agency.

As chair of the Performance Management and Quality Assurance Subgroup, I would like to thank all group members for their continued support and commitment in 2015-2016 and look forward to continuing the work next year.

The table below summarises what the sub group has delivered in the 2015/16 year.

Key action	Progress made
Develop comprehensive performance reporting framework and address gaps in reporting, particularly of outcomes	Work was delayed due to organisational changes and lack of a board manager, but commenced in March 2016. A new performance report is in place and a task and finish group has been set up to address gaps and data quality issues.
Develop multi-agency quality assurance audits and single agency case file audits to monitor safeguarding enquiries	Multi-agency audits have been piloted and were successful and will now be rolled out with a programme of audits every four months. Council single agency safeguarding audits are being piloted.
Carry out reviews in areas of concern identified by the Board or highlighted in performance reporting	A review is taking place regarding the way concerns are raised by South Yorkshire Police and Yorkshire Ambulance Service.



Activity of partner organisations during 2015-16

Developments during the year

A number of agencies, including the Barnsley Clinical Commissioning Group (CCG), Barnsley College and Northern College for Residential Adult Education have reviewed or updated their policies or systems in the light of the Care Act guidance.

In April 2015 Barnsley Council implemented a new operating model. This led to all safeguarding concerns being received into a single point of access, the Customer Access Team (CAT). Initial enquiries are carried out by the CAT and known cases directed to the long term care teams. The new approach is designed to incorporate Making Safeguarding Personal, with its emphasis on the service user's wishes and feelings and desired outcomes.

The council contracts team strengthened its monitoring of care services, putting in place a performance management framework; routine contract monitoring; better links with the Care Quality Commission, the CCG and adult assessment teams; and attending safeguarding meetings when there have been issues with the service provider.

The CCG has used quality assurance visits and activity monitoring through a quarterly safeguarding dashboard to assure itself that health providers are meeting standards. The continuing healthcare team carried out 'safe and well' checks. In addition the CCG carried out joint assurance visits with Barnsley Council's contracts team, utilising the CCG's expertise in infection control and prevention, and medicines management. The CCG was also part of a new pilot scheme called 'React to Red' aimed at the early detection and prevention of pressure ulcers.

South West Yorkshire Partnership Trust (SWYPFT) has worked closely with the BSAB sub groups through its Specialist Advisor for Safeguarding Adults. It has used its risk management system known as Datix to enable its safeguarding team to oversee all incidents involving safeguarding.

Barnsley Hospital Trust (BHNFT) has streamlined its system for recording and reporting safeguarding concerns and developed a dedicated intranet page that contains all the safeguarding information, including Deprivation of Liberty Safeguards (DoLS), which staff require. There has been an increase in DoLS urgent authorisations as staff awareness and understanding has increased.

Barneslai Homes undertook over 4,500 proactive visits as part of their vulnerability strategy 'Something Doesn't Look Right', leading to nearly 2,500 supportive interventions, including a number of cases where there were adult safeguarding concerns.

Healthwatch has engaged with over 3,000 individuals regarding health and social care services, gathering comments on people's experiences and identifying what is or is not working well. It has introduced online feedback to enable people to share their experiences of health and social care services. In the last 12 months they made five referrals to adult safeguarding.

South Yorkshire Fire & Rescue Service has created a new safeguarding officer role, which contributes to the SAB's work and develops and delivers safeguarding training. During the year, the service dealt with 16 safeguarding cases in Barnsley, mainly relating to self neglect.

South Yorkshire Police introduced a safeguarding adult team in all districts, including Barnsley - working with high risk domestic abuse, serious sexual offences and offences relating to safeguarding adults. The Police have also worked closely with other key agencies in implementing the Crisis Care Concordat, involving changes to policy and practice to protect vulnerable people, including actions in relation to mental health and dementia. They have rolled out integrated offender management (IOM), which is intended to more effectively target those at highest risk of reoffending, in collaboration with the South Yorkshire Community Rehabilitation Company (SYCRC) and the National Probation Service.

Following an internal audit, SYCRC has refocused on medium risk work including adult safeguarding and revisited its policies and strategies in Barnsley, producing revised practice guidance and holding a practice development forum in February 2016.

Training

Appendix 1 contains a training review for 2015/16 written by the council's Learning and Development Manager, Peter Sheldon. In addition, partners have focused on the specific priorities below.

The CCG supported General Practices with training, advice and support to practice safeguarding leads.

SWYPFT has ensured that all new staff and volunteers undertake level 1 safeguarding training and fulfil an expectation that all staff have refresher training every three years. Over 90% of Barnsley staff have accessed Level 1 or 2 training.

BHNFT has taken steps to raise compliance with mandatory safeguarding training. It has identified as a challenge training staff in the Mental Capacity Act.

Berneslai Homes provided safeguarding training to frontline staff, including courses on hoarding.

Barnsley College staff are expected to attend mandatory safeguarding training and refresher training every three years. There has been a focus on implementing the Prevent duty in the further education sector, aimed at tackling radicalisation.

Northern College has provided over 200 safeguarding and Prevent training attendances at various levels for its staff team.

South Yorkshire Police has reviewed its mental health and vulnerability training in order to meet new minimum standards.

Issues arising during the year

All partner agencies report significant financial pressures as a result of the Government's austerity measures. These will inevitably have an impact on their ability to maintain service levels and provide financial support to BSAB's work.

As part of a review of the new operating model, the council has decided to revisit the safeguarding customer journey to ensure that the business process is safe, efficient and as effective as possible, whilst remaining customer focused.

Berneslai Homes is facing challenges following the Housing and Planning Act. The measures introduced by the Government will dramatically reduce the amount of affordable social housing in Barnsley, reduce security of tenure, and create new financial pressures for families.

SYCRC has identified that more needs to be done in Barnsley to raise awareness and knowledge of Vulnerable Adults Risk Review Meetings (VARRM).

Safeguarding Adult Reviews

One of the new requirements of the Care Act is that SABs must carry out Safeguarding Adult Reviews (SARs) when an adult at risk dies as a result of abuse or neglect, or suffers serious harm, and where safeguarding policies or practice were not working as well as they should have been.

The purpose of these reviews is not to apportion blame, but to ensure that lessons are learned so that we can reduce the risk of these serious incidents arising in the future. There is a senior

group that oversees both SARs and Domestic Homicide Reviews and linking to the SAB and the Community Safety Partnership. Where situations are reported that require some kind of review but not the full statutory SAR process, we will develop learning exercises that are less costly and time consuming.

This annual report is expected to give details of Safeguarding Adult Reviews that have been held during the previous year; however, none have actually taken place during 2015/16.

Safeguarding Performance Data

Introduction

This section of the report provides detailed information relating to safeguarding activities dealt with by the council between 1 April 2015 and 31 March 2016.

As highlighted elsewhere in the report, 2015/16 was a transitional year for the council, largely due to the introduction of a new operating model and the implementation of the Care Act and new South Yorkshire wide procedures.

To coincide with the introduction of the Care Act, the Health and Social Care Information Centre updated the requirements for the statutory collection relating to adult safeguarding. From 2015/16 onwards, councils are required to return a Safeguarding Adults Collection (SAC), which includes a number of changes from the previous Safeguarding Adults Return.

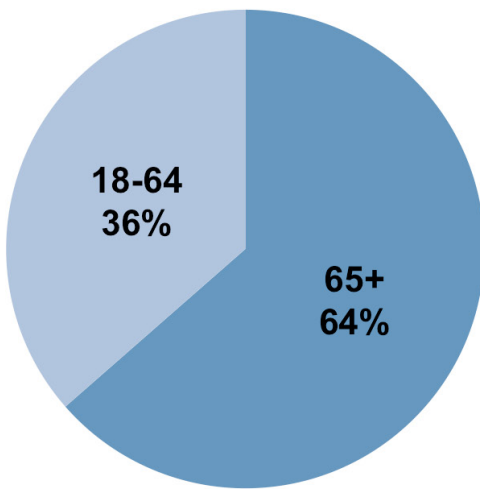
One result of this is a loss of comparability with previous statutory returns, which impacts on our ability to benchmark our performance against that of our comparators. We expect the findings of the 2015/16 SAC to be published in the autumn of 2016.

During the production of performance reports for the board, as well as this report, a number of data quality and process related issues have been identified. Critically, several gaps in case recording are highlighted in this report. A new case file audit process has been introduced which will provide further scrutiny on these issues. A customer focussed review of our operating model, including safeguarding, is ongoing and will help us to understand where we can make further improvements to processes.

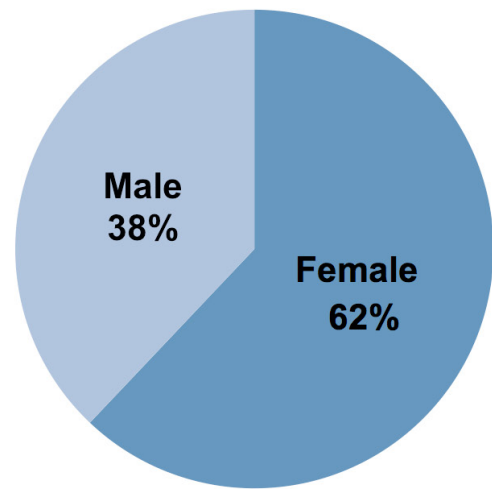


Demographic information

Age Range of Concerns

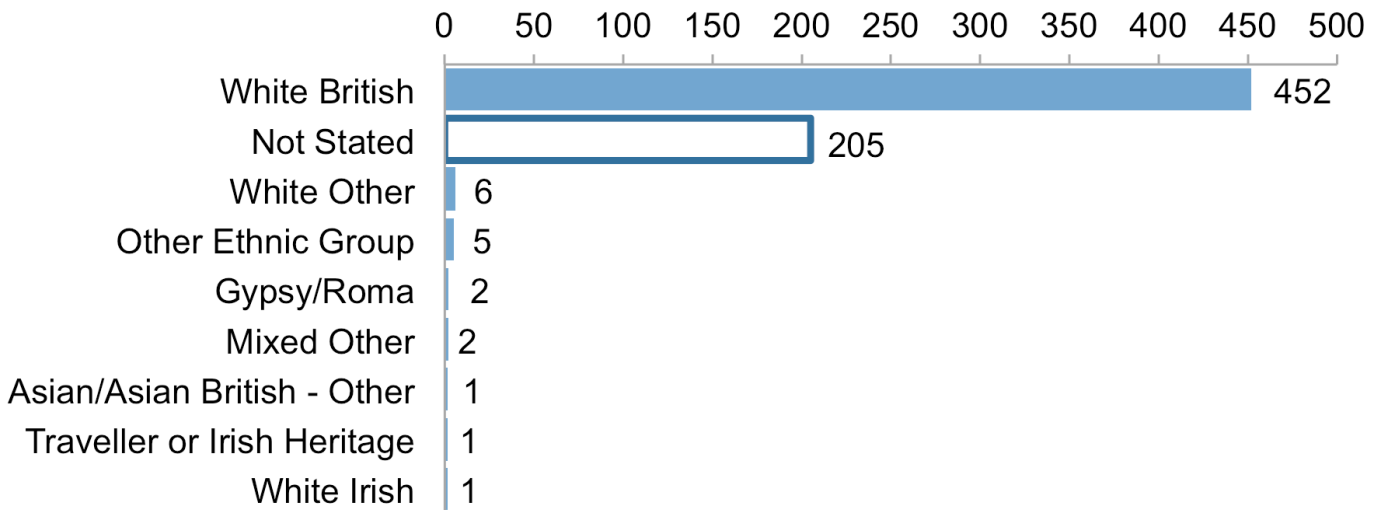


Gender of Concerns



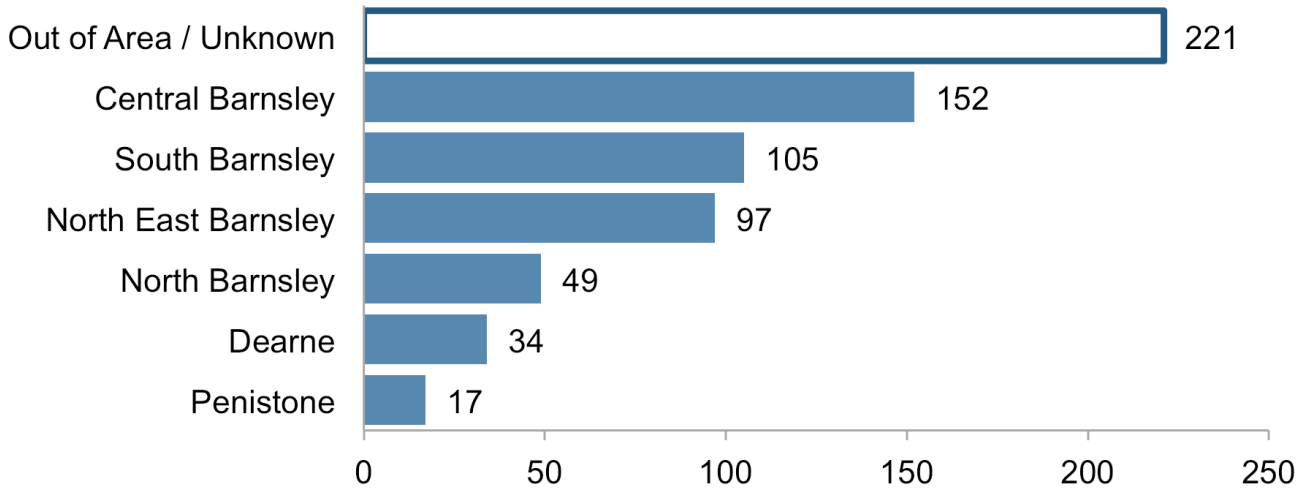
The proportion of safeguarding concerns the council receives is heavily skewed towards the over 65 population. In 2015/16, 64% of concerns related to the over 65s, who only make up 23% of the Barnsley population; this is in line with the national average in 2014/15. We also receive disproportionate numbers of concerns relating to women, who made up 62% of all concerns, compared with 51% of the population. Again, this is broadly in line with national trends. A much larger proportion of concerns about women relate to those over the age of 65, with 71% (299) compared with 52% (134) for men.

Safeguarding Concerns by Ethnicity



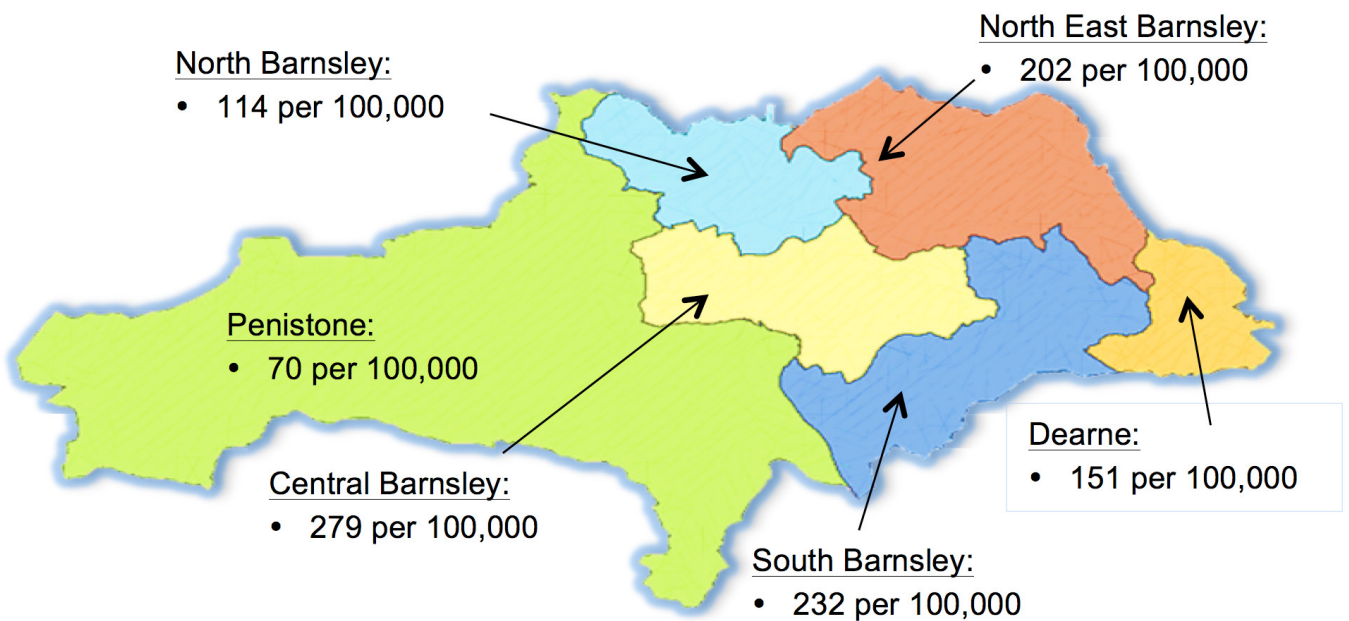
The vast majority (96.2% in the 2011 Census) of the Barnsley population are from a White British background. Excluding those concerns where ethnicity has not been stated, White British accounts for the ethnicity of 96.1% of all safeguarding concerns in 2015/16.

Distribution of Safeguarding Concerns by Area Council



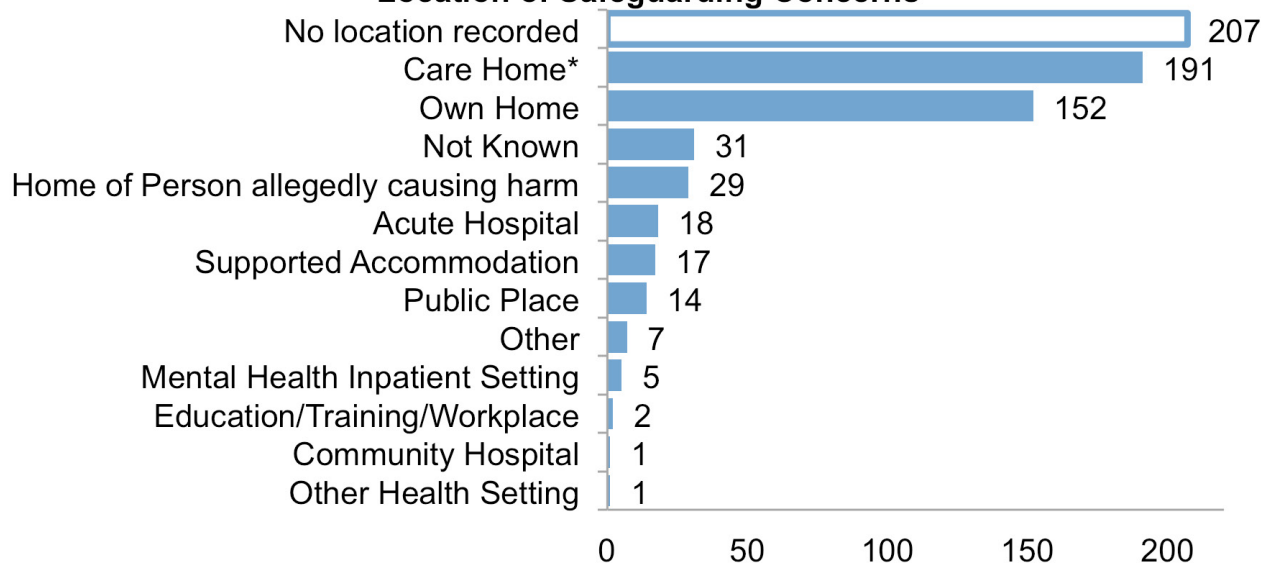
The chart above again highlights missing data in relation to safeguarding concerns, with out of area or unknown being the largest group; very few of which are likely to relate to individuals living outside of the borough.

The volume of concerns identified above is in line with the varying population sizes of the Area Councils. The only exception is the Dearne, which with a smaller population than Penistone has a higher number of concerns. This is probably a result of the significantly higher levels of deprivation in the Dearne area. The map below shows concern volumes expressed as a rate per 100,000 people over the age of 18:



This shows that the Central Barnsley area has the highest rate of concerns, with Penistone having by far the lowest rate. There could be a number of factors influencing this pattern, including: location of care homes; concerns reported in public places; concerns reported by services based in or close to the centre of Barnsley. The three areas with the highest proportions of concerns have higher proportions of concerns relating to men between the ages of 18 and 64.

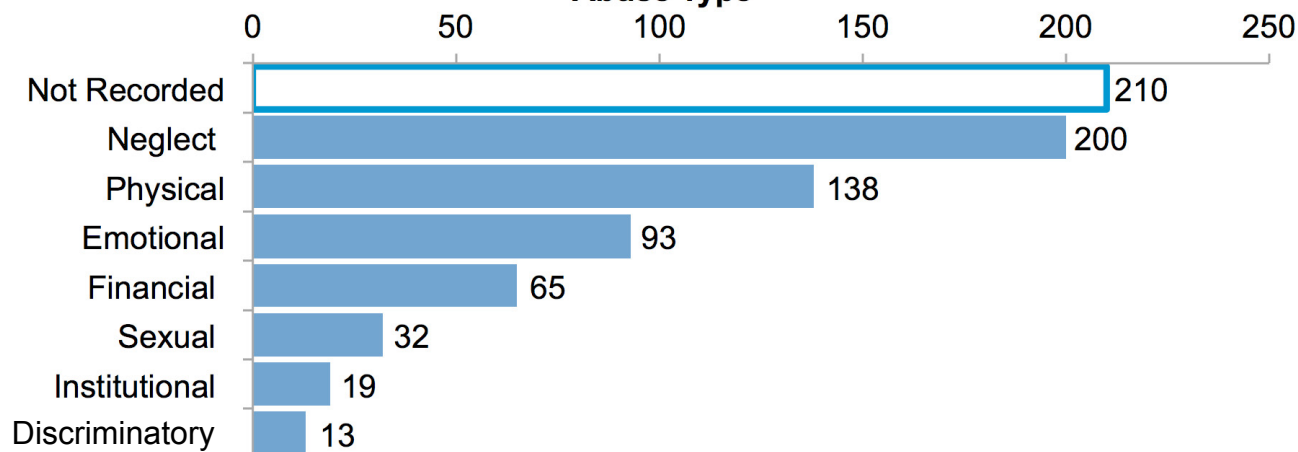
Location of Safeguarding Concerns



**Includes both permanent & temporary care home placements, as well as care homes with nursing*

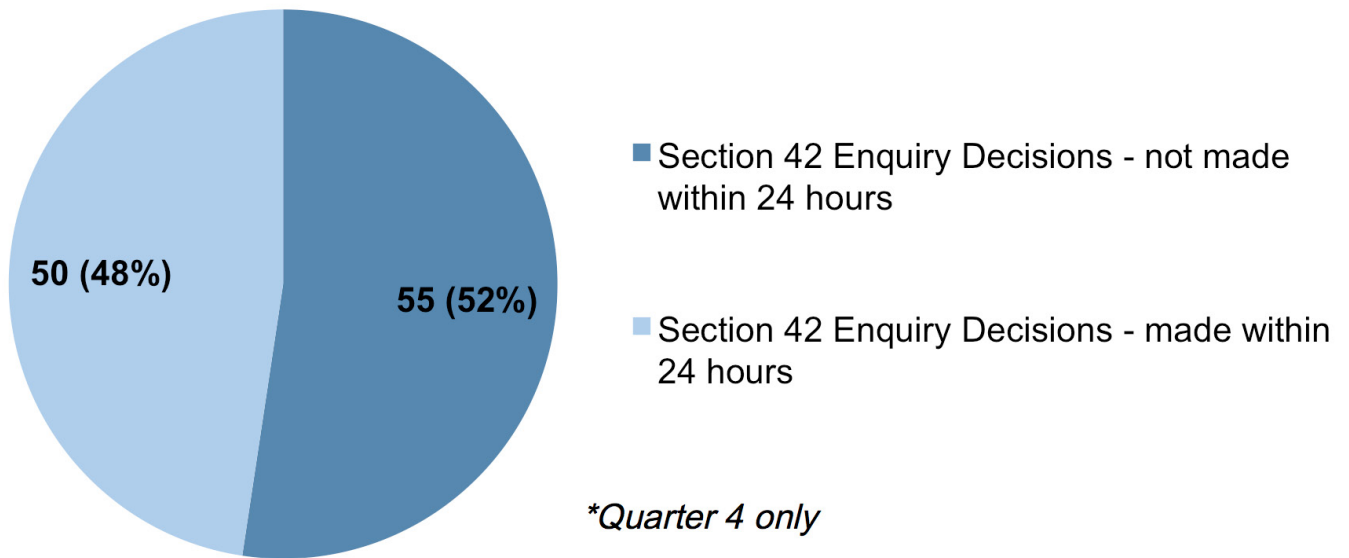
Excluding concerns where a location was not recorded, the vast majority of episodes in 2015/16 took place in either a care home setting (41%), or in the victim's own home (33%). The most recent comparable national benchmarking information (2014/15) shows that 79% of all episodes fell into the same two categories, but with a greater proportion taking place in the victim's own home nationally (43%), rather than a care home setting (36%).

Abuse Type



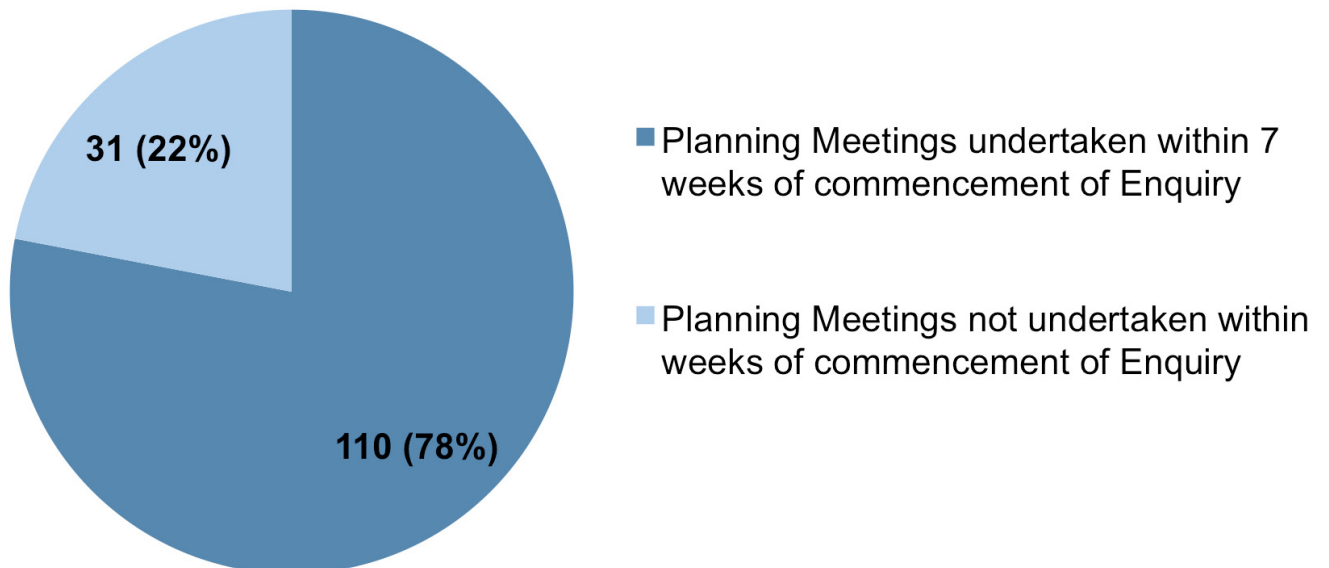
Where an abuse type was recorded, neglect was identified in 36% of cases, followed by physical abuse (25%). This corresponds broadly with the national picture in 2014/15. The remaining categories are also in line with the national picture, the only exception being that Barnsley appears to experience higher levels of emotional than financial abuse. These categories are reversed nationally.

Safeguarding Timescales - Section 42 Decisions within 24 hours*



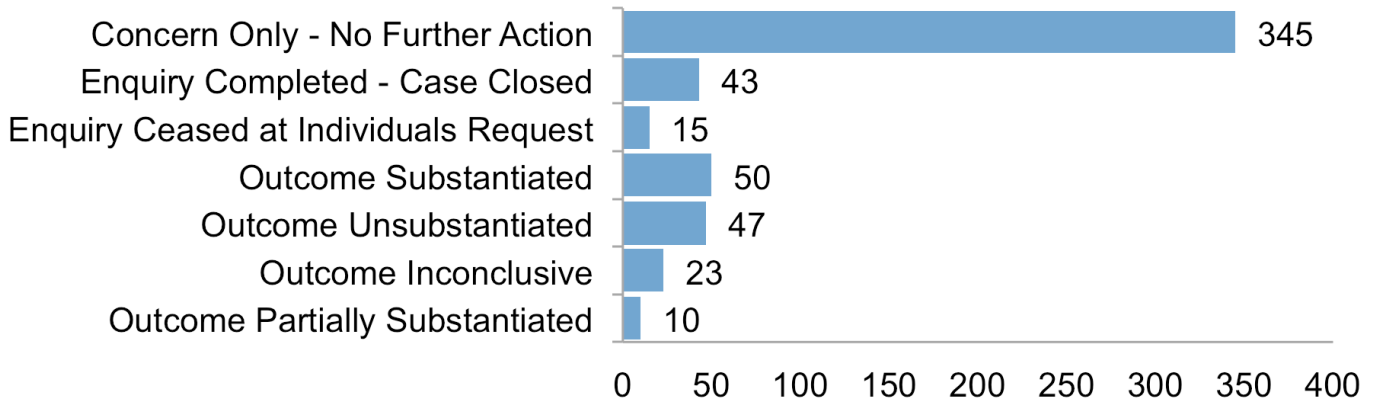
In accordance with the South Yorkshire Safeguarding Adults Procedures, we are expected to make decisions about whether to progress with safeguarding enquiries within 24 hours of receiving a concern. Due to issues affecting recording in this area, the chart above only relates to enquiries started in quarter 4 (January to March 2016). During this period, just 48% of decisions were recorded within 24 hours. However, the service was confident that most decisions were made within 24 hours, albeit not recorded in a timely way. The service has instructed safeguarding managers to record decisions when they are made and has set a corporate target for 100% of decisions to be made within 24 hours.

Safeguarding Timescales - Planning Meetings undertaken within 7 weeks of commencement of Enquiry



We are expected to hold planning meetings within 7 weeks of safeguarding enquiries commencing. The chart above shows that this took place in 78% of cases. Cases can be closed before a planning meeting, although it should take place early in the enquiry process.

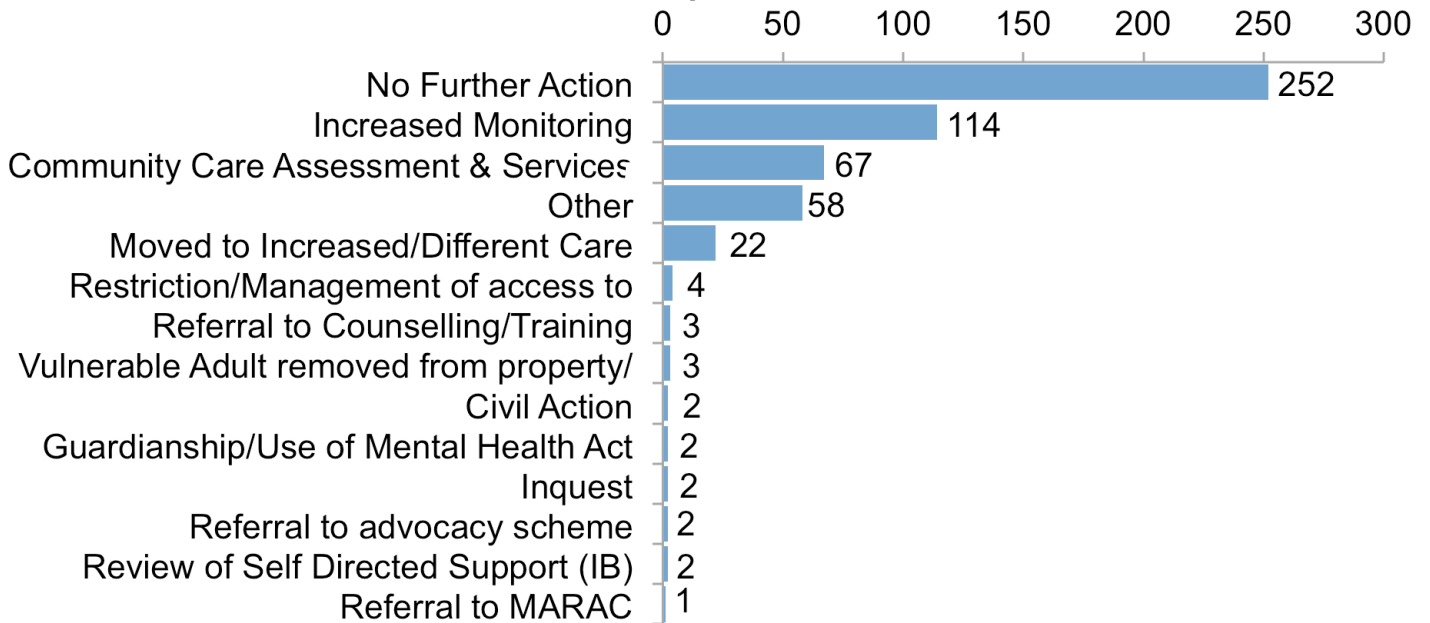
Enquiry Outcome for Safeguarding Contacts



When enquiries conclude, we record our main findings on closure, as summarised above.

When, as part of the outcome, it was determined whether abuse had actually taken place, in 54% of cases this was either unsubstantiated or inconclusive. This is broadly in line with the national figure from 2014/15 of 51%.

What follow-up for the adult at risk

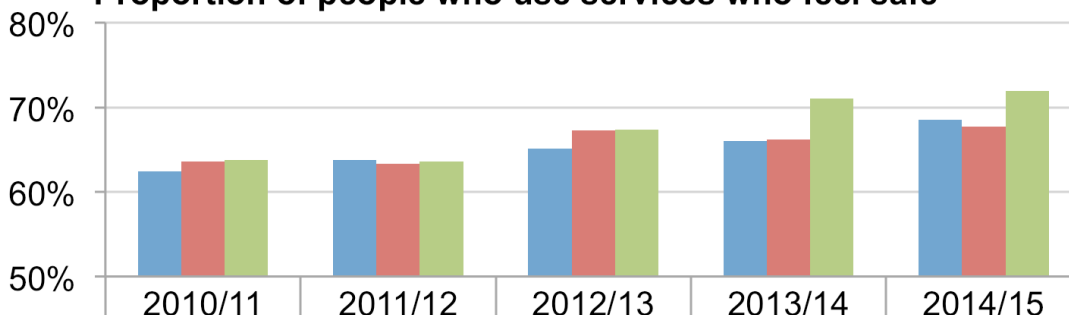


We recorded what follow-up, if any, was provided to adults at risk on closure of the safeguarding enquiry. In 47% (252) of cases this was recorded as 'No Further Action'. There are inconsistencies in the above data which will be considered as part of a forthcoming data quality exercise.

Adult Social Care Outcomes Framework

Domain 4: Safeguarding adults whose circumstances make them vulnerable and protecting from avoidable harm

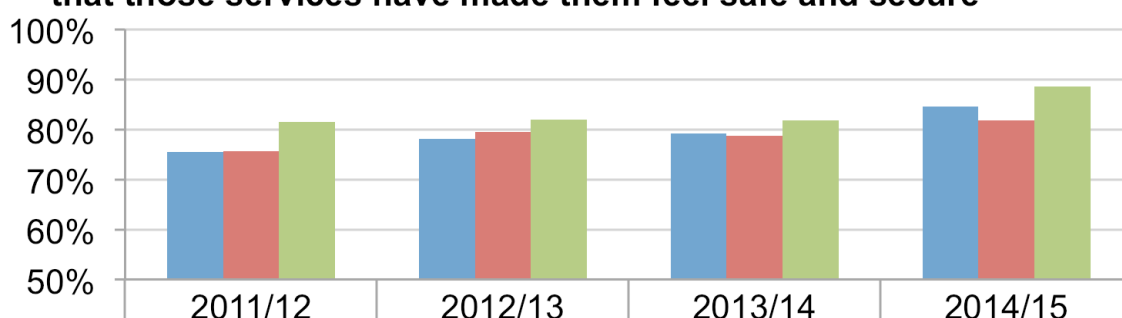
Proportion of people who use services who feel safe



	2010/11	2011/12	2012/13	2013/14	2014/15
■ England	62.4%	63.8%	65.1%	66.0%	68.5%
■ Yorkshire & Humber	63.6%	63.3%	67.3%	66.2%	67.7%
■ Barnsley	63.8%	63.6%	67.4%	71.0%	71.9%

As part of the annual Adult Social Care Survey, service users are asked about their feelings of safety. Responses to this question form part of the Adult Social Care Outcomes Framework; the chart above shows how perceptions of feeling safe have changed over the last 6 years. The figures presented demonstrate that service users in Barnsley experience higher levels of feeling safe when compared with the regional and national picture. Men have the highest levels of feeling safe in Barnsley, followed by the over 65s. The group feeling the least safe are those between the ages of 18 and 64, which corresponds with regional and national figures.

Proportion of people who use services who use services who say that those services have made them feel safe and secure

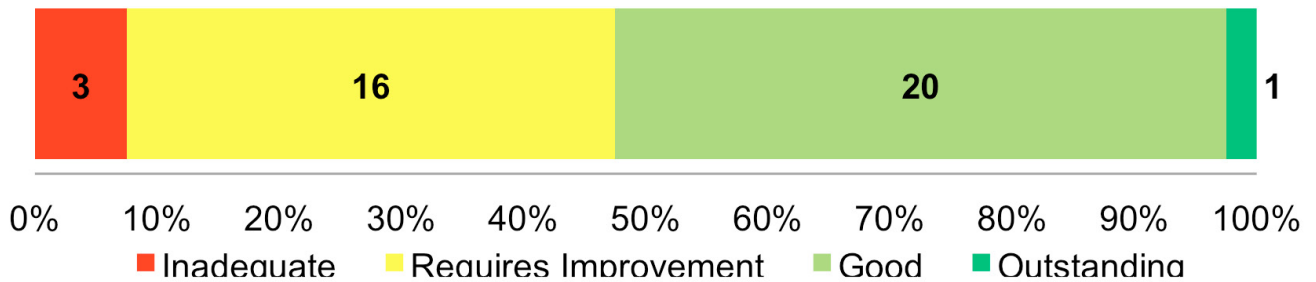


	2011/12	2012/13	2013/14	2014/15
■ England	75.5%	78.1%	79.1%	84.5%
■ Yorkshire & Humber	75.6%	79.4%	78.7%	81.8%
■ Barnsley	81.4%	81.9%	81.8%	88.5%

A further question in the Adult Social Care survey asks those accessing services whether they feel safer as a result of accessing those services. The chart above shows that service users in Barnsley have greater levels of satisfaction with services, when compared with the regional and national figures. Those aged 18 to 64 expressed the highest levels of feeling safer as a result of accessing services in Barnsley, with males and those over 65 experiencing the lowest.

Commissioning

Care Quality Commission Published Ratings *including contracted Domiciliary Care Provision*



At the end of 2015/16, Barnsley had a total of 46 care homes for older adults, 14 of which included nursing. 48% of care homes were inspected under the new Care Quality Commission approach, with 19 rated either 'Requires Improvement' or 'Inadequate' at year end. Where the Council's contracts team are informed of a new 'inadequate' or 'requires improvement' rating, they take action with the provider, either through their performance management process or through an action plan.

The contracts team are now undertaking monitoring visits to care homes; with 26 completed to date. Homes have been visited and visits will continue throughout 2016. As a way of tackling quality issues, performance management meetings are now held on a monthly basis with good representation from agencies. These meetings share information and decide what collective action should be taken to support and improve care homes.

Issues raised through the Low Level Concern process

The Adult Joint Commissioning team received 65 notifications from professionals following visits to providers in 2015/16. The team used this data to identify patterns and escalate concerns for further action where appropriate.

At the start of 2015/16, professionals were required to identify areas for improvement following visits to providers and then expected to follow up improvement actions with providers, which presented challenges for some. The new process will be launched early in 2016/17 which allows professionals to raise concerns and associated actions, which are then sent to Adult Joint Commissioning, who will ensure actions are implemented.

Case Study: Care home for older people

This home has approximately 30 beds. Single safeguarding enquiries were started in November 2015 following a continuing healthcare review, which found concerns for a resident called John. These concerns included nutrition support to eat and record keeping. A planning meeting was held and John's daughter was present. During the meeting it was evident that the home's management were unable to provide sufficient information on this man and the care of the other residents. A safeguarding plan was put in place to ensure the needs of John would be met by the home.

Formal performance management procedures across the whole home were commenced, this being the way the Council manage concerns about the quality of care. Further concerns came to light over the following week regarding the service being provided to other residents in the home. The provider's senior management were asked to meet with the council's contracts team and spent upwards of six months making the changes required to deliver a higher quality service to all the residents in the home. The home was taken into an overarching safeguarding process to ensure that all the residents were safeguarded, which has involved unannounced visits by the contracts team taking place to ensure that the home has maintained the changes required.

Mental Capacity Act 2005 and Deprivation of Liberty Safeguards (DoLS)

The Mental Capacity Act 2005 continues to provide a legal framework for taking action and making decisions on behalf of individuals (adults aged over 16 years) who lack the capacity to make a particular decision for themselves. Everyone working with or caring for an adult who may lack capacity to make decisions must comply with this Act.

- The Mental Capacity Act allows restraint and restrictions to be used – but only if they are in a person’s best interests. Extra safeguards - called the Deprivation of Liberty Safeguards - are needed if the restrictions and restraint used will deprive a person of their liberty.
- These can only be used if the person will be deprived of their liberty in a care home or hospital. In other settings the Court of Protection can authorise a deprivation of liberty.
- Care homes or hospitals must ask the local authority if they can deprive a person of their liberty. This is called requesting a standard authorisation. There are six assessments which have to take place before a standard authorisation can be given. If it is given, one key safeguard is that the person has someone appointed with legal powers to represent them. This is called the relevant person’s representative and will usually be a family member or friend. Other safeguards include rights to challenge authorisations in the Court of Protection, and access to Independent Mental Capacity Advocates (IMCAs).
- The Supreme Court made a landmark judgement in March 2014 (the Cheshire West ruling) and introduced a simplified test to determine whether someone is being deprived of their liberty.

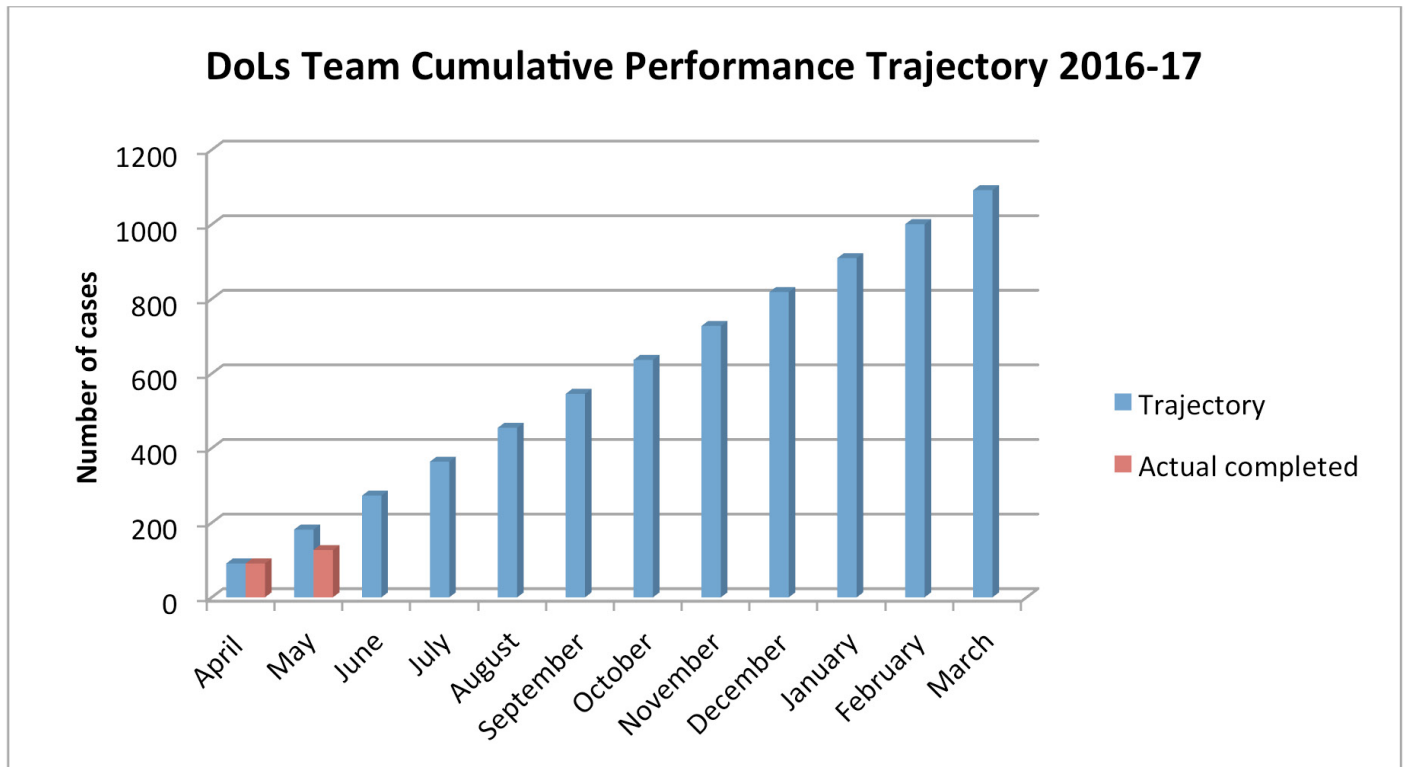
The ruling broadened the criteria of those deemed deprived of their liberty to the extent that in previous years the local authority received around 100 assessments each year; whereas between April 2014 and March 2015 over 750 requests were received. From April 2015 to March 2016 we have seen that total rise to 1085.

Supervisory Body	Number of applications received	Number of applications not granted	Backlog as at 31 March 2016	Number of cases requiring Court of Protection involvement
Barnsley	1085	150	302	19 ongoing with a further potential for 130

The increase in requests brought with it a backlog of cases, which at March 2016 stood at the 300 mark, posing a considerable legal risk. Assessors have managed to complete 107 cases, reducing the backlog by late May to 195. The workload is prioritised to ensure that those that cannot wait are dealt with first. There is also increased activity in terms of applications to the Court of Protection for situations whereby an individual may be deprived of their liberty but not in a care home or hospital. This may include young adults in residential schools (age 18+), Shared Lives or Supported Living.



Barnsley has five full time Best Interest Assessors (BIAs), 31 trained BIA's, of whom 25 are currently practising. Even with these staff resources, the council (in common with most other local authorities) will struggle to keep pace with the anticipated workload during 2016/17, as shown in the following chart.



Case Study: Use of the deprivation of liberty safeguards

Brenda is a lady in her eighties, who was admitted to a care home originally for respite, following an admission to hospital, at the request of her family. She has a diagnosis of dementia and a number of complex physical problems that mean she requires a high level of support. She is largely immobile and requires staff to assist her with washing, dressing, eating etc. and to regularly re-position her throughout the day and night, in order to avoid her developing pressure sores.

Brenda made it very clear at the outset that she wished to return home as soon as possible, but she was unable to understand the amount of support she required or the implications of returning home, or to remember that when at home before, she had previously complained of feeling lonely. Her family did not agree that she should return home.

Brenda was assessed as not having the mental capacity to make a decision about where she should live, due to her dementia. She was independently assessed under Deprivation of Liberty Safeguards and an authorisation made, enabling the local authority to decide – in her best interests – where she should live.

Under DoLS, individuals have the right to a representative whose role is to represent their best interests. Brenda's advocate mounted a legal challenge so that the Court of Protection could decide whether she should remain in care or return home. After a thorough airing of the case, the judge determined that it was not in her best interests to return home because the complexity of her needs means that there would be too many risks.

BSAB's plans for the next 12 months until March 2017

The actions in this table are the most significant ones in the Safeguarding Adults Board business plan for 2016-17. This is an ambitious plan and we may not be able to deliver all these improvements during the year.

What we intend to do	By when
Devise new data collection methods and user surveys to monitor 'Making Safeguarding Personal'	March 2017
Carry out regular file audits (both Council and multi-agency) to quality assure frontline practice	June 2016
Review and refresh our approach to 'Making Safeguarding Personal'	March 2017
Audit how partner organisations prevent abuse and deal with low level concerns	September 2016
Develop framework and policies for people in positions of trust who pose a risk	December 2016
Update SAB communications and engagement strategy and develop new ways of engaging with stakeholders and communities	September 2016
Work with the other three local councils to ensure South Yorkshire Safeguarding Procedures are effective and up-to-date and develop local guidance in Barnsley Council	March 2017
Review use of thresholds to screen concerns and decide what needs a safeguarding enquiry	September 2017
Address gaps in our performance reporting so that the SAB has a good understanding of how well people are being safeguarded and can take action where necessary	March 2017
Carry out training needs analysis and develop safeguarding training plan, so that partners have a competent workforce	September 2016
Consider how to strengthen training, e.g. multi-agency trainer	September 2016
Monitor child protection incidence for young people in transition, to ensure they are protected while moving into adulthood	September 2016
Partner organisations to carry out self assessment on their safeguarding work, with SAB independent chair to hold challenge events	October 2016
Agree new safeguarding adult review protocol and develop methods for carrying out learning exercises	September 2016
Publish annual report for 2015/16 year	July 2016
Develop and launch SAB website as resource for partners, professionals and the public	July 2016
Review budget to pay for SAB's work and how much partners contribute	November 2016

Appendix 1 - Training Review 2015/16

Safeguarding Adults Training

Across the council, the NHS, the police and many other major organisations there has been a lot of effort put into providing training for Safeguarding Adults.

The council's Workforce Development service offers Safeguarding Adults training to their own staff, independent care providers and many other organisations and groups across the borough. They have been doing this very well for many years. Their basic 'Safeguarding Awareness' sessions are also useful for many other people even those not involved in health and social care work. As well as training people in a classroom style they also offer awareness training as an e-learning course or as a mixture of the two. The council also works with the other South Yorkshire councils to make sure the more detailed training is the same in Barnsley as it is in Sheffield, Doncaster or Rotherham.

Colleagues from Health currently deliver basic safeguarding and Prevent training. They offer classroom, e-learning and workbook training. The police and Barnsley College also provide their own Prevent training. Prevent awareness is part of the government's counter-terrorist strategy to stop people from becoming radicalised. Some basic Safeguarding training delivered by our NHS partners is often shorter in length when it is aimed at staff who do not have much contact with the public.

The basic training provided across Barnsley is of a high quality. The more detailed training, which is often specific to people's job roles, is also of high quality. Unfortunately, there has been less opportunity to deliver the more detailed training this year and this has been mainly due to three things:

- The arrival of the new South Yorkshire Procedures
- The Care Act and the new demands it made of organisations and people
- Making Safeguarding Personal

Safeguarding Adults covers a great number of areas and all major organisations have been trying their best to ensure vulnerable people are kept safe right across the borough. This is why we are now providing courses on domestic violence, hate crime, modern day slavery, female genital mutilation and others. All the major organisations in the table below have been working together to make sure we have better information on what training is happening and ways in which we could make it better.

Over 10,000 people have taken advantage of some form of safeguarding adults training during 2015/2016. This is equivalent to 28 people being trained every day of the year across health and social care, the police, local colleges and housing organisations. This is a great achievement but now we need to look at continuing this good work, offering training to other groups of people and also creating a greater range of training.



Mental Capacity Act/Deprivation of Liberty Safeguards Training (MCA/DoLS)

The need for Mental Capacity Act training is extremely important to anyone who deals with service users or patients. To be able to decide if someone does or does not have 'capacity' to make their own decisions or not has always been a difficult area for workers in front line services. This training helps people understand what we mean by capacity and how we can best deal with situations where there may be a doubt about it.

Deprivation of Liberty Safeguards training describes the legal processes involved in preventing someone leaving their place of residence for their own safety. This is particularly helpful to those working with people who may have problems with capacity or who have been assessed as lacking capacity to make decisions around their personal safety.

A great deal of training has been offered in these areas for health and social care workers and over 1,200 people have taken advantage of it. Most of the training offered is basic awareness either in a classroom setting or e-learning. But there is also training available on record keeping and how we make sure that information we write or record is not only clear and truthful but is in line with what the Mental Capacity Act requires.

Providing training on Mental Capacity Act and the Deprivation of Liberty Safeguards is an important part of Safeguarding Adults and both the Council and the NHS in Barnsley have made this training high priority for their staff.

Peter Sheldon
Learning and Development Manager,
Barnsley Council



For the tables below please use the following key:

-
- * Independent Care Providers includes PA's
 - ** Higher Education Institutes, Police, Probation, Berneslai Homes and other local authorities
 - *** BHNFT = Barnsley NHS Foundation Trust
 - *** SYPFT = South West Yorkshire Partnership NHS Foundation Trust
 - **** B/College = Barnsley College

MCA/DoLS TRAINING ATTENDANCE ANALYSIS (April 2015-March 2016)									
Courses	BMBC	Indep Sec(*)	Health Orgs	Other(**)	BHNFT	SWYPFT	B/College	Berneslai Homes	Police
BMBC face to face MCA/DoLS Related Training	144	489	52	30	246	11	0	0	0
NHS face to face MCA/DoLS Related Training	0	0	0	0	68	168	0	0	0
NHS e-learning MCA/DoLS Training	0	0	0	0	43	25	0	0	0
Totals	144	489	52	30	357	204	0	0	0
Grand Total	1276								

SAFEGUARDING ADULTS TRAINING ATTENDANCE ANALYSIS (April 2015-March 2016)									
Courses	BMBC	Indep Sec(*)	Health Orgs	Other(**)	BHNFT	SWYPFT	B/College	Berneslai Homes	Police
BMBC face to face Safeguarding Related Training (all levels)	263	605	61	12	0	66	13	22	0
BMBC e-learning Safeguarding Related Training (all levels)	42	82	0	0	0	0	0	0	0
NHS face to face Safeguarding Related Training (all levels)	0	0	0	0	610	830	0	0	0
NHS e-learning Safeguarding Related Training (all levels)	0	0	0	0	685	724	0	0	0
Police face to face Safeguarding Related Training (all levels)	0	0	0	0	0	0	0	0	20
Barnsley College face to face Safeguarding Related Training (all levels)	0	0	0	0	0	0	747	0	0
Berneslai Homes face to face Safeguarding Related Training (all levels)	0	0	0	0	0	0	0	47	0
Face to face and e-learning Prevent/Channel Training (all organisations)	1849	0	4	2	1418	402	1878	48	0
Totals	2154	687	65	14	2713	2022	2638	117	20
Grand Total	10430								

Appendix 2 - Useful Links

How to report abuse

<https://www.barnsley.gov.uk/services/adult-health-and-social-care/keeping-safe/report-adult-abuse/>

Barnsley Safeguarding Adults Board

<https://www.barnsley.gov.uk/services/adult-health-and-social-care/keeping-safe/barnsley-safeguarding-adults-board/>

Link to South Yorkshire Adult Safeguarding Procedures

https://www2.barnsley.gov.uk/media/3810435/south_yorkshire_procedures.pdf

Care Act 2014 – Care and Support Statutory Guidance

<https://www.gov.uk/guidance/care-and-support-statutory-guidance>

Financial Abuse ‘Under the Radar’

<https://www.citizensadvice.org.uk/about-us/how-citizens-advice-works/media/press-releases/financial-abuse-going-under-the-radar/>

Social Care Institute of Excellence (SCIE)

<http://www.scieorg.uk/>

Care Quality Commission

<http://www.cqc.org.uk/>

Healthwatch Barnsley

<http://healthwatchbarnsley.co.uk/>

Action on Elder Abuse

<http://elderabuse.org.uk/>



If you need help understanding this document please contact the Safeguarding Adults Service on **01226 773300** or email **SafeguardingAdultsService@barnsley.gov.uk**

BARNSELY METROPOLITAN BOROUGH COUNCIL

This matter is a Key Decision within the Council's definition and has been included in the relevant Forward Plan

Report of the Executive Director (People)
to Cabinet

(24th August 2016)

ANNUAL REPORT OF THE BARNSELY LOCAL SAFEGUARDING CHILDREN BOARD (2015/16)

1.0 Purpose of the Report

1.1 To inform Cabinet of the work undertaken by the Barnsley Local Safeguarding Children Board (LSCB) during 2015/16 and the publication of the Board's Annual Report.

2.0 Recommendations

2.1 That Cabinet receives the Board's latest Annual Report.

2.2 The progress made by the Board in relation to its statutory role and functions, be noted as part of Cabinet's continued consideration of the Borough's framework for safeguarding vulnerable adults and children.

3.0 Introduction

3.1 The Statutory Role of Barnsley LSCB

3.2 Currently, Section 13 of the Children Act (2004) requires each local authority to establish an LSCB within their area. Section 14 of the Act outlines the objectives of LSCBs which are as follows:

- (a) To co-ordinate what is done by each organisation represented on the Board for the purpose of safeguarding and promoting the welfare of children in the area.
- (b) To ensure the effectiveness of each partner organisation's role in the above purpose.

3.3 Barnsley LSCB is an independent body with an independent Chairperson who is able to hold partner organisations to account for their effectiveness in safeguarding children and promoting their wellbeing.

3.4 As a result, the Chair of the Barnsley LSCB works closely with the Executive Director (People) who, as the Director of Children's Services and Chair of the Barnsley Children and Young People's Trust Executive Group, retains statutory responsibility for the co-ordination of children's services in the Borough and improving the range of

outcomes for children and young people, including local authority children's social care functions.

- 3.5 The Cabinet Spokesperson (People: Safeguarding) as the Borough's statutory Lead Member for Children's Services, attends meetings of the Barnsley LSCB as an observer and receives all its reports.
- 3.6 One of the responsibilities of the Board's Chair is to produce an annual report on the effectiveness of local arrangements for safeguarding children and promoting their welfare. Guidance states that this report should be presented to the Leader and Chief Executive of the local council; the Police and Crime Commissioner and the Chair of the Health and Wellbeing Board. A full copy of the Barnsley LSCB's latest annual report is attached as Appendix 1.
- 3.7 Summary of the Barnsley LSCB Annual Report (2015/16)
- 3.8 The LSCB's annual report provides a rigorous and transparent assessment of the quality and effectiveness of local services for the safeguarding of children and young people in the Borough and the promotion of their welfare.
- 3.9 In particular, Cabinet is requested to note the following information, within the annual report:
- The challenge provided by the Board in holding to account the performance and effectiveness of partner organisations in protecting and safeguarding children.
 - Progress towards achieving key priorities during 2015/16, including the development of the Borough's Multi Agency Safeguarding Hub (MASH) and the action being taken to minimise and eradicate the risk of all forms of harm, including child sexual exploitation.
 - The role of the Board towards implementing the recommendations contained in the Ofsted review of the LSCB's effectiveness, published in August 2014.
 - Using learning derived from serious case reviews to inform continual improvements in the protection and safeguarding of vulnerable children.
 - Financial contributions made by partner agencies in support of the Board's role and functions.
 - The added value provided through the Board's multi agency training and development programme for front line practitioners.

4.0 Consideration of Alternative Approaches

- 4.1 In the case of this report, this has not been necessary as its purpose has been to inform Cabinet of the work of the Barnsley LSCB in fulfilling its statutory role, during 2015/16.

5.0 Proposal and Justification

5.1 Please see Paragraphs 3.2, 3.6, 3.8 - 3.9.

6.0 Implications for Local People and Service Users

6.1 The Annual Report provides assurance to our communities, that the protection of every vulnerable child and young person in the Borough, from harm, is an objective that is regarded with overriding importance by the Board and its partners, including the Council, through its mandate.

6.2 The LSCB is also committed to ensuring that any learning which emerges through serious case reviews or allegations of impropriety or misconduct concerning staff working with children in various settings, which are investigated by the Local Authority Designated Officer, are rigorously and consistently applied across the Borough.

7.0 Financial Implications

7.1 The cost of undertaking the activities of the Barnsley LSCB in 2015/16 amounts to £159k, which includes related staffing costs, multi-agency training, independent chair costs, etc. The overall cost is funded from contributions from partner agencies / organisations, and includes the Council, Barnsley CCG, South Yorkshire Police, etc. Detail breakdown of cost and partner contributions are outlined in Annex 3 of the attached LSCB annual report.

8.0 Employee Implications

8.1 There are no employee implications currently emerging through consideration of the Annual Report.

9.0 Communications Implications

9.1 There are no direct implications for the Council arising through the Annual Report. In considering communications, within the context of child protection, Cabinet will note that among the policies and procedures to be continually reviewed and developed by the LSCB, during 2016/17 are those aimed at keeping children and young people safe from grooming and exploitation whilst online.

9.2 Equally, through engaging young people on how best they can report or raise concerns with the Board and its partners, including the Children's Social Care Service, relating to their safety or wellbeing, Cabinet is assured that communication channels are in place to enable them to do this on their terms and in ways which are most familiar to them.

10.0 Consultations

10.1 The Chair of the Barnsley LSCB has consulted partner organisations on the formulation of the Annual Report.

11.0 The Corporate Plan and the Council's Performance Management Framework

11.1 The role and responsibilities of the Board in safeguarding children and young people from harm and to promote their welfare, accords with one of the six Strategic Priorities of the Borough's Children and Young People's Plan and is reflective of the Corporate Plan's outcome statement of ensuring children and adults are kept safe from harm, thereby enabling them to achieve their potential.

12.0 Promoting Equality, Diversity and Inclusion

12.1 The Board is subject to the Public Sector Equality Duty and will ensure that the development of key strategies, policies and procedures are underpinned by a full equality impact assessment.

12.2 As part of the LSCB's multi agency programme, training continues to be offered to practitioners and front line staff, to improve their understanding of cultural and faith issues in order to help them ensure that the specific needs of children and young people from diverse communities are met.

13.0 Tackling the Impact of Poverty

13.1 There are no implications for tackling the impact of poverty, emerging through consideration of the annual report.

14.0 Tackling Health Inequalities

14.1 The Board continues to perform an important role in helping improve the health outcomes of children in care through its oversight of the performance of partners in undertaking timely health assessments and, thereby, closing the gap in health inequality.

14.2 This also includes helping improve waiting times for accessing child and adult mental health services. In addition, the Board ensures compliance with the mandatory reporting of any known cases of female genital mutilation (FGM) affecting young women under the age of 18 in the Borough, as part of helping promote public health.

15.0 Reduction of Crime and Disorder

15.1 In complying with its statutory responsibilities, the LSCB not only ensures that children and young people are safeguarded from harm, it also performs a crucial role in helping identify and bring to account those responsible for harming children through cruelty, neglect, violence or exploitation.

16.0 Risk Management Issues

16.1 As part of its role in overseeing the performance of partner organisations and challenging progress, the governance structure of the Board maintains a risk log. Where any slippage in progress emerges, remedial action is taken to ensure there is no impact on the protection of children and that the needs of children requiring help are met without delay.

17.0 Health, Safety and Emergency Resilience Issues

17.1 There are no implications for the safety of the public or employees emerging through this report.

18.0 Compatibility with the European Convention on Human Rights

18.1 The progress achieved by the Board, in compliance with its statutory role and functions, accords with the Articles and Protocols of the Convention, particularly the rights of the child to be kept safe from serious harm.

19.0 Conservation of Biodiversity

19.1 There are no implications for the conservation of biodiversity or the local environment, emerging through the report.

20.0 Glossary of Terms and Abbreviations

20.1 None, applicable.

21.0 List of Appendices

21.1 Appendix 1: Annual Report of the Barnsley Local Safeguarding Children Board (2015/16)

22.0 Details of Background Papers

22.1 Background papers used in the production of this report are available to view by contacting the People Directorate, Barnsley MBC, PO Box 639, Barnsley, South Yorkshire, S70 9GG

Officer Contact: Mel John-Ross (Service Director – Children’s Social Care and Safeguarding)

Tel. No. (01226) 773665 or e-mail melaniejohn-ross@barnsley.gov.uk)

Financial Implications/ Consultation
..... <i>(to be signed by senior Financial Services Officer where no financial implications</i>

This page is intentionally left blank

annual report 2015-16



Contents

	Page
Chair's foreword	3
Introduction and local safeguarding context	5
Coordinating local work to safeguard and promote the welfare of children	8
• Governance and accountability	8
• Governance structure	12
• Progress on key priorities and achievements in 2015-16	13
• Workforce development - multi-agency safeguarding training	16
• Safeguarding vulnerable children and young people	22
• Children in care	22
• Private fostering	25
• Children with disabilities, complex needs, special educational needs	28
• Education Welfare Service	28
• Dealing with allegations against professionals	30
• Equality, diversity and participation	31
• Reviewing Barnsley Safeguarding Children Board effectiveness	40
• Monitoring the effectiveness of local work to safeguard and promote the welfare of children	40
• Performance, audit and quality assurance	40
• Policy, procedures and practice developments	42
• Serious case reviews	44
• Child Death Overview Panel	45
• Partner agency contributions to safeguarding	47
Planned future developments and key priorities for 2016-17	52
Appendix 1 Safeguarding Children Board structure chart	55
Appendix 2 Membership, attendance and budget	56

Contact us through the Barnsley Safeguarding Children Board website
safeguardingchildrenbarnsley.com

Chair's foreword

I am pleased to introduce the Annual Report of the Barnsley Safeguarding Children Board (BSCB) for 2015/16.

Over the last financial year the board has continued to play a significant role in ensuring that improvements continue to be made to the arrangements for safeguarding children and young people in the Borough.

The board plays a significant role in monitoring the Continuous Service Improvement Plan that arose from the Ofsted Inspection in 2012 and is regularly reviewed to ensure it keeps pace with the changing environment. The plan features at every board meeting with members being encouraged to appropriately challenge, to identify new issues for the plan and to be satisfied that the intended action has been taken. The plan is a living document that has had many new actions added as the service and the board moves forward towards 'Good' and beyond. I have attended the Officer Improvement Group which drives the actions and I am satisfied that it is a robust process. I consider the Continuous Improvement Plan to be an area of good practice which BMBC and the public can take confidence in.

The board has had an impact in many other areas including:

- The creation of a task and finish group to explore the issues related to Female Genital Mutilation (FGM). This followed it being established that six patients in the Barnsley Hospital Maternity Unit had been found to have been the victims of FGM. The task and finish group developed a strategy and procedures. Subsequent audit of cases has found that the procedures had been followed in all cases.
- The board and Barnsley Metropolitan Borough Council submitted a joint letter to the Department for Education expressing our shared concerns at the current policies associated with Home Education. There has been a marked increase in the number of children being removed from mainstream schooling to be educated at home. Whilst the board fully appreciates that many of those will be receiving a full and planned education we are concerned that there are insufficient checks and balances to ensure that applies to all children and that they are being appropriately safeguarded.
- The board, and its members, signed up to a new county wide procedure dealing with the issue of children who go missing or absent. This gives much clearer instruction and guidance as to the action to be taken when reports are received.
- Child Sexual Exploitation (CSE) continues to be a priority for the board. During the year the CSE Strategy was revised and the action plan updated. More recently a new CSE Assessment Tool has been approved by the board.
- A Communications Strategy has been developed which will see much more information being proactively shared with the public, staff and other stakeholders. We believe that it is important that we continue to send out the message that Safeguarding is everyone's business.
- We continue to have a highly regarded training programme that delivers a wide range of training to individuals working with Children and Young People. The evaluation of courses is very positive.

- The board has continued to receive comprehensive performance data and has demonstrated that it is prepared to challenge when there are identified areas of concern. Many performance indicators have shown an improvement during the year.
- The board, and its partners, has signed up to changes in working practices at the front door of Children Social Care, the point where professionals and the public report any concerns. This has resulted in a significant reduction in the number of concerns being recorded which has allowed resources to be better targeted at those children, and families, that are in need of support. The number of children on Child Protection Plans has increased from 332 to 422 over the year which is seen as evidence that thresholds to access services are being applied more effectively.

During the year the board published three Serious Case Reviews; more details can be found on page 44 of this report. The cases were all published on the board's web site,

<https://www.safeguardingchildrenbarnsley.com/>

Last year, I expressed concern and disappointment at the reduced level of safeguarding self-assessments received from schools. I am pleased to be able to report a 100% return this year. The board recognises the hugely important role that schools play in the lives of children and young people including the vital role they have in safeguarding. It is therefore reassuring to get a full return.

Looking forward, we will see the establishment of a Multi-Agency Safeguarding Hub (MASH) during the

summer of 2016. This will see staff from a range of agencies including Police Officers, Social Workers and Health staff working in the same building. This will be to the benefit of children and case management as they will be able to better share information and make joint decisions on actions to be taken.

In conclusion, I am satisfied that the board and its member organisations consistently demonstrate their commitment to keeping children and young people safe.

Bob Dyson QPM,DL
Independent Chair, Barnsley Safeguarding Children Board.

Introduction and local safeguarding context

Barnsley Safeguarding Children Board comprises of representatives from a range of statutory partners, who are passionate about promoting the safeguarding and welfare of local children, young people and families in Barnsley.

Our vision is that:

Every child and young person should be able to grow up safe from maltreatment, neglect, accidental injury/death, bullying and discrimination, crime and anti-social behaviour.

Children are entitled to a strong commitment from the BSCB and its constituent agencies to ensure that they are safeguarded. Where possible, this will be done in partnership with parents and carers, and by engaging the active support of the public. We will do as much as we can within the resources available to us and, with every agency providing services, we can maintain an inter-agency safeguarding system directed at safeguarding and promoting the welfare of all Barnsley's children.

We will endeavour to ensure that every child is safe, well cared for and thereby supported to fulfil their potential to make the transition from childhood to adulthood.

The board's prime responsibilities are:

- To co-ordinate what is done by each person or body represented on the board for the purpose of safeguarding

and promoting the welfare of children in the area, and

- To ensure the effectiveness of what is done by each person or body for that purpose.

The board oversees work undertaken by partners to provide integrated services for children and families, with particular focus on safeguarding and promoting the welfare of children and young people.

This Annual Report provides:

- An outline of the main activities and achievements of the Barnsley Safeguarding Children Board during 2015 and 2016.
- An assessment of the effectiveness of safeguarding activity in Barnsley.
- An overview of how well children are safeguarded in Barnsley.
- Ambitions for future service developments and identification of key priorities.

Early Help and Family Centres

The emphasis of the work undertaken by the board and partners continues to move towards effective early intervention and prevention. Early Help services in Barnsley form part of the continuum of help and support to respond to the different levels of need of children and families. The way practitioners work together, share information, put the child and family at the centre, move swiftly to provide effective support to help them solve their problems and find solutions at an early stage is at the heart of a strong Early Help approach.

It is recognised that Early Help is everyone's responsibility across the partnership. There is commitment at all levels to work more closely together to build upon what we do for and offer to children and families. The focus of the work over the last period has been to

strengthen understanding of the approach across the partnership ensuring that the shift to Early Help is embedded and is sustainable. Barnsley's whole family approach to working with families continues with the implementation of the Early Help Assessment.

Family Centres deliver integrated services for children pre-birth up to 19 years (or 25 years if the young person has a disability) offering a variety of provision according to the needs of local families. Family Centres bring together practitioners from a range of universal, targeted and specialist services in each local area including schools, police, social care, private and voluntary sector and some adult services. Services delivered will vary in each area depending on the needs of families and the wider community.

Early help services are co-ordinated and delivered through Family Centres and:

- Support children to be ready for school and thrive in school
- Support parents and carers to develop their parenting skills
- Support parents and carers to develop personal skills, access training and education and enhance their ability to access employment
- Support parents and carers to keep children safe
- Help children to achieve their full potential and reduce inequalities in their health and development
- Support the development of healthy lifestyles for children
- Support families to build their own resilience

Services for adults play an essential role in our early help approach as these can impact on adults parenting capacity and family life. Some adults have additional needs which can impact negatively on family life if not supported. Services which

predominantly work with either children and young people or adults need to adopt a 'think family' approach to secure better outcomes for children, young people and families with additional needs, through co-ordinating the support they provide.

Local relationships

The board is strongly committed to further strengthening its relationship with other strategic partners, including the Children and Young People's Trust Board, the Health and Wellbeing Board and the local strategic partnership, 'One Barnsley'.

The One Barnsley Board, of the Local Strategic Partnership (LSP) is responsible for agreeing the overall strategic direction for achieving the economic and social wellbeing of the Borough, the vision and objectives are outlined in the following two strategies:

- Barnsley Health and Wellbeing Strategy (2013-16) - responsibility for delivery rests with the Barnsley Health and Wellbeing Board
- Barnsley Jobs and Business Growth Plan (2014-17) responsibility delivery with the Barnsley Economic Partnership

The role of the One Barnsley Board is to provide co-ordination and coherence across these two principal partnerships and to challenge partners in both partnerships, ensuring their performance contributes to the successful delivery of outcomes.

To affirm all these relationships, the board has approved a protocol covering governance arrangements and the degree to which they enable partners to assess whether they are fulfilling their statutory responsibilities to help, protect and care for children and young people. The board

also articulates clear improvement priorities in its Business Plan, with actions to accomplish improved outcomes.

A chart of the structural relationship between the BSCB and its strategic partners is shown on page 12.

To ensure effective safeguarding and child protection, the BSCB operates under an up-to-date information sharing agreement to which all partners are signed up, however this policy will need to be reviewed over the course of this year.

Local demographic context

Barnsley is part of a broad South Yorkshire conurbation located around traditional community bases of former mining and market towns. The latest data from the Office for National Statistics (ONS) (2014) shows the population of those under 18 years is approximately 21% of the total population at 49,600 (ONS Mid-Year Estimates 2014) and is expected to increase by approximately 4% by 2020 to 51,700. The predicted population increase has implications for increased demands on all services, including those providing child and family support. The School Census (January 2016) shows that 8.4% of primary school pupils and 6.0% of secondary school pupils are from minority ethnic origins.

Growing Up in the UK report (2013) recognises a link between infant mortality and deprivation; those born to the most deprived parents have a higher infant mortality rate per 1,000 live births compared to babies born to the least deprived. The Public Health Outcomes Framework (2016) shows infant mortality rates at 3.4 deaths per 1,000 live births. This is lower than the regional and national averages of 4.3 and 4.0. The Index of Multiple Deprivation 2015 ranks

Barnsley as the 39th most deprived local authority in England.

Women living in deprived areas are more likely to smoke during pregnancy than their more affluent neighbours (Graham, 2003) with smoking in pregnancy being a major contributor to increased infant mortality in England (Public Health England, 2013). The rate of women smoking during pregnancy in Barnsley is 20.4% of the maternal population; this is higher than regional average of 15.6% and national average of 11.4% (Public Health Outcomes Framework 2016).

In Barnsley, unemployment is higher than national average for those aged 16-64 years; 6.0% compared to 5.1% nationally (Modelled Annual Population Survey, 2015) and the rate of children living in out-of-work benefit claimant households aged under 19 years is 21.5% (Department for Work and Pensions, May 2014 and 2014 Mid-Year Estimates). This is higher than the national rate of 17%. Child poverty in Barnsley is higher than the England average, with 23.8% of Barnsley's children under 16 years living in low income families according to the Children in Low-Income Families Measure (previously the Revised Local Child Poverty Measure or National Indicator) compared with an 18.6% national rate (HMRC, 2013).

The ONS's study into teenage conception rates in England found that rates were highest in the most deprived areas (ONS, 2014). The latest data shows Barnsley's teenage pregnancy rate is 36.3 per 1,000 of the population (ONS, 2014). This is higher than the national and regional averages of 22.8 and 26.4.

Nationally, individuals with a low level of educational attainment are almost five times more likely to live in poverty than those with high levels of education (Household Income and Expenditure

Analysis, ONS, 2014). Although educational attainment continues to improve in Barnsley, results at age 16 remain below the national average in relation to the proportion of children attaining 5 A* to C grades at key stage 4, including English and Maths (49.6 % compared to 53.8%, Research & Business Intelligence Team, 2015).

Children from deprived backgrounds are more likely to have complicated health histories over the course of their lifetime, including a lower life expectancy; professionals live on average eight years longer than unskilled workers (ONS, 2011). In Barnsley, life expectancy is slightly lower than the national average, with an expectancy of 78.4 for males and 81.8 for females compared to 79.5 and 83.2 nationally (ONS 2012-2014). However, there is a significant inequality in life expectancy across the borough, with those living in the wards with the highest levels of deprivation dying on average 6 years sooner than those in the least deprived wards (Public Health England 2012-2014).

Coordinating local work to safeguard and promote the welfare of children

Governance and accountability

The Board has six planned business meetings each year, together with additional sessions, to allow time for member development and reflection on specific issues. Special meetings are convened when required, for example to receive the findings from Serious Case Reviews or discuss key member financial contributions.

To promote optimum focus on priority issues, the board revised its sub-committee structure in 2012. These

arrangements were largely retained in 2013-14, 2014 -2015 and 2015 - 16 with the addition of two new sub-groups with direct reporting lines to the board in recognition of emerging priorities relating to child sexual exploitation/missing and services to children with disabilities and complex health needs. The current subcommittee structure will be maintained for 2016/2017. The terms of reference and the membership for each subcommittee will however be reviewed over the course of the year and task and finish groups will be established to help progress some subgroup priorities, for example; Female Genital Mutilation (FGM).

The current sub-committee structure, as depicted in Appendix 1, provides for focus on our priorities and promotes activities aligned to the board’s statutory functions. The functions of the sub-committee and sub-groups, which all meet at least six times a year, are:

Performance, Audit and Quality Assurance Sub-Committee (PAQA)

- Provides oversight of performance management data, review of a rolling programme of audit activity and improvement to service quality

Policy, Procedures and Practice Development Sub-Committee (PPPD)

- Ensures that policy and procedures are current, implemented, embedded and reflective of practice

Workforce Management and Development Sub-Committee (WMD)

- Addresses all aspects of multi-agency safeguarding training including; evaluation of impact and reviews, aspects of workforce management

concerned with safer recruitment and supervision

Serious Case Review Sub-Committee (SCR)

- Oversees commissioning and management of SCRs, ensuring agencies are accountable for implementing recommendations and action plans and promotes strategic learning from local and national reviews, including Domestic Homicide Reviews. (A separate, independently chaired, Serious Case Review Panel is convened to review individual cases as required)

Child Death Overview Panel (CDOP)

- Examines the deaths of all Barnsley children, in accordance with statutory guidance and reports directly to the board

The CSE Strategy Group

- This group is responsible for the strategic development of Barnsley's response to CSE. This includes the newly refreshed CSE Action Plan and CSE Strategy. Progress is monitored by the group and scheduled audits in relation to CSE are conducted and submitted to the board.

The multiagency CSE team currently operate as a CSE Multi Agency Safeguarding Hub which considers and agrees the level of CSE risk in each referred case. In order to do this they utilise an agreed CSE risk assessment tool. Once the risk has been agreed then they jointly agree the actions required and monitor progress against the actions.

Children with Disabilities and Complex Health Needs Sub-Group (CWDCHN)

- Provides more robust oversight under the board's governance and support to the increased vulnerabilities of this group of children and young people ensuring continued provision and a multi-agency response

This structure provides the board with a mechanism for multi agency development and review of safeguarding practice ensuring existing and emerging priorities are identified and addressed. It also ensures a valued input from adult services in areas of mutual safeguarding concern such as domestic abuse, adult mental health and substance misuse.

Communication between the board and sub-committees is strengthened through the regular Sub-Committee Chairs Briefing held before each Board Meeting. During the briefing each of the subcommittees escalates any areas of concern to the BSCB Chair which are flagged to the board for action. It is evident that partners increasingly feel confident to use respectful challenge as a means of improving services to children and young people. Briefings provide beneficial support to the sub-committee chairs and reinforce their relationship with the board and their responsibilities as Subcommittee Chairs. This meeting also helps to retain a focus on key priorities as explained below.

Focus on priorities

Each year, the board reviews its current Business Plan to identify success in achieving objectives and identify new priorities for next year. The BSCB Chair and the Sub Committee Chairs meet regularly to review progress and ensure that workload is managed and

implemented effectively, in line with the Business Plan. These meetings also consider emerging issues of interest or concern in light of the board's priorities.

When testing effectiveness the BSCB draws on both performance data and quality assurance activity that examines in detail the quality and effectiveness of front line practice ensuring a 'line of sight' to practice at the front line. All board members and specialist advisors have a strategic safeguarding role in relation to their own agencies. Accountability to local communities is promoted through the two lay representatives.

The BSCB provides a forum to hold partners to account and test effectiveness of multi-agency working to safeguard children. The BSCB 'holds the ring' on challenging performance providing a forum for partners to challenge across the piece.

Effective partnership working and relationships with strategic partners

The board's functions and responsibilities complement those of the Children and Young People's Trust and provide for leadership and ownership of safeguarding at all levels in the council and partners.

The Children and Young People's Trust, chaired by the Executive Director for People, secures the cooperation of partners to strategically plan and align service commissioning to improve children's outcomes. These arrangements encompass all strategic partners, with a focus on working together to improve the wellbeing, life chances and outcomes of every local child.

The BSCB refers to the Children and Young People's Trust matters that have commissioning implications. The chair of

the BSCB escalates matters to the governance structures of partners and / or the Health and Well-Being Board where it is considered that agencies are failing to discharge responsibilities under 'Working Together' (2015).

Our high aspirations for children and young people, relating to their ability to secure optimum health, safety, educational attainment and contribution to their communities, recognises that families need support across the whole spectrum of services, including social care, education, health, police, voluntary organisations, safeguarding and other stakeholders.

Responsibility for establishing a secure continuous service improvement approach for children, young people and families rests with the Children and Young People's Trust and the BSCB.

The shared ambition of the Barnsley Children and Young People's Trust and BSCB is to go beyond Ofsted's judgement of 'requires improvement' and to deliver the best possible outcomes for local children, young people and families. This means collectively working together to deliver services which are judged to be at least good. In order to achieve this ambition services for children, young people and families will use the Continuous Service Improvement Framework.

The framework is made up of a number of dynamic elements. It is understood that it is the people (officers, elected members, non-executive officer, independent chairs) operating at different levels with different functions in their organisations who will make the children's system work effectively. This requires everyone operating within the system to discharge their responsibilities effectively and to be held to account. These elements include:

- The Children and Young People’s Trust
- The Safeguarding Children Board
- Elected Member led challenge
- A Continuous Service Improvement Officers Group
- A Continuous Service Improvement Plan
- External Review and Challenge
- Culture of Respectful Challenge
- The Voice of the child
- Joint review of the framework.

At the annual joint meeting of the BSCB and the Children and Young People’s Trust Executive Group (CYP TEG) held on 23 October 2015 key areas for discussion included: An understanding of the responsibility of both boards; the Continuous Service Improvement Plan; the combined risk register; further consideration of the ways in which both boards could work more effectively together in future to achieve improved outcomes, and enabled shared priorities. The group identified the following key areas for joint development and focus:

- Keeping the needs of children at the centre of all activities.
- Keeping children safe.
- Early Help
- Improving Education, Achievement and Employability
- Tackling Child Poverty and Improving Family Life
- Membership roles and responsibilities
- Supporting all children, young people and families to make healthy lifestyle choices
- Encouraging positive relationships and strengthening emotional health
- Improving staff skills to deliver quality services

The Children’s Plan is currently being refreshed for 2016-19

The Children and Young People’s Trust Children and Young People’s Plan 2016 – 19 will continue to recognise the nature and value of its relationship with the BSCB through its three main safeguarding priorities:

- Improving the safety of children by developing the engagement and focus of all partners via the BSCB.
- Increasing confidence and understanding of referral processes and thresholds
- Developing data use, information and quality assurance.

During the year, these priorities were progressed as the BSCB continued to hold individual agencies to account in discharging their responsibilities to keep children safe.

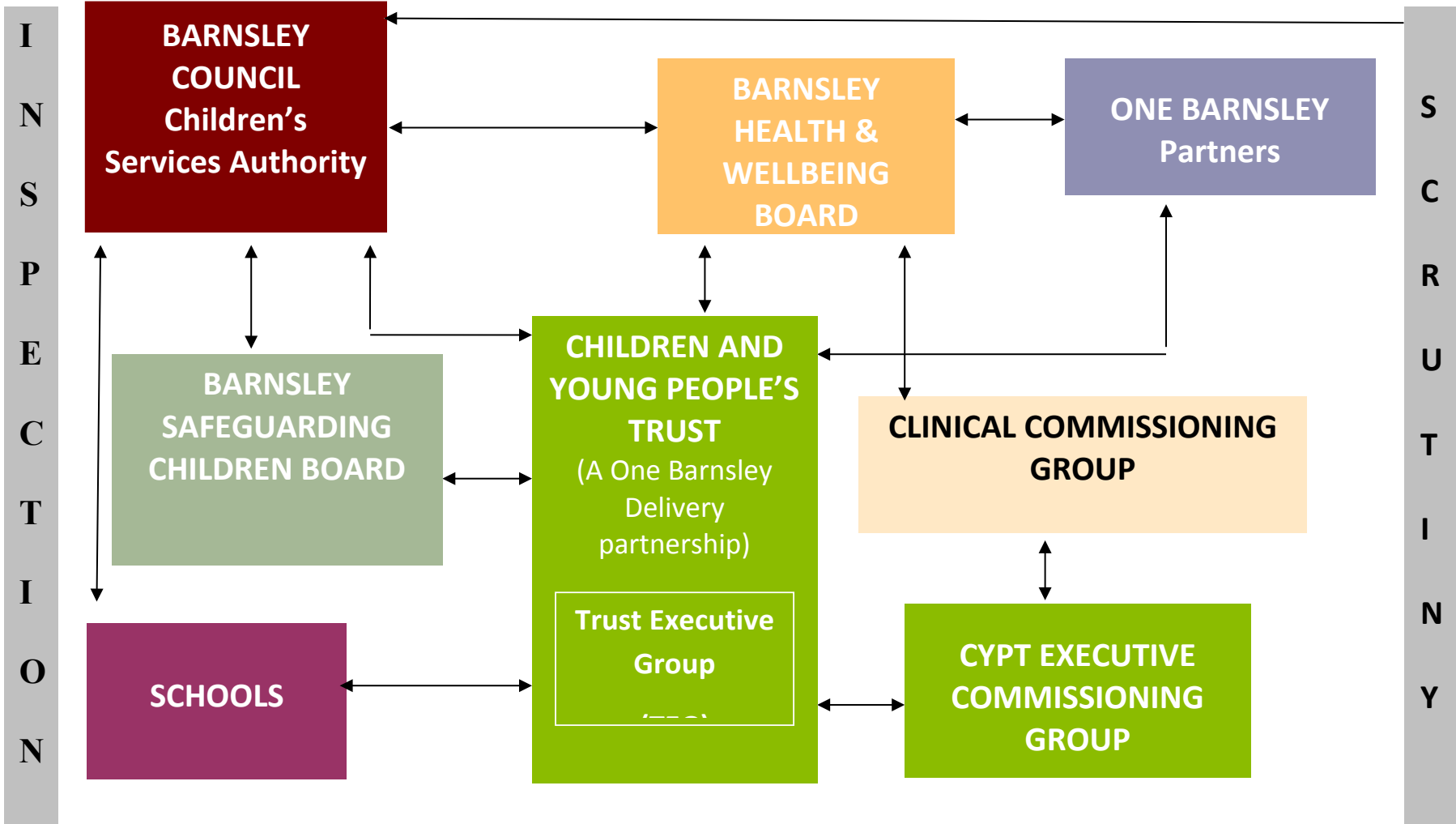
Through 2013-16, the Children and Young People’s Trust and partners identified the following as continuing priorities:

- maintain oversight of and take forward actions from the Continuous Service Improvement Plan relevant to the BSCB
- To continue to improve performance management and quality assurance systems to ensure robust and continuous service improvement, supported by workforce development programmes to secure safe practice.
- Ensure that the board maintains a comprehensive overview of the work of partner agencies involved with safeguarding, including the voluntary sector.
- Ensure the implementation of actions within the Child Sexual Exploitation Strategy.
- Ensure all board members are up-to-date with changes in policies, guidance and practice to provide strategic direction and scrutiny of core

safeguarding and child protection processes and data, and provide effective challenge.

These were addressed as major priorities in the BSCB Business Plan 2014-15.

WORKING TOGETHER Partnership Groups



Page 153



Progress on key priorities and achievements in 2015-2016

Last year's key priorities relating to the coordination of local safeguarding activity and promotion of children's welfare are set out below, with commentary on the extent to which they were achieved. More detail and examples of specific activities relating to each priority is contained in the sections of this report which outline the work of the subcommittees throughout the year.

Maintaining a strong commitment to continuous improvement and challenge through oversight and taking forward relevant actions from the Ofsted Improvement Programme and new governance structure

The board has maintained oversight of activity under the Improvement Programme through regular updates, Section 11 interviews, individual reports on particular areas of concern, and evidence from specific audit activity. The board has sought to encourage more open challenge during debates in order to secure service improvement and embraces its new role in monitoring the Continuous Service Improvement Plan under the direction of the Executive Director for People.

Continue to develop and refine our Performance Management Framework

The board is now able to secure systematic reporting of valid and useful KPIs, with sufficient contextual analysis to understand and identify improved performance across all partner organisations.

Address the increasingly high profile risk relating to Child Sexual Exploitation, (CSE) in conjunction with relevant partners

We have seen a problem profile which supports the current position that there is little evidence of organised CSE criminality in Barnsley, this is not to say that we do not remain alert to the possibility and monitor trends and events. Trends continue to be monitored and managed through partnership working.

A new risk assessment tool has been introduced for CSE which focuses the minds of practitioners on the signs they should be looking out for that may indicate that a person is vulnerable or subject to CSE.

We have reviewed the CSE strategy and associated action plan.

The Terms of Reference for the multiagency CSE team have been reviewed and operational guidance developed to support the work of the team and ensure that practitioners are clear of expectations and responsibilities.

The multi agency team has been strengthened by establishing the role of a specialist nurse within the team to share information and provide links to the broader health community by way of liaison and awareness raising and to take a lead role in direct work with young people where health implications arise from risks of CSE, in line with broader multi-agency plans for intervention.

Multi Agency Meetings have been established in relation to CSE which review and assess cases of CSE utilising all the information available from partners involved with the child and family of either the victim or offender. This ensures robust and effective risk assessment, management plans and progress monitoring to reduce the risk to the child.

- Regular Deep Dive Audits are undertaken in relation to CSE investigations.
- Ongoing work continues to be undertaken with Local Businesses in relation to raising awareness of CSE.
- Ongoing training specific to CSE continues to be delivered.
- Increased funding has been accessed to improve therapeutic support to those who have been subject to CSE.
- A new structure has been put in place to manage return home interviews of children who are reported as missing from home, this supports ongoing interventions and support for the child and seeks to identify with partners where children may be at risk of CSE and any persons who present a risk to children.

Going Forward:

- Continue to work as a partnership to support victims reporting CSE and to pursue and prosecute offenders.
- Undertake gap analysis to identify any professionals who require further training or awareness raising.
- Introduce an offender management tool that will help identify any offenders who present a risk in relation to CSE in order that they can be appropriately managed. Links with local offender management teams will be further developed to support this.
- Undertake a review of the problem profile to ensure that the CSE picture is up to date to ensure appropriate response and allow for planned preventative work.
- Establish full children's MASH to bring together children's front door assessment, investigators and CSE team to improve information sharing and multiagency working.

- Continue to work with the private sector to raise awareness of CSE.
- Improve links with minority ethnic communities to raise awareness of CSE.
- Establish a service directory for CSE to ensure that those working with victims of CSE are aware of what support is available.

Improve our learning from Serious Case Reviews

The SCR Sub-Committee has continued to disseminate learning through multi-agency training activity and specific single agency learning events in relation to SCR action plans. Action plans are monitored by the committee to ensure implementation of actions and an evidence bank to illustrate the changes to practice has been established. This work will continue next year as additional case specific action plans are completed in relation to ongoing SCRs. A priority for 2016/17 will be to develop more robust commissioning arrangements in relation to the commissioning of SCRs.

Continue to promote activities to mitigate the risks to children arising from domestic abuse, adult mental health, substance misuse and digital technology

These areas of safeguarding are progressed by the PPPD Sub-Committee. Maintaining oversight of all these vital areas, together with other emerging areas such as bullying, and promoting activities to mitigate the risks, has been difficult and had limited success. More effort will be required next year to ensure sufficient resources are available and deployed to address these areas in a more systematic and consistent way.

Oversight of Children who are Missing from Home, Care and Education

A weekly Multiagency meeting has been developed since the new CSE arrangements came into place to ensure there is scrutiny of all the episodes and circumstances where a child is reported as being missing to the police.

This is attended by the Police, Missing from Home Co-ordinator, Targeted Youth/Early Help and Youth Offending Team representative, Education Welfare Service, CSE Social Worker and LAC health colleague.

The purpose of the meeting is to ensure the effectiveness and robustness of response to any child who is reported as missing, to prevent any further missing episode and ensure that the South Yorkshire Missing Protocol and Safeguarding Procedures are being followed and to alert and escalate cases inappropriate.

The group track each case and will identify any emerging themes and feedback to the CSE Strategic Group, Corporate Parenting Panel and Children at high risk of Multiple Violence and Complex Abuse (MVCA) Panel

The development of the CSE team and Multiagency arrangements for CSE had led to the CSE forum being replaced by a broader monthly multiagency meeting to ensure oversight of any Young Person aged 10-18 years who may be at risk of Multiple Violence (including CSE) and complex abuse (which may include CSE). This meeting is chaired by the Head of Service to identify and track the most challenging Child Protection/LAC cases. This allows for the development of a central list and tracking process that can ensure a focus and effort into ensuring that the top 10 cases are identified and considered as part of the Empower and

Protect Innovation opportunities across South Yorkshire or to strengthen safeguarding arrangements for those children who are often placed from out of the area.

This group reports into the CSE Strategic Group, Corporate Parenting Panel and Senior Safeguarding leadership group.

Accelerate joint working arrangements with the Barnsley Safeguarding Adults Board where this could be mutually beneficial

The Safeguarding Adults Board is represented on the BSCB and its sub-committees to facilitate joined up working around those issues that mainly affect adults, but also impact on their children. The focus on joint practice needs to be maintained in order to ensure a whole family approach to policy, practice and assessment.

A focus on and review of the 'Front Door'

Over the course of 2014 the 'Front Door' has been through a period of development.

As a response to this review we have associated realignment of thresholds and supported by a re-launch of the BMBC threshold for intervention. This is to embed a shared understanding of threshold for intervention. An integral part of this approach has been to be more responsive to children living in neglectful situations and to address more chronic neglectful parenting which relates to parental substance misuse, and domestic abuse.

As the service has developed and the threshold realigned, the volume of work has continued to increase with more children accepted for tier 3 interventions and numbers of assessments increasing.

As pressure on capacity in the service has increased, strategies focusing on timely and good quality assessment and both social work and management capacity has increased to respond to this.

Data and feedback from service shows increase in children in need opened for referral and assessment and conversion rate from referral to assessment shows marked increase over the course of 2014 and into 2015.

There has been an appropriate rise in numbers of children subject to a child protection plan from 200 in December 2013 to circa 340 in March 2015. Significant increase in those categorised as 'neglect'. This increase in numbers per 10,000 brings us in line with national average and closer to statistical neighbours.

More agency partners now contact their own safeguarding lead to seek advice to divert low level contacts *however it* is important that all agency partners develop this practice to divert low level contacts and reduce growing pressures on the 'Front Door'. The board will ensure this continues to be a key priority throughout 2016/17.

Workforce management and development

The Workforce Management and Development Sub-Committee's remit includes oversight of partner agencies' workforce responsibilities with regard to agency compliance with Working Together to Safeguard Children and statutory guidance. This includes the planning design, delivery and evaluation of the multi-agency Safeguarding Children Training Strategy and Programme. Adult services and community representation maintain a strong link with adult workforce

training and promote a wider overview and input to safeguarding training.

During 2015-2016 there has been continued high demand for multi-agency training. An extensive programme of multi-agency training, lunchtime seminars and events were attended by a total of 2324 practitioners from across partner agencies. This is an excellent example of partnership working and learning together. There are strong links with the adult workforce training and we try to take a whole family approach to safeguarding training.

The training programme has been developed and delivered in response to statutory requirements, local and national Serious Case Reviews, local audits, current research and report findings.

The need to provide early help, remain alert to child sexual exploitation, neglect and the recognition of how the co-existence of key issues such as domestic abuse, parental mental illness and parental substance misuse can significantly contribute to the abuse and neglect of children have remained a priority for 2015-2016.

In addition to the variety of multi-agency courses and popular lunchtime seminars, further new topics have been added to the programme. These include:-

- Child Development
- Motivational Interviewing
- Human Trafficking
- Safeguarding Children with Disabilities
- Disguised Compliance
- Understanding Attachment
- The Mental Capacity Act and the Deprivation of Liberty Safeguards for Young People and Adults
- Adolescent to Parent Violence and Abuse

*in addition to “classroom” taught sessions an extensive programme of E-learning is available.

Contribution from partner agencies

Many of the courses benefit from partner agency colleagues co-delivering training with the Multi-Agency Trainer or sole delivery this and the use of free venues helps to gain maximum benefit from the training budget.

Key achievements

Monitoring of the impact of training on staff and outcomes for children continues via the Section 11 Audit Challenge, Staff Professional Development Reviews and supervision. The feedback obtained from the above methodology is used to inform the future training programme.

The sub-group continues to engage with Faith Communities to ensure that they have up to date local information and resources to enable them to safeguarding children. Contact with Asylum seekers and Migrant Communities has continued to raise awareness of Female Genital Mutilation and ensure that clear messages are given that this is illegal in The United Kingdom and other countries across the World.

In these times of Austerity the Board requested that this subgroup look at ways of saving/generating income to maintain the excellent quality of our training programme. We have tightened up on charging for late cancellation of a place on a course this will ensure that the course administrator is notified in a timely manner and can ensure the number of course attendees is at capacity. The subgroup have developed a charging policy so that only the agencies that contribute

to the Board can access the Multi-agency training, other agencies can access training but they will be charged a very reasonable sum for such high quality training.

There have been improvements to the monitoring of the impact of training and feedback to inform the training programme.

The impact of training has been added to the Section 11 Challenge Visit that the Safeguarding Board Chair and Safeguarding Board Manager undertake with all Safeguarding Board member agencies.

Managers are expected to assess the impact of training during the member of staff’s annual appraisal and during supervision.

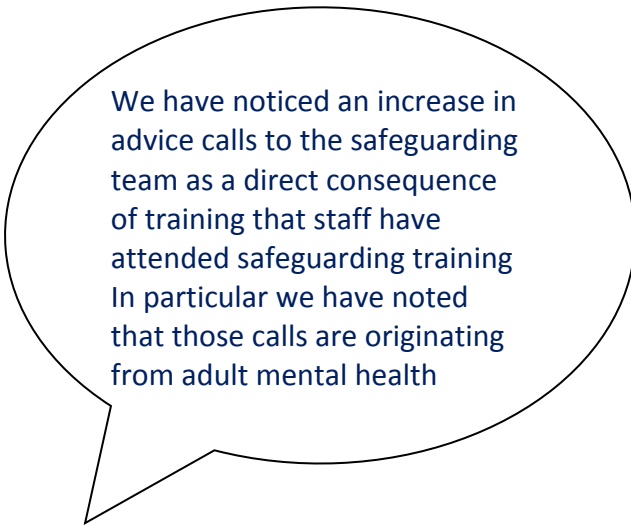
Ofsted Inspectors commented on the quality and variety of the multi-agency training programme.

This sub-group has continued to engage with Faith Communities to ensure that they are adequately safeguarding children. Links with travelers, asylum seekers and migrant communities have also been made.

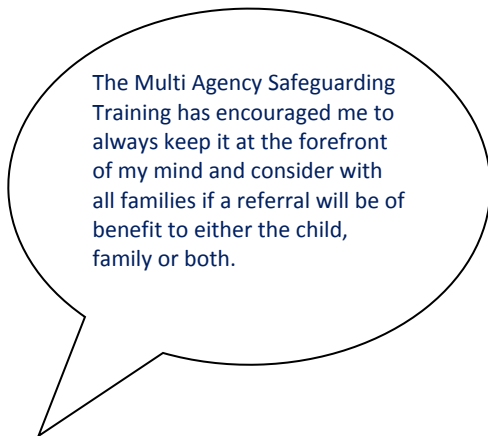
A full day conference was held on neglect which was oversubscribed, and a conference on Domestic Violence ‘Behind Closed Doors’, held which received very positive evaluations.

Evaluation of multi-agency training

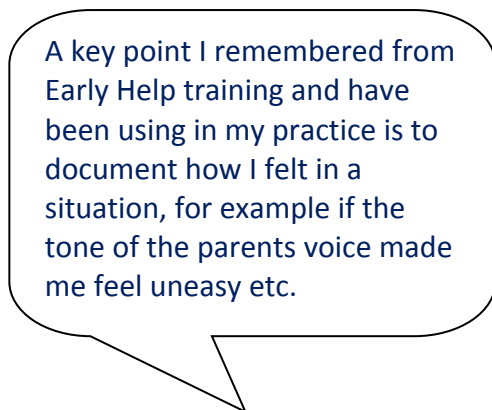
Training receives very positive feedback:



Named Nurse, health provider organisation.



Member of staff working in an Acute Trust.



Member of staff working in a Nursery

Future Plans

The sub group are planning a conference for later this year the theme will be the Toxic Trio and Neglect.

The conference is scheduled to take place on the 13th October 2016 at The Core in Barnsley.

The number and nature of multi-agency courses delivered in 2015-16 and agency attendance is set out in the table:

	Number of courses	BMBC - People Directorate (Children)	BMBC - People Directorate (Other)	Schools, Colleges and Academies	Berneslai Homes	BMBC - Other Directorates	Health, including BHNFT	Police	Probation	Voluntary, Community, Charitable and Independent Sector	Foster Carer	Other	TOTALS
Becoming Culturally Competent	2	11	0	2	2	0	3	0	0	8	8	2	36
Operation Klan - Child Internet Abuse Seminar	1	8	1	2	2	0	1	0	1	8	6	0	29
Raising Awareness of Child Sexual Exploitation	5	15	2	5	4	1	23	24	0	26	17	3	120
Forced Marriage, Honour Based Violence and Female Genital Mutilation	3	29	0	11	2	1	12	0	1	15	4	2	77
Understanding Thresholds - Continuum of Assessment	3	20	0	13	2	0	12	0	0	22	0	0	69
Multi-Agency Public Protection Arrangements	2	3	4	4	4	0	9	12	0	10	3	1	50
Working Together to Safeguard Children and Young People	8	25	4	4	7	4	43	35	1	66	6	1	196
Safeguarding Children Online	2	12	0	6	0	0	2	2	0	8	11	0	41
Helping You With Early Help	13	87	1	50	6	0	94	2	0	42	10	1	293
Managing Allegations Against Staff	1	3	0	2	0	0	1	0	0	8	2	0	16
Understanding Autistic Spectrum Disorders	1	1	0	5	1	0	3	0	0	11	2	1	24
Domestic Abuse and the Effects on Children and Adults	3	26	0	7	4	2	19	2	0	10	6	1	77
Sexual Exploitation of Children and Young People	3	18	1	14	1	1	10	4	2	11	1	1	64
Safeguarding Children and Adults	2	13	0	3	2	1	10	0	0	15	7	0	51
Parental Problematic Substance Misuse	2	9	0	8	2	0	16	0	0	15	1	0	51
Young People Affected by Intimate Partner Abuse	1	3	0	2	1	0	0	0	0	9	3	0	18
Signs of Safety' - Changes to Child Protection Conferences	4	28	0	6	7	0	35	5	0	16	9	1	107
The Role of the Substance Misuse Carer	1	4	0	1	3	0	0	0	0	2	2	1	13

Domestic Abuse, Risk Assessment & MARAC	3	14	2	4	2	1	17	11	1	17	3	2	74
Safeguarding Children through Safer Recruitment	2	6	0	14	1	0	7	0	0	20	0	0	48
Self Harm Awareness	2	10	0	7	1	1	9	0	0	9	1	0	38
Working with Parents with Mental Health Issues and Safeguarding Children	2	15	0	13	0	0	5	0	1	7	6	1	48
Working with Parents with Learning Disabilities and Safeguarding Children	1	9	0	3	0	0	0	0	0	4	2	0	18
Communicating Effectively with Children, including those with Special Needs	1	8	0	1	0	0	0	0	0	3	5	0	17
Working with Resistant Families	2	23	0	4	3	0	6	0	2	8	1	0	47
Learning Lessons from Serious Case Reviews	2	18	0	2	0	0	8	2	0	8	0	2	40
Fabricated and Induced Illness	1	7	0	0	0	0	9	0	0	8	5	1	30
Recognising and Responding to Children and Young People Who Display Concerning or Harmful Sexual Behaviour	1	6	0	3	0	0	5	0	0	9	4	0	27
Introduction to Child and Adolescent Mental Health Issues	1	4	0	1	0	0	2	0	0	9	0	0	16
Conferences and Core Groups	3	22	0	13	3	0	17	0	3	18	0	0	76
Working with Neglect	3	18	0	7	3	0	17	2	2	20	4	1	74
Pathways Role Within the Co-ordinated Community Response	1	7	0	8	0	0	5	0	0	2	0	0	22
Court Room Skills	2	10	0	6	0	0	11	1	0	12	0	2	42
Teenage Brain Development and Engaging Teens	2	9	0	6	0	0	7	0	0	11	10	2	45
Sleep: Issues and Impacts	1	1	0	2	1	0	3	0	0	5	8	0	20
Achieving Best Evidence Through Interviewing Skills	1	4	4	2	0	3	4	0	1	5	0	1	24
Information Sharing in Difficult Situations	1	5	0	3	0	0	2	0	0	6	8	0	24
Awareness of Female Genital Mutilation	1	12	2	6	0	0	6	1	1	6	3	0	37
Introduction to Safeguarding	2	4	0	6	2	1	16	1	0	14	7	0	51

Every Child Deserves the Best Start in Life	1	4	0	1	2	1	2	0	0	5	8	0	23
Workshop to Raise Awareness of PREVENT (WRAP)	1	2	0	28	0	1	0	1	0	6	0	0	38
Sexual Abuse: The Investigative Process	1	12	0	3	0	0	6	0	1	2	0	0	24
The Role of the Specialist Health Visitor for Migrant Health, Asylum Seekers and Roadside Gypsy Travellers	1	1	0	0	2	0	0	0	0	3	5	0	11
"We Don't Just Put Out Fires": Safeguarding and the Role of the Fire Service	1	3	0	2	0	1	3	0	0	3	7	0	19
Physical Abuse and the Role of the Paediatrician	1	9	0	5	0	0	3	3	0	3	0	1	24
When a Child Dies	1	11	1	11	3	0	3	2	0	3	1	0	35
	99	569	22	306	73	19	466	110	17	528	186	28	2324
	Number of courses	BMBC - People Directorate (Children)	BMBC - People Directorate (Other)	Schools, Colleges and Academies	Berneslai Homes	BMBC - Other Directorates	Health, including BHNFT	Police	Probation	Voluntary, Community, Charitable and Independent Sector	Foster Carer	Other	TOTALS

Safeguarding vulnerable children and young people

Children in Care

The Barnsley Safeguarding Children Board's oversight of children and young people in care is maintained through membership of the Care4Us Council and receipt of individual reports, including the Children in Care KPI Scorecard. The Care4Us Council, which comprises of young people in care, board members and relevant council officers, meets regularly to address issues which are important to this group. During 2016-17, the council, led and chaired by young people:

- A new Full time dedicated Participation Worker was employed on 1st April 2016 to drive the CICC forward and work with Care Leavers. This post will enable, develop and deliver a participation service. It will further the work of the children in care council to ensure it continues to impact on service design and delivery within the Local Authority, especially Corporate Parenting. It will also enable time to work directly with children, young people and care leavers to empower them to share their views and build resilience and to improve outcomes for these children more effectively.
- Children in Care took part in take over Challenge and were awarded 'silver' commendation from the Children's Commissioners Office. This was a great success and will be a yearly event.
- The Pledge has been revised through consultation and now used within the Review process by the IRO's. The Participation worker has sent a copy to all LAC placed out of the Local Authority and also taken

some out personally to meet the Young People. The Participation Worker will also take a copy of the Pledge out to Children who become Looked After when aged 10 or above when appropriate.

- 2 Care Leavers have attended The February Young People at Cabinet meeting to present the Pledge (which all members signed up to) and one of them presented a report regarding future 16+ accommodation including his own account of young people living in supported accommodation.
- Apprentices at Council have been very successful securing 2 young people's places to continue for a further period of time.
- CICC are attending the Yorkshire & Humber Children's Social Work Matters Conference. The conference aims to celebrate and promote good social work practice. Some of the Young People participated in some one minute film clip interviews to talk about their positive care experiences.
- One Care Leaver announced that she has just been offered a permanent Youth Coordinator post with Rotherham Council
- A Care Leaver will be attending a New Beginnings Dissemination Event in London. This is to raise engagement with Care Leavers, raising aspirations in employment, education and training. It also involves preparation for independence and health and well being.
- Celebration Event is an annual event due to its great success in 2015.
- LAC will be attending a Summer School at Sheffield University as part as the Go Further, Go Higher

campaign looking at LAW to raise aspirations to further their education and give them a different experience other than school.

- Care Leavers have produced a White Goods Catalogue to help with independence and provides information of where to go for the best priced essential items when moving into their own property and contact details of services they may need.

Proposals for 2016-2017 include:

Facebook for care leavers

Consultation on the review process and documentation (already started)

Consultation on the Welcome pack (again already started but name needs to change and it is not being used)

Health of Children in Care

Work is continuing to build on the substantial improvements already achieved in terms of performance and health outcomes for children in care. Data collection and audits of LAC health assessments show that 96.6% of review health assessments are completed within timescale and 100% of LAC have access to dental care. This is better than our statistical neighbours and the national average. 99.2% have up to date vaccination status which is excellent but at present there is no data available for comparison. The Timeliness of Initial health assessments has improved month on month since the appointment of a new Designated Doctor for Looked after Children in spring 2015. The delays are usually as a result of a delay in notification from an outside placing authority when a child is placed in by a Local Authority outside Barnsley. To improve notification quarterly meetings are held with

Private providers and this has improved notification of Children in Care placed in Barnsley by outside authorities. The Clinical Commissioning Group (CCG) has also written to every CCG in the country requesting that they encourage notification of children placed in Barnsley.

Children and young people in care in Barnsley receive consensual and holistic health assessments. Assessments are carried out at times and in venues that minimise disruption to the child and their education. All our children in care have excellent access to and use primary care to promote their health and development. Older children and young people are given the opportunity to be seen alone, this has recently been identified as key to empowering LAC to speak freely and honestly about their health and care.

There is a monthly meeting between the Designated Doctor and Service Managers for Children in Care to ensure actions related to the health of Children in Care are implemented. This includes the need to improve waiting times for the Children and Adolescent Mental Health Service (CAMHS) for Children in Care and that the improvement in timescales for health assessments and dental checks are maintained.

The Health and Wellbeing of Children in Care and Care Leavers Steering Group, reporting to the CCG Quality and Patient Safety meeting, meets every six weeks to identify service improvements to address the health needs of this group and to ensure ongoing improvement. In addition to this CQC made some recommendations that would improve practice and lessons were learned from a serious case review.

Together all these are or have:

- Ensured that the completion and use of Strengths and Difficulties Questionnaires (SDQ) continue to be embedded into practice and inform a wider assessment of emotional health and wellbeing.
- Prompted the Designated and Named Nurse for LAC to provide revised training to health professionals undertaking health assessments to further increase awareness of the health needs of LAC and quality of health assessments.
- Developed a process for gaining consent from young people age 16 years and over to release GP summary records.
- Incorporated processes for ensuring GPs and CAMHS contribute to health assessments.
- Initiated the Named Nurse to undertake live audit of Review Health Assessments of children placed both in and out of Barnsley. This allows for timely challenge of assessments that don't meet the required standard, and feedback to health professionals to support continuous improvement.
- Instigated a process of follow up and monitoring of Barnsley LAC who are placed out of area to ensure their health needs are met by the receiving area.
- Ensured that the CCG have reviewed the Service Specification for Children in Care and Care Leavers, to ensure it remains appropriate in light of new statutory guidance. They have also liaised with Public health to ensure LAC provision is considered within the new commissioning arrangements

for 0-19 children's community services.

What difference have these made:

- Better use of the SDQ both within individual health assessments and data collection to identify themes and trends.
- Health professionals that undertake LAC health assessments have received training to support competency requirements recommended in the Looked after Children: Knowledge, skills and competences of health care staff

(INTERCOLLEGIATE ROLE FRAMEWORK March 2015)

- Young people's right to consent or dissent is supported and upheld.
- Information from a wider range of health provision is used to inform health assessments.
- There is closer timely monitoring of health assessments by provider agencies, and any problems are escalated including to the CCG when appropriate.
- Children and young people placed out of Barnsley are not disadvantaged in terms of their health needs.

Continuous Improvement

There is a commitment to constantly challenge and improve practice and services to LAC. Areas of focus for the coming year are:

- Ensure that consideration of ethnicity, faith and identity is incorporated and documented in health assessments.
- Strengthen the voice of LAC and use

feedback to influence service improvement.

- Work with LAC to improve information for them regarding health assessments.
- Reinforce the use of existing health screening tools to support and enhance health assessments, particularly in terms of emerging issues such as child sexual exploitation, female genital mutilation and radicalisation.
- Continue to develop systems and processes to ensure significant health information is chronicled and follows the child.

Arrangements for Private Fostering Support in Barnsley

The Board oversees local arrangements to safeguard privately fostered children and young people and monitors the extent to which the local authority undertakes its responsibilities. A private fostering arrangement is one made without the involvement of a local authority for the care of a child under the age of 16 (under 18, if disabled) with someone other than a parent or close relative for 28 days or more. Anyone involved in, or knowing about, such an arrangement must notify the local authority at least six weeks before it begins and the fostering service takes active steps to advertise this responsibility through a range of measures:

- information disseminated via specific information sessions and training
- distribution of an updated Statement on Private Fostering to key stakeholders, including schools, school nurses, health visitors, GPs, children's social care teams,

housing and voluntary sector professionals, setting out notification requirements, the local authority's duties and the role of local professional agencies

- distribution of a private fostering flyer to the same stakeholders

Specific awareness raising activity, supported by the board, has continued throughout the year, including local advertising. Information leaflets are available for carers, parents, children and young people and professionals. Leaflets, posters and business cards are displayed in major public buildings and information is available on the board and council websites.

Parents, carers, children and young people can receive advice and support, including training opportunities, from the private fostering social worker.

The requirements on a local authority under private fostering span both child and carer focussed services. The service in Barnsley is currently based with the Fostering Service and the balance is more towards ensuring this is a suitable placement for the child. The needs of the child/young person remain very much to the fore while the suitability of the placement is assessed. However should the child need more support through services for children in need or children in need of protection the Private Fostering Worker will liaise with Assessment and Safeguarding Services.

Numbers of private fostering arrangements have continued to decrease in recent years and there is a need to maintain the focus on awareness-raising with other agencies. A twice yearly report is provided to the Board so progress can be monitored and to remind partnership agencies of

the need to maintain a focus on identification of private fostering arrangements within their own organisation.

The current Private Fostering Worker has been undertaking a programme of regular visits to agencies to raise the profile of private fostering across the Borough. This has particularly focussed on ALCs.

Colleagues within the CCG have worked specifically with GPs and publicity materials have been developed for schools and other agencies to raise awareness across the Borough.

The Board specifically funds this publicity as private fostering still remains a priority of the Board. Work to ensure assessments are child-focussed as well as addressing the carer's needs is taking place alongside a focus on involving birth parents more within the process.

Above all assessments need to be timely to ensure children do not drift in unsuitable home conditions or emotionally unsupportive environments. Improvements are being made but this is still work in progress and work will continue around all aspects of private fostering in 2016/17.

The table shows the figures for private fostering for the last four years.

		31.3.13	31.3.14	31.3.15	31.3.16
1	Number of children in private fostering arrangements as at 31 March	18	12	5	4
2	Number of new private fostering arrangements which commenced over the last 12 months	18	14	2	14
3	Number of private fostering arrangements that ended during the past 12 months	17	20	9	8
4	Number of arrangements that were visited within timescales	100%	100%	100%	100%
5	Number of arrangements initially assessed as suitable	12	14	2	Unavailable
6	Number of arrangements initially assessed as not suitable	0	0	0	Unavailable
7	Number of arrangements that ended following an assessment by the local authority that the arrangement was no longer suitable	0	0	0	Unavailable

Children with disabilities, complex needs and/or special educational needs

The Children with Disabilities and Complex Health service has continued to work with a range of partner agencies, children, young people and the Barnsley Parents and Carers Forum to develop and improve services for children and young people with disabilities and complex health needs.

The key areas of work undertaken during 2015/16 have included:

- Continued review and development of services around short breaks and use of direct payments
- The continued development of Education, Health and Care Plans and the Local Offer outlining all local service.
- The development of a Disability Register
- The extension of person centered planning, transition planning the development of the Autism pathway and Strategy.

The Disabled Children Programme Board has met throughout the year and continues to steer and challenge progress of related sub groups and to ensure coordination of service delivery.

There has also been some very positive and productive work around awareness of Safeguarding of children with disabilities and complex health needs. This work has resulted in increases in children subject to child protection plans and the number who are looked after.

Children with Disabilities and Complex Health Needs Sub- Committee

Work undertaken:

- Revised Terms of Reference
- Established multi agency themed audits around issues to do with children with disabilities and complex needs
- Considered learning from SCRs both internal and external to inform the groups action plan
- Review of the OFSTED thematic report into Safeguarding Disabled Children to strengthen safeguarding arrangements for this group. The Sub group regularly reviews the data from the Disabled Children's Team against the whole data for Children's Social Care and this has supported action to increase the number of section 47's and CP plans for this vulnerable group of children and young people.

Education Welfare Service (EWS)

The Education Welfare Service works in partnership with schools to support and advice on attendance and safeguarding issues. School attendance is tracked, including vulnerable groups such as children in care, children subject to a child protection plan or child in need, those at risk of child sexual exploitation, children who have special educational needs (SEND) and children who are involved or at risk of criminal activity.

The EWS also oversees children missing education (CME) and those whose parents elect to provide education at home (EHE). Since 2014 a central record keeping system has been used which schools complete and return on a half termly basis to the LA. This identifies pupils who are

not in full time education provision with a focus on the most vulnerable groups. This became an Ofsted requirement following the publication of “Pupils missing out on education” published in November 2013. The service also contributes to a number of the board's sub-committees and related multi-agency safeguarding forums, including child sexual exploitation and missing forum.

The Education Welfare Service and the Early Help Offer

The service will work with schools for earlier identification of pupils who display early signs of irregular attendance including nursery and non-statutory school age. Education Welfare Officers will play a key role in undertaking and supporting early help assessments.

Policies are updated annually by the EWS. These include promoting good school attendance, incorporating model school attendance policies for schools including nursery schools, and policies on Children Missing Education and Elective Home Education. Revised policies are taken to the Policy and procedures sub-group for approval before going out to schools for consideration at governors meetings. Updated policies form part of the annual head teachers safeguarding report and are located on the BSCB website.

The EWS delivers school designated safeguarding lead including, together with the schools S175/157 safeguarding training. The service audits case files to ensure minimum standards are met.

The service has taken part in a number of multi-agency audits including children who were identified at risk of child sexual exploitation and quality of early help assessments through the thresholds continuum of assessment group. The

service also completed its third year of work with vulnerable families over the summer holiday period which included:

As part of the Education Welfare Service on-going attendance strategies, the service continued to raise the importance of school attendance throughout the summer holiday period. A number of initiatives took place they included;

- Attendance sweeps to parents whose children’s attendance was less than the schools attendance target,
- Home visits and contact with families who were open cased to the EWS, identified as vulnerable (needing additional support throughout the summer holidays) or whom required a safe and well visit.
- Year 6 to Year 7 transition
- Monitoring and tracking of children missing education
- Elective home education monitoring
- Visits for pupils without an identified school place in September for both primary and secondary schools
- Support with Springwell Special School summer school

A total of 178 home visits were made to pupils and families during this period. Each term time Education Welfare Officer (EWO’s) were asked to refer their most vulnerable cases to the senior management team of the service, for allocation, this was based on the criteria that no other service would be making contact during the summer holiday period.

The service were also provided with a list of 83 pupils from admissions who had not registered for a school place in September, 75 were for nursery into primary school and 18 for Primary into secondary. We were able to identify school places for those who had not applied for September,

locate families that had moved out of the borough and follow up with admissions the parents application forms that had already been submitted. All but 4 of these cases have been resolved. These are now registered as children missing education and are being monitored and tracked through the Children Missing Education SEWO

There were 3 requests for elective home education that were followed up with parents.

There was joint working with the Police, School Health, Family Intervention Service, Child and Adolescent Mental Health Service, Youth Offending Team, Stronger Family's Team and Social Care. Education Welfare Officers attended core group meetings, case conferences, Child in Need meetings, Team around the child meetings, Multi-Agency Area Group forums, Fostering Panels, Case planning meetings, Looked after children reviews.

Dealing with allegations against professionals

The Ofsted Inspection Report published on 8 August, 2014, identified that:

"There are very good arrangements in place to make sure that children are protected when allegations of abuse are made against professionals."

This indicates that practice has remained consistently good from the previous inspection findings.

In the period April 2015 to March 2016 contact was made with the LADO in relation to 171 cases. This represents a significant reduction (27%) on the previous year. Since this reduction marks a departure from previous trends it will be

important to monitor this during the coming year and to ensure that the role of the LADO, in terms of both advice and formal action, continues to be highlighted at times of staff changes and induction.

Of the 171 cases discussed with the LADO 73 were deemed to meet the criteria of indicating a risk of harm to children, or a possible criminal offence committed against or related to a child.

The majority of behaviours reported were of a physical nature (44%) which is consistent with previous data for Barnsley and nationally. Sexual abuse allegations accounted for 24% of the total, a decrease of 4% on last year. Emotional abuse and neglect accounted for 9% and 5% of allegations respectively.

The referrals were made by a wide range of statutory and voluntary agencies. Education providers in the borough (Primary, Secondary, Special Schools and College) accounted for 41% of all referrals reflecting the frequency, duration and intensity of the direct work with children in the education sector.

Awareness raising activities have taken part during the year with training provided to a multi-agency audience and bespoke training to foster carers and taxi drivers and the designated safeguarding leads within schools.

Records evidence that referrals made to LADO received a timely and robust initial response which ensured that children and young people were protected. The majority of allegations were investigated by management investigations undertaken by the employers and in total 69% of the allegations had been concluded by the end of the year. Of these 24% were concluded as being substantiated in that there was sufficient evidence to prove the allegation.

A further 26% were concluded as unsubstantiated because there was insufficient evidence to prove or disprove the allegation. The remainder were concluded as unfounded or false, with only one case considered to have been malicious during the year. The Board will continue to monitor the level of referrals to encourage all partners to refer to the LADO appropriately.

Equality, diversity and participation

The board is strongly committed to promoting equality of opportunity and ensuring that all safeguarding activities take account of the diverse needs of all children and young people in the borough.

The council's Equality Scheme 2012-15 reaffirmed this commitment, to be achieved through development and provision of relevant, appropriate and accessible services.

Equality objectives for children and young people include:

- providing support to schools and settings to meet their public sector equality duty
- helping schools and settings identify, record and deal with bullying and harassment in schools
- narrowing the gap between different sections of the community, including where different levels of achievement are related to disability, gender, ethnicity or economic background
- challenging the barriers faced by looked after young people
- fulfilling the 'Pledge' to children in care.
- meeting the needs of children and young people with special educational needs, learning difficulties, disability and complex health needs

- implementing/reviewing the One Path One Door strategy
- continuing to reduce the number of young people not in education, employment or training and address the needs of specific groups
- undertaking work to improve transition of vulnerable groups, particularly those with learning difficulties

All newly developed strategies, policies and procedures are subject to an equality impact assessment. Active steps taken to facilitate inclusion include the provision of appropriate support for families to enable them to participate fully in child protection conferences and representation of young people's views at the board's sub-committees. Where necessary, specialist support, for example, interpretation and translation services are engaged to support families.

Key points of development within the Continuous Service Improvement Plan for the BSCB are:

- The needs arising out of ethnicity, faith and identity should be consistently considered and reflected within assessments.
- The introduction of systematic use of cultural competence tool (completed July 2014)
- Review BSCB training to ensure ethnicity, faith and identity are included in all relevant training.
- Monitor impact and outcomes through multi and single agency case file auditing and S11 audit process

Current Position and the Improvement Journey		
EFFECTIVENESS		
What we need to do	How are we doing and what difference did it make?	How do we plan to improve?
Overall: 'good' characteristics are widespread and 'common practice'	"Good" characteristics are not yet consistently embedded in daily practice.	Actions are ongoing to improve performance and embed good practice through our continuous service improvement programme.
Overall: How effectively LSCB evaluates and monitors the quality and effectiveness of partners	Multi agency performance data was provided but the Board was not satisfied that it routinely reported the right measures. Special meetings in February and March 2014 identified the KPIs to be routinely monitored by the Board and PAQA Sub-Committee. From April onwards appropriate data collection has taken place and is routinely reported to the Board and PAQA where it is explored to ascertain areas of progress and areas for development/further exploration. The Section 11 audit challenge process evaluates and monitors the quality of partners' effectiveness. Further supporting information has been requested from partners this year to ensure actions/impact is able to be demonstrated.	<p>The PAQA Sub-Committee will continue to refine its suite of KPIs and monitor audit outcomes from the single and multi-agency audit schedule. Work has been undertaken to develop the schedule of audits and audit reporting during 2014/15. This work has been further developed during 2015/16 and assisted by increased resource identified to support quality assurance activities.</p> <p>A programme of multi-agency audits will continue to be undertaken to examine priority areas of concern and identify key actions which will be monitored by PAQA through the development of specific action plans. Audit finding will be disseminated by PAQA into the relevant services.</p>
Complies with its statutory responsibilities in accordance with the Children Act 2004	The Board was established on 1 April 2006 and CDOP on 1 April 2008 in accordance with legislation. The Annual Report and Business Plan are produced and published each year.	The Board will undertake more rigorous and systematic review of its Business Plan objectives to ensure continuing relevance and evidence of achievement.
Complies with the Local Safeguarding Children Board Regulations 2006.	Enshrined in Constitution. Board and CDOP established in accordance with legislation. SCRs are commissioned when criteria are met and findings published.	Where criteria for holding SCRs are not met the Board will undertake alternative learning events in compliance with its Learning and Improvement Framework to promote and disseminate learning.
Able to provide evidence that it coordinates the work of statutory partners in helping, protecting and caring for children in its local area	Section 11 self assessments to demonstrate compliance and impact. Multi-agency training programme The Board produces multi-agency policies, procedures and	Section 11 challenge process to be more rigorous. Interviews take place and evidence bank introduced however further review work throughout the year could be introduced which would focus on key areas for

	<p>strategies.</p> <p>A multi-agency Sub-Committee structure is operational</p> <p>Action plans are created and monitored for SCRs, Learning Lesson events and specific strategies/policies/pathways are developed as a result.</p>	<p>development and support reporting against actions within the Continuous Improvement Plan.</p> <p>The Board needs to review its policies and procedures more systematically to ensure they are all up to date and relevant.</p> <p>Action Plans from SCRs, other learning events and strategies need to be SMART and implementation of actions and impact clearly able to be demonstrated.</p>
<p>There are mechanisms in place to monitor the effectiveness of those local arrangements</p>	<p>Section 11 challenge process</p> <p>Multi-agency training evaluation process</p> <p>Action plans monitored</p> <p>Multi agency audit programme in place and findings reviewed by PAQA Committee.</p>	<p>A more systematic review of multi and single agency audit activity.</p> <p>Improve evaluation process for multi-agency training to evidence impact of training more effectively.</p> <p>Improvement in this area has been made during 2014/15 with agencies demonstrating how they are recording and monitoring the impact of training. These improvements can be used to drive further development during 2014/15.</p>
<p>Multi-agency training in the protection and care of children is effective and evaluated regularly for impact on management and practice.</p>	<p>Comprehensive programme of multi-agency training provided.</p> <p>Evaluation process in place with plans to develop this further to evidence improved outcomes for children.</p> <p>Guidance published to encourage management support in ensuring that messages from training are embedded in practice.</p> <p>Regular monitoring of evaluations by the WMD Sub-Committee</p>	<p>Training will continue to be monitored and developed to address emerging priorities.</p> <p>Evaluation of impact will continue to be improved.</p>
<p>LSCB checks that policies and procedures in respect of thresholds for intervention are understood and operate</p>	<p>New thresholds document was approved and disseminated in February 2014. Staff summary leaflet developed.</p> <p>Multi-agency training provided on thresholds.</p> <p>Multi agency thresholds group working to further develop</p>	<p>There is clear evidence to suggest that the Escalation Policy is being used but further work was undertaken during 2015/16 to review the current policy and improve the process for formally recording and collating</p>

effectively and identifies where there are areas for improvement	and embed understanding of thresholds across all agencies. Development and endorsement of the Barnsley Assessment Framework January 2015 which is consistent with Early Help development. Safeguarding leads encouraged to use escalation policy re thresholds.	escalations which will increase reliability of data and allow for themes and trends to be identified. This will continue into 2016/17. Further work required to raise partner agency understanding of thresholds, increase the use of agency safeguarding leads and 'hold the ring' on early help. Multi-agency audit on thresholds and work to collate data in relation to the pressures on the front door.
Challenge of practice between partners rigorous and leads to improvement	Section 11 challenge Encourage challenge on debate at Board and Sub-Committee meetings Log of challenges and outcome is developing. Use of Escalation policy is encouraged and monitored	Maintain and strengthen challenge relating to attendance and representation at the Board and Sub-Committees. Continue to monitor challenges made to identify themes, trends and response/outcome.
Casework auditing is rigorous and used to identify where improvements can be made in front-line performance and management oversight	Substantial audit work undertaken however quality of audits undertaken need to be improved.	The programme of single and multi agency audits reported to PAQA Sub-Committee needs refining and more systematic scrutiny. The Board will undertake an agreed programme of multi-agency audits.
Serious case reviews, management reviews and reviews of child deaths are used by the local authority and partners as opportunities for learning and feedback that drive improvement.	SCRs undertaken when criteria met - where not met learning lessons reviews commissioned if appropriate. Action plans monitored by SCR Sub-Committee. Multi agency training provided on SCRs Individual reviews disseminated through relevant forums e.g. Head teachers meeting	The Board will continue to disseminate lessons derived from SCRs and similar reviews and develop specific multi-agency training to address identified need.
The LSCB provides robust and rigorous evaluation and analysis of local performance that influence and inform the planning and	Performance management system still developing. Safeguarding Board's set of key indicators identified for regular review at each meeting. Wider set also identified for the PAQA Sub-Committee to review and escalate issues	Further strengthen the role and function of the BSCB through building on current work to improve performance management, including: Coordination of the process to evaluate the impact of

delivery of high-quality services.	of concern to the Board. Supplementary audit programme to evidence practice improvements. Much improved data for LAC. Areas of poor performance identified for action as part of the Continuous Improvement Plan monitored by the BSCB.	multi-agency training. Performance data and audit activity integrating child protection and IRO activities to provide learning from quality assurance.
WHAT GOOD LOOKS LIKE		
What we need to do	How are we doing and what difference did it make?	How do we plan to improve?
The governance arrangements enable LSCB partners (including the Health and Well-Being Board and the Children's Trust) to assess whether they are fulfilling their statutory responsibilities to help (including early help), protect and care for children and young people.	Clear relationship articulated between SCB and Children's Trust (TEG report November 2013) Common members on all 3 bodies i.e. SCB/TEG/HWB provides opportunity for mutual reporting Protocol agreed to articulate relationship between SCB, TEG and HWB.	Embed the developing performance management process to clarify and understand how well statutory responsibilities are fulfilled.
The LSCB effectively prioritises according to local issues and demands and there is evidence of clear improvement priorities identified that are incorporated into a delivery plan to improve outcomes.	Priorities are set out in Board's Business Plan and Annual Report. New priorities identified as local issues arise and action taken. Sub-Committees review their Business Plan priorities regularly for achievement and relevance. Reports to the BSCB are required to show the link between the subject of the report and the board priorities.	The Board needs to monitor its own priorities more systematically and develop a clear delivery plan. This should feed directly into the Continuous Development Plan monitoring Process. More formal evidence of Board and Sub-Committee achievement required to ensure continuing validity of the purpose, values and vision. This should include specific developments in relation to identified vulnerable groups and key areas of development priority. The Board will improve its oversight of the extent of neglect as a local feature and the processes in place to monitor the efficacy of interventions to ensure that all partner agencies are addressing neglect robustly and without compromise.

		The Board aims to improve oversight of missing children and continue to develop its strategic approach to CSE which includes Female Genital Mutilation in line with local and national developments.
Regular and effective monitoring and evaluation of multi-agency front-line practice to safeguard children identifies where improvement is required in the quality of practice and services that children, young people and families receive. This includes monitoring the effectiveness of early help.	Regular audits. Performance reporting with escalation from PAQA Sub-Committee.	Regular reports on effectiveness and monitoring of Early Help to the Board.
Partners hold each other to account for their contribution to the safety and protection of children and young people (including children and young people living in the area away from their home authority), facilitated by the chair.	Board Chair encourages open debate at Board meetings and culture where respectful challenge is encouraged. Performance information provides transparency to rate partners' performance.	More clarity and systematic reporting needed on children placed out of district. A report to the Board to highlight recent work undertaken by key partners facilitated by PAQA.
Safeguarding is a priority for all of the statutory LSCB members and this is demonstrable, such as through effective section 11 audits. All LSCB partners make a proportionate financial and resource contribution to the main LSCB and the audit and scrutiny activity of any sub-groups.	Revised more rigorous Section 11 self assessment. LSCB partner contributions have been reviewed during 2015/16 to try to increase levels of funding to the Board in order to maintain its current programme of work including facilitation of SCRs. Sub-Committees have multi-agency representation. Multi-agency audits undertaken. Additional contributions in kind considered e.g. the provision of training venues and meeting rooms.	Feedback to be provided by school representatives to all schools through the weekly bulletin following key meetings (BSCB, Schools Forum, SEE, Improvement Board, Trust Executive Group, Challenge Board, Children and Families Act Project). Sub-Committee attendance will continue to require proactive oversight and action to address unsatisfactory attendance The Board will need to meet challenges posed by partner

		agency reorganization and impact on attendance. Further work to address resourcing issues in relation the Board to be addressed.
The LSCB has a local learning and improvement framework with statutory partners. Opportunities for learning are effective and properly engage all partners. Serious case reviews are initiated where the criteria set out in statutory guidance are met and identify good practice to be disseminated and where practice can be improved. Serious case reviews are published.	Learning and Improvement Framework approved and published on the SCB website. Learning lessons opportunities undertaken with frontline practitioners and resulting action plans monitored through SCR Sub-Committee. SCRs initiated where criteria are met and are published Learning from SCRs and learning events disseminated by partner agencies and through multi-agency training.	Learning from SCRs and learning events will continue to be disseminated to partner agencies and through multi-agency training.
The LSCB ensures that high-quality policies and procedures are in place (as required by <i>Working Together to safeguard children</i>) and that these policies and procedures are monitored and evaluated for their effectiveness and impact and revised where improvements can be made. The LSCB monitors and understands the local application of thresholds.	Policies and procedures in place and accessible via website. Continued focus of the Board in relation to thresholds. Work to improve the monitoring and reporting of escalations through the Continuous Improvement Plan.	Undertake more regular and systematic review of the Board's Policies and Procedures to ensure they are comprehensive, up to date and relevant. Need better evidence of the effectiveness and impact of policies and procedures and when they are revised following review. Application of thresholds needs to be more consistent and better understood by partner agencies which can be demonstrated via appropriate data and regular progress reporting to the Board. This should include input from partner agencies.
The LSCB understands the nature and extent of the local issues in relation to children missing and children at risk of sexual	SCB received reports on children missing and at risk of CSE in January 2014. Local CSE Strategy and Action Plan in place. Strategic CSE Group maintains coordinated oversight and monitors CSE Strategy Action Plan. CSEM Forum monitors	The Strategic CSE Group will monitor and periodically report on achievement of the CSE Strategy Action Plan. Regular audits in relation to CSE undertaken and

<p>exploitation and oversees effective information sharing and a local strategy and action plan.</p>	<p>individual cases. Review of CSEM Forum TORs and practice. The Board is represented on the South Yorkshire Police and Crime Commissioner's county wide forum and is participating in the county wide CSE campaign lead by the PCC.</p> <p>In March 2014 the Board agreed a county wide addendum to the information sharing Protocol re CSE.</p>	<p>reported.</p>
<p>The LSCB uses case file audits including joint case audits to identify priorities that will improve multi-agency professional practice with children and families. The Chair raises challenges and works with the local authority and other LSCB partners where there are concerns that improvements are not effective.</p>	<p>Case file audits undertaken including multi-agency audits to identify priorities for improvement.</p> <p>Log of challenges developing to evidence challenge from Chair and Board to partners, including the local authority.</p> <p>Board minutes evidence challenge by partners to improve effectiveness of services e.g. health service DNA polices.</p>	<p>Findings from the multi - agency and case file audits will be incorporated into Action Plans where appropriate for monitoring by the PAQA Sub-Committee and report back to the Board.</p> <p>In overseeing partner effectiveness the Board will provide challenge in respect of any areas of concern</p>
<p>Practitioners and managers working with families are able to be involved in practice audits, identifying strengths, areas for improvement and lessons to be learned. Experiences of children and young people are used as a measure of improvement.</p>	<p>Practice audits undertaken by managers.</p> <p>Developments ongoing to capture voice of young person e.g. in cp conference reports.</p>	<p>More development is needed to capture and use the experiences of children and young people as a measure of improvement and to inform service delivery</p>
<p>The LSCB is an active and influential participant in informing and planning services for children, young people and families in the area and draws on its assessments of the effectiveness</p>	<p>The LSCB has influenced service delivery e.g. continued concerns on thresholds has led to additional work. The report on private providers of Children's homes led to new meetings and additional work to ensure compliance. DNA concerns led to additional work to ensure effectiveness. The SCB contributes to the C&YP plan.</p>	<p>The Board will continue to influence the planning of services for children in areas of identified need e.g. next neglect, appropriate resources to support young people who have been victims of CSE.</p> <p>Ensure the Board clearly communicates commissioning</p>

<p>of multi-agency practice. It uses its scrutiny role and statutory powers to influence priority setting across other strategic partnerships such as the Health and Well-being Board.</p>	<p>The Chair has influenced the Health and Well Being Section of the C & YP Plan to ensure that CSE was captured under the Sexual Health section in response to a consultation on the draft plan.</p> <p>The Board had approved a Protocol to clarify relationships between the SCB, TEG and HWB</p>	<p>priorities to the Children's Executive Trust.</p>
<p>The LSCB ensures that sufficient, high-quality multi-agency training is available and evaluates its effectiveness and impact on improving front-line practice and the experiences of children, young people, families and carers. All LSCB members support access to the training opportunities in their agencies.</p>	<p>The Board provides a comprehensive programme of high quality multi-agency training which is flexible and adapted to meet newly identified needs e.g. response to CSE. Effectiveness and impact on frontline practice evaluated through new evaluation process.</p> <p>Multi-agency membership of Sub-Committee promotes take up of training plus wide promotion through website, flyers etc.</p> <p>Managers are encouraged to ascertain impact on practice through guidance approved by Sub-Committee and published on website</p>	<p>Better evidence of the impact of multi-agency training is required and should be reported with supporting evidence within Section 11 Audits.</p> <p>Sustainability of the MA Training Programme should be explored and issues around access by private providers considered and addressed via commissioning and contract arrangements.</p>
<p>The LSCB, through its annual report, provides a rigorous and transparent assessment of the performance and effectiveness of local services. It identifies areas of weakness and the causes of those weaknesses, and evaluates and where necessary challenges the action being taken. The report includes lessons from management reviews, serious case reviews and child deaths within the reporting period.</p>	<p>LSCB's Annual Report provides assessment of performance and effectiveness of local services, including areas of weakness and future priorities for action.</p> <p>Annual Report includes information from SCRs, lessons learned reviews and child deaths.</p>	<p>Consideration should be given to the develop of a monitoring timetable for activities of the board and sub committees which could be used to develop the report and ensure that board priorities are being met and are consistent with the priorities outlined in the annual report and business plan.</p>

Monitoring the effectiveness of local work to safeguard and promote the welfare of children

The work of the Board is progressed largely through its sub-committees and sub-groups who have undertaken the following work over the last year:

Performance, audit and quality assurance sub-committee

This is the key forum through which the Board examines and verifies the quality of individual agency safeguarding practice. It oversees performance management, scrutinises a developing suite of key performance indicators (KPIs) and secures quality assurance through findings from single and multi-agency audit activity.

Performance management and quality assurance framework

Remit

- Implement an effective strategy to monitor quality & effectiveness through analysis of relevant safeguarding performance information from partner agencies including, where appropriate, service users' views.
 - Develop and oversee a planned programme of single and multi-agency audit review and quality assurance in relation to safeguarding activities.
 - Secure quality assurance and performance management through receipt of reported audit activity arising from agencies and Sub-Committees.
 - Co-ordinate Section 11 self-assessment audits and analysis, monitoring agency action plans by reviewing summary data and determining response in respect of non-compliance
 - Oversee the Section 175 and 157 audit process relating to schools and outcomes
- Undertake reviewing activity and performance data analysis, providing regular updates/recommendations to the BSCB to mitigate risk, highlight trends, areas of concern and recommendations for further activity / monitoring designed to improve quality and promote good practice.
 - Commission specific audits, thematic reviews or case management reviews at the request of the Safeguarding Children Board.
 - Ensure that findings from case audits and other enquiries are communicated effectively to frontline staff and managers
 - Ensure that messages from inspection, case reviews, audit and quality assurance are acted upon to address inspectorate recommendations and improve practice, through regular learning events.
 - Embed performance issues into other Sub-Committees to evaluate and monitor the work of single agencies and reflect the Sub-Committee's role as an external quality check.
 - Highlight and disseminate required improvements and areas of good practice through the Policy, Procedures and Practice Developments and Workforce Management and Development Sub-Committees

A Quality Assurance and Performance Management Framework is in place and has been endorsed by the Board. This confirms the need for continuous service improvement and delivery to be driven through quality standards, monitoring of improvement targets and focus on a suite of selected KPIs.

The Board and sub-committee have held development sessions to determine the data to be received by the Board and sub-committee. Respective scorecards of multi-agency KPIs have been identified for regular

reporting. The sub-committee will escalate any issues of concern to the Board. The Board has developed a more effective performance management culture through increasing focus on performance and quality assurance. More valid data with contextual information will enable constructive challenge and provide proper reassurance about safeguarding from partner agencies.

The Board's own set of KPIs, framed around the child's journey from early intervention through to Tier 4 and looked after status includes:

Early Intervention

1. Number of Early Help assessments

Contacts, Referrals and Assessments

2. Number of contacts received
3. % of contacts to referral
4. Numbers of referrals
5. % of referrals to assessment under S17 and S47
6. % of Section 47 Investigations converting to initial child protection conference
7. % of assessments completed within 20 days
8. % of assessments completed within 45 days and those out of timescale

Child Protection

9. % of children becoming the subject of a CP Plan for the second or subsequent time within 2 years
10. % of open CP Plans lasting 2 years or more

Children in Care

11. Looked after children missing from care incidents (episodes)

12. Police Data. In May 2015 new police measures and safeguarding performance data was provided by South Yorkshire Police (SYP) across a range of categories

13. During 2015/16 the numbers of unallocated assessments to Children's Social Care have been reported.

Assurance from audit activity

The sub-committee promotes practice improvement through review of audit outcomes, drawn from an evolving programme of planned single and multi-agency audits. For 2015 – 16 the sub-committee considered the following findings from partner and multi-agency audits:

- PAQA Scorecard of Indicators (at every meeting)
- Monthly Social Care Scorecard (at every meeting)
- Education Data Performance Reports (children missing, excluded, elected home educated)
- Youth Offending Data Performance Report
- Multi Agency Deep Dive into S47s
- Health Assessment of LAC placed outside the Borough
- Quarterly Multi Agency CSE audits
- Private Fostering; arrangements and performance
- Education Welfare Assessment Audit
- Audit Report relating to children being subject to a child protection plan lasting for two years or more.
- Audit of children on a CP Plan for the second or subsequent time
- Record Keeping - Special Care Baby Unit Audit
- The quality of agency reports to Child Protection Case Conferences

Overview of vulnerable groups:

In fulfilling its objective to review the welfare of vulnerable groups of children, the sub-committee questioned information on the following during the year:

- **Children Missing Education (CME):** This relates to children of compulsory school age, not on school roll or educated otherwise, who have been out of any educational provision for at least four weeks. The sub-committee sought information on local numbers and how the children were monitored to ensure they receive suitable education and are safeguarded. Although potential complications relate to school transfer and relocation to another area, the EWS request a safe and well visit to ensure a child's welfare as soon as relocation is known. The service has revised its CME policy and procedure guidance during the year in response to a national consultation. Ofsted has commended our procedures as robust.
The sub-group have also looked at performance information and safeguarding arrangements for children who are excluded from school and children who are home educated.
- **Looked After Children (LAC):** The sub-committee continue to closely review performance indicator data relating to looked after children.
- **Child Sexual Exploitation (CSE):** Quarterly multi agency audits are undertaken by the CSE Strategic Group and reported in to PAQA. Audits are showing an improvement in joined up responses to young people.

Priorities for 2016-2017

- Improve a systematic reporting of single and multi-agency practice in terms of identifying key themes for learning and improvement, informing priority areas and promoting multi-agency contribution
- Develop an analysis of Police data to better understand and inform priority areas for multi-agency contribution
- Continue to undertake quarterly multi agency audits:
 - Q1 Children and young people who are cared for by parent/s who misuse substances;
 - Q2 Children and young people who are missing from home, education, school
 - Q3 Children and young people who present risky behaviours
 - Q4 Children who are neglected

Policy, procedures and practice developments sub-committee

Ensures that policy and procedures are current, implemented, embedded and reflective of practice

This sub-committee oversees a range of areas of safeguarding practice. In acknowledgment that many safeguarding issues relevant to children and young people are derived from adult behaviours, membership of the sub-committee contains representation from adult services. These clear links to adult mental health and substance misuse provide for more cohesive working in these areas of safeguarding concern and forge stronger alliances with relevant partner agencies. The sub-committee has found this

extensive remit to be a challenge in terms of addressing all issues thoroughly, and has therefore established periodic time-limited task groups to address particular pieces of work. Last year, it built on this approach in its considerations to:

- Develop and consult on new multi-agency protocols, policies and procedures on specific safeguarding issues or in response to Serious Case Review findings
- Ensure relevant communications to frontline staff
- Identify any gaps in safeguarding practice that need to be addressed through development of new safeguarding policies/procedures
- Respond to national and local policy changes and advise the Board of the implications of relevant publications and safeguarding developments
- Work with the Serious Case Review Sub-Committee to undertake 'lessons learnt' reviews, and identify required amendments to policy and procedure
- Ensure development of a holistic approach to the safe use of digital technology and ensure that e-safety safeguards are audited and evaluated within the Board's Performance Management Framework
- Provide advice and support on digital technology safeguarding requirements
- Maintain oversight of interagency arrangements to protect young people who are vulnerable/exposed to risk of harm through sexual exploitation and/or running away from home and/or substance misuse. Receive reports from the Sexual Exploitation and Young Missing Forum. Report on specific areas of unmet need to advise the Board of potential and necessary resources/services to meet these needs
- Ensure multi-agency training on the impact of adult mental health on parenting children and promote

shadowing opportunities for relevant staff in partner agencies

- Strengthen engagement of young people with the Board through maintenance of links with relevant forums, such as the Youth Council, to secure the voice of the young person
- Promote better awareness of the impact of adult mental health, learning difficulties, substance misuse and domestic abuse.
- Ensure that work relating to anti bullying policies and strategies reflects a zero tolerance approach.

Development of new policies and procedures

The Board's web enabled policies and procedures were revised and updated in September 2015 and March 2016. In response to identified needs or recommendations from SCRs/learning events, the Board approved the following new policies and procedures, developed with multi-agency consultation:

- Missing from Home or Care and Runaways - Multi-agency protocol - April 2015
- Barnsley CSE Strategy 2015-2017
- Revised Missing Children Procedures
- Revised CSE Joint Investigation Team Protocol
- The Assessment Framework
- Anti Bullying Policy
- Person Posing Risk Policy
- FGM Policy

Serious case review sub-committee

The information and findings from SCRs and learning events are used to ensure that we continue to improve practice in Barnsley to safeguard children and young people.

During the last 12 months the sub-committee has taken a more robust approach to evidencing that actions arising from reports have been completed and that there is an audit trail to show the work completed.

Serious Case Review Panel

During the last 12 months the serious case review panel met on 3 occasions to consider if individual cases met the criteria for a serious case review to be commissioned. The criteria for a serious case review (SCR) is set out in chapter 4 of Working Together 2015 and includes individual cases where a child or young person has died or suffered significant harm, where abuse or neglect is suspected and where there may be concerns about partnership working to safeguard the child. Where an SCR is commissioned an independent author is appointed who has no connections to any of the agencies involved; this ensure that there is an independent review. The purpose of an SCR is not to apportion blame but to identify lessons that will help to safeguard other children.

During 2015/16 three Barnsley Serious Case Reviews (SCRS) were published. They can be found in full on the Barnsley Safeguarding Children Board web site: <https://www.safeguardingchildrenbarnsley.com/professionals-and-partners/serious-case-reviews.aspx>

Brief details of those individual cases are as follows:

Child M: this SCR relates to a 14 week old baby that was found to have a number of significant non accidental injuries including fractured ribs and four fractures to its leg bones. A police investigation was undertaken to attempt to identify who was responsible for inflicting the injuries. A number of adults who had caring responsibilities for the baby were questioned but the investigation did not result in a criminal prosecution due to a lack of evidence. The baby was taken into the care of the Local Authority to ensure its future safety.

Child N: This SCR was commissioned following the tragic death of a 14 year old boy who was in the care of Barnsley Local Authority and died in a private care home in Rochdale having taken an overdose of methadone which he is believed to have acquired during a visit to family and friends in Barnsley. There was a police investigation into his death. At the Coroner's inquest the Coroner made a finding of death by misadventure. It is worthy of note that both in the Coroner's findings and the SCR that there are positive comments regarding the support provided to Child N by his Barnsley Social Worker.

Children P: This SCR relates to the sad death of two young brothers who died as a consequence of a deliberate house fire started by their father who also died in the incident. A police investigation took place into the circumstances of their deaths. The Coroner's inquest resulted in a finding of unlawful killing. Both the Coroner's inquest and the SCR found that no agency had fundamentally failed the family.

In each of the SCRs recommendations were made by the independent authors. Those recommendations were incorporated into

action plans which were robustly monitored by the members of the SCR sub committee. The action plans for each of the SCRs described above have been now shown as complete with the supporting evidence having been scrutinised by the committee; the completed action plans have then been tabled at the main safeguarding board for their oversight and agreement.

Where appropriate the lessons learned from SCRs have been incorporated into training programmes.

What have we learnt?

Examples of lessons learnt from reviews that have been completed and actioned are:

- Ensuring that agencies policies and procedures for following up where children Do Not Attend (DNA) for medical appointments are fit for purpose and are being complied with. This includes the auditing of cases to ensure effective practice.
- Actions around the training of staff in relation to Common Assessment Frameworks (now revised to become Early Help Assessments)
- The review and development of the multi agency process for their collective response to critical incidents involving children. The process and policy is in place and was the subject of a half day dedicated training event attended by staff from a range of agencies.
- Improving the transitional arrangements for children moving from primary schools to secondary schools. Transitional arrangements are in place for all secondary schools.
- Ensuring professionals are inquisitive about significant others involved with families and that they share information on any concerns.

- Ensuring that birth visits are conducted by health visitors within 10 to 14 days of a baby's birth even if the baby is still in hospital
- Ensuring that the record keeping on the Special Care Baby Unit meets national recording standards
- Ensuring the correct action is taken to complete risk assessments around domestic violence and notifications to other agencies
- Ensuring a co-ordinated approach to effective bereavement follow up.

The board will assess how well this learning is embedded in practice through evidence from quality assurance and audit findings.

Child Death Overview Panel

1. Introduction

Following the death of Victoria Climbié in 2000, national guidance was produced in the form of Working Together to Safeguard Children. This Guidance states that all agencies who have a responsibility towards children should work together to look at ways to keep children safe. This led to the formation of Child Death Overview Panels (CDOPs) who are accountable to the Local Safeguarding Children Boards.

The child death review process is not about apportioning blame but aims to learn lessons in order to improve the health, safety and wellbeing of children and to seek to reduce the number of deaths.

Compared to national data, Barnsley has relatively few child deaths. However, the circumstances surrounding the death of each child are considered on an individual basis in order that any modifiable factors identified may form the basis of recommendations to the Barnsley Safeguarding Children Board (BSCB). Consideration is given to how local services

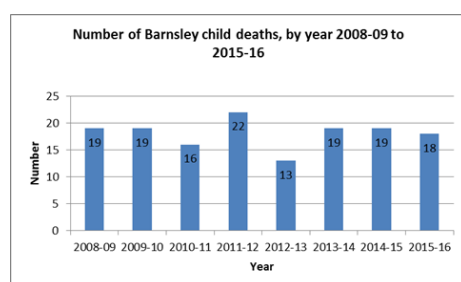
can work together to mitigate future harm to children and young people. The findings from all child deaths inform local strategic planning, including the local Joint Strategic Needs Assessment, on how to best safeguard and promote the welfare of children and young people in Barnsley.

Barnsley CDOP is a multi-agency panel responsible for reviewing information on all children and young people under 18 years who reside in Barnsley. The CDOP meet quarterly and by exception. The Terms of Reference, including membership, are available to download from the BSCB website.

2. Number of child deaths notified

From 1 April 2015 to 31 March 2016 there were 18 deaths notified to Barnsley CDOP. Figure 1 shows the number of Barnsley child deaths by year, 2008-09 to 2015-16 and Figure 2 shows the number of these that were expected and unexpected. Figure 3 illustrates the number of deaths by month.

Figure 1



Source: Barnsley CDOP Database

Figure 2

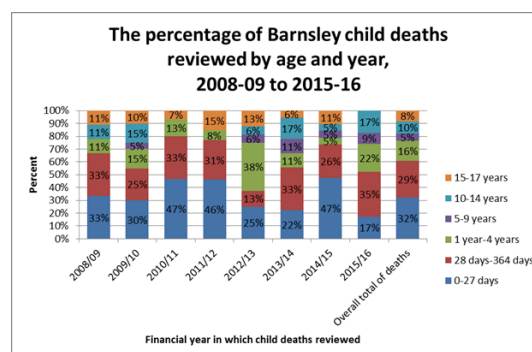
	Expected	Unexpected	Total
2008/09	13	6	19
2009/10	11	8	19
2010/11	7	9	16
2011/12	12	10	22
2012/13	8	5	13
2013/14	13	6	19
2014/15	13	6	19
2015/16	9	9	18
Totals	86	59	145

3. Cases Reviewed

The panel met 5 times (quarterly plus an additional panel was convened specifically to review neonatal deaths) and 24 reviews were completed during the April 2015 - March 2016 reporting period. Due to the small numbers of deaths that occur each year in Barnsley, identifying trends and patterns is difficult. An analysis has been undertaken of the child death information held on the CDOP database over the period 2008/09 to 2015/16 to provide a picture of what is happening over a longer time period.

Figure 3 shows the breakdown of child deaths reviewed by CDOP by age over the period 2008-09 to 2015-16 (total 133).

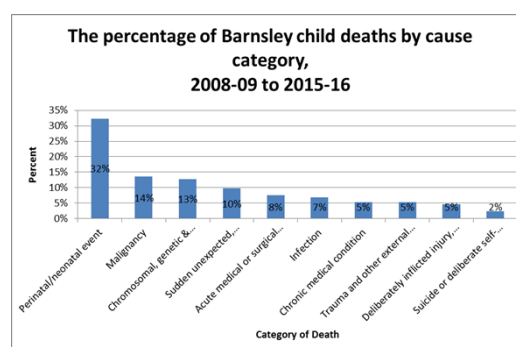
Figure 3



Source: Barnsley CDOP Database

Figure 4 shows the percentage of child deaths reviewed by cause category over the period 2008-09 to 2015-16.

Figure 4



Source: Barnsley CDOP Database

The findings show that the pattern of child deaths seen locally reflect those identified in national findings with approximately a third of deaths being associated with premature birth.

4. Progress against 2015-16 recommendations

In accordance with the previous year's proposed service developments, the following have been successfully completed:

- An audit has been undertaken of the governance and administrative processes.
- In light of the review and revision of Working Together to Safeguard Children Guidance, initial rapid response multi-agency meetings are being piloted for unexpected and unexplained deaths
- The leaflet for parents/carers explaining the child death review process and the role of the Child Death Overview Panel has been revised.
- Multi-agency training has been jointly delivered by the BMBC Multi-Agency Trainer and Public Health Specialist Technical Officer (CDOP Administrator).

In addition to the above:

- A training session relating to the CDOP procedures was delivered specifically to School Nurses and Health Visitors in June 2015 which provided an understanding of the CDOP and what is expected in completion of Agency Report Form B.
- Links have been strengthened with the Histopathology secretaries at Sheffield Children's Hospital for inviting the Consultant Paediatric Pathologists to multi-agency case review meetings for unexpected child deaths to present findings from their medical

examinations and all post mortem reports are provided to CDOP.

5. Recommendations for 2016-17

The Panel has discussed and agreed participation with South Yorkshire CDOPs in a peer audit review around decision making for modifiable factors.

6. Further references

Barnsley Joint Strategic Needs Assessment:
<https://www.barnsley.gov.uk/services/public-health/joint-strategic-needs-assessment-jsna>

Working Together to Safeguard Children, 2015:
<https://www.gov.uk/government/publications/working-together-to-safeguard-children--2>

Partner agency contributions to safeguarding

The Board values the contributions of all partner agencies in promoting and monitoring the effectiveness of safeguarding in the area. An effective Board requires all partner agencies to participate fully, engage in the Board's business and transfer the safeguarding ideology into their own sphere of activity.

Barnsley Hospital NHS Foundation Trust (BHNFT)

BHNFT continues to meet the requirements of an ever challenging safeguarding agenda. The safeguarding children team fulfils regular commitments to training, supervision, advice, support, audit, supporting the child death process and representing the Trust at various Board sub-committees.

The team is promoting awareness of the Thresholds for Intervention to ensure early initiation of offers of help and support. Staff are encouraged to seek advice where required to ensure that cases do not become 'stuck' and also to provide challenge where there might be a professional disagreement.

BHNFT undertakes regular audits of records, child protection reports and court reports to ensure they meet minimum quality standards and identify improved actions, planning and decision making.

The Safeguarding Children Training Strategy states staff who have significant involvement with children must be knowledgeable and access training in relation to domestic abuse, sexual exploitation and the WRAP prevent agenda. We also continue to raise awareness and knowledge through single agency training, multi-agency training and learning events.

The hospital's 'Did Not Attend' policy has been revised and updated to ensure that, when a child misses a hospital appointment, a safeguarding review is undertaken to assess risk. Cancelled appointments are also reviewed to assess issues of veiled compliance to ensure improved health outcomes for children and addressing of neglect.

To improve their experience, the team actively seeks the views of children and families through an evaluation questionnaire, the findings from which are reviewed. The ongoing audit programme seeks to ensure effective high quality practice.

BHNFT has updated its Safeguarding Supervision Policy to ensure that community midwives and community nurses receive individual and group supervision to enhance their knowledge

and ensure they are supported in their work.

Additionally BHNFT have developed good working relationships with substance misuse services and staff follow procedures in relation to this and refer young people into services. Feedback from Commissioners is that they feel this sets BHNFT above the national average for this. Additionally feedback from this demonstrates we are having a beneficial impact on these young people. The safeguarding department have a comprehensive audit schedule to provide assurance that standards outlined in policy and guidance are being met. Moreover, any breaches in policy are investigated under Datix, Serious Incident or SCR procedures.

NHS Barnsley Clinical Commissioning Group

In addition to safeguarding requirements incorporated into closely monitored contracts with health care providers, the Designated Nurse for Safeguarding Children, the Designated Nurse for Adults and the Named Doctor have developed a Safeguarding Vulnerable People Section 11 Audit to inform the forth coming 'safeguarding stock take' of primary care.

The issue of children failing to attend health appointments has featured in national and local child deaths and remains of concern to the Safeguarding Board. Steps have been taken to address this issue and the Board has received assurance that health providers are monitoring failure to attend medical appointments and poor engagement with services more effectively to assess risk to children.

We have a Commissioning Strategy which includes meeting the needs of children and young people in Barnsley and reflects our

vision and values which are fair and equitable access to reduce known inequalities. Furthermore as part of the Executive Commissioning Group for the Children and Young People Trust we are committed to partnership working to achieve the Trust's aims e.g. we are leading on developing the offer for emotional wellbeing

South West Yorkshire Partnership Foundation Trust (SWYPFT)

South West Yorkshire Partnership Foundation Trust covers four local authorities and Safeguarding Boards across the region. The strength of that spread is that learning experience and confidence can be shared across the service for the direct benefit of children, young people and their carers.

Services provided for children include health visiting, school nursing, family nurse partnership, therapy services, child and adolescent mental health services and early intervention in psychosis for young people from 14.

The service also promotes the think family agenda and offers services across health and wellbeing and mental health.

Key achievements last year have been:

- The service has met the section 11 challenge and continues to strive towards demonstrating improved outcomes for children and young people who have contact with SWYPFT services
- Excellent attendance by staff at Initial and review child protection conferences
- A proactive response which seeks to offer an extensive programme of training for all staff groups as identified within the Intercollegiate Document 2014

SWYPFT provides the following messages to it's staff in relation to safeguarding:

- Assessments should be thorough and utilise all information available; systematic risk assessment should look at all aspects of the child's journey and all adults involved in the delivery of care. The wishes and feelings of the child need to be heard throughout our assessments
- To be aware of the importance of Early Help Assessments and the instrumental role for health within this arena
- The rule of optimism should be understood by all staff and objective assessment of the facts should take place taking account of all the interrelated dynamics, always ask is this child safe and healthy? Is this the whole picture?
- Compliance with supervision supports staff to develop professional resilience and is instrumental in improving outcomes for children and young people
- non-attendance at appointments should always be assertively challenged and risk assessed.
- children should not be invisible, all children – grandchildren, partners children.
- be observant and ask key questions.
- share information – understand the NHS code of confidentiality and when it is important to share information.
- good record keeping is essential to facilitate high quality care.
- families can be vulnerable, vulnerable adults can be perpetrators – Think Family.

South Yorkshire Police

Protecting Vulnerable People is a priority within the Police and Crime Plan 2013/2017. The Barnsley located Police Public Protection Units fall under the

50

central control of Specialist Crime Services, reporting to an Assistant Chief Constable who holds responsibility for all areas of Protecting Vulnerable People. However, the provision of services in terms of safeguarding children is locally delivered, with strong ties to the Barnsley district command who has responsibility for local children's safeguarding.

In recognition of the importance of effective, locally based partnership working, the force is disbanding the Central Referral Unit and introducing Multi-Agency Safeguarding Hubs. The Barnsley M.A.S.H. is based within Barnsley District and incorporates partners from Police, Social Care and Health, working together to safeguard children. This means that all child protection referrals will be received and actioned by a dedicated team of professionals within the M.A.S.H., who are also able to progress joint investigations and ensure services required by children and families are signposted to the relevant partner agency without delay.

Over the last year, Barnsley PPU has gradually increased in size as a result of increased funding provision from the Police and Crime Commissioner. The team now has additional staff across all areas, with increased capacity available for child abuse and child sexual exploitation investigations. In Barnsley there is also a new team dedicated to vulnerable adult investigations, which includes all high-risk domestic abuse cases. It is acknowledged that the impact on children living in families where domestic abuse features can be immense and negatively affect a child's quality of life. This team has strong links to child protection colleagues and partners within the M.A.S.H., which means that the risk to any children is identified and managed at the earliest opportunity.

This strengthened approach to partnership working in Barnsley will enable a more timely and effective response to safeguarding which will provide greater reassurance to victims and families.

Berneslai Homes

Berneslai Homes' primary contribution to Safeguarding is via its established Vulnerability Strategy: 'Something Doesn't Look Right'. Through this approach, they provide practical support and interventions to address identified issues to prevent progression to other services for example social care or the police. Their strategy aims to ensure the early intervention of risks during routine visits to thousands of homes within the Borough, at the start of tenancies and at various times throughout them. For example, they are able to provide practical support, make referrals to other appropriate support providers and carry out housing application assessments as part of their response to the early identification and intervention with tenants in need.

Berneslai Homes continues to undertake proactive visits to Council properties specifically to identify any support or vulnerability issues early.

During the last year they carried out over 4,500 support visits, with nearly 2,500 resulting in supportive interventions. This included a number of cases where there were safeguarding concerns around the safety of children and adults. During the year we have also continued to visit vulnerable individuals affected through Universal Credit although this is still to be fully rolled out across the borough and we continue to support those affected by welfare reform.

Berneslai Homes Family Intervention Service (FIS) provides cross tenure family support and interventions to families across

the Borough, often with multiple and complex needs. The FIS continues to make significant progress in achieving positive outcomes for families under the Troubled Families Programme; supporting over 270 families ranging from those requiring early intervention to those requiring intensive support during the last year.

The primary aim of this work is to secure and sustain clear behavioural change, thus reducing the effect of a family on the surrounding community. Positive changes are evidenced through reduced antisocial behaviour and criminality, addressing worklessness and improving progress to work, and improved opportunities for children through better school attendance. Families are allocated dedicated keyworkers, delivering an evidence based approach of early intervention/prevention, non-negotiable support and enforcement in order to provide families with a positive incentive to change.

Barnsley College

Barnsley College is committed to safeguarding the total college community, including learners, staff and visitors. In 2015 - 16, the College continued to embed safeguarding across all College activity by:

1) having a robust safeguarding structure led by the Assistant Principal (Access to Learning), operationally led by the Head of ALS, Counselling & Safeguarding. The College continues to provide dedicated frontline support through the work of the Safeguarding Team Leader, Safeguarding Officer, Safeguarding Advisors and Departmental Safeguarding Representatives. These staff provide a range of advice, guidance and safeguarding support to learners, staff and visitors;

2) Linking up with secondary schools and other key agencies to support the transition of learners into College;

4) Continuing professional development for staff to improve skills and knowledge and excellent partnership working arrangements, so the workforce is able to safeguard the college community. College delivers safeguarding awareness training in-house so that the training can be tailored towards how best to safeguard the College community.

5) The college will continue with its approach to embedding safeguarding throughout College activity in 2016 - 17, with a particular focus on:

- further CPD for staff, in particular in key safeguarding roles, leading to a recognised safeguarding qualification
- reviewing and refreshing the College's safeguarding policy to ensure that it reflects recent legislative and statutory guidance updates
- ensuring that the Prevent agenda is fully embedded into College policies and procedures and that staff are suitably trained to meet their statutory duties.

Voluntary and community sector

Over the past year, a lot has been achieved in the voluntary and community sector in relation to safeguarding children, young people and vulnerable adults.

The consortium has voluntary and community sector representatives on the Safeguarding Board, the Serious Case Review Sub Committee, the Think Family Board.

As a consortium, safeguarding is vitally important and should be evidenced as such. However, due to the diverse nature of the voluntary and community sector, Section 11

requirements may be covered in a different way that meets the individual needs of that service and, for some groups, completing the Section 11 is not always appropriate.

Integrated working with partners

Integrated and partnership working is a particular local strength and all the individual partner agency contributions to safeguarding are valued. The Board maintains links with partners and contributes to local initiatives on a variety of safeguarding themes, through representation on a range of multi-agency working groups.

Planned future developments and key priorities for 2016 - 17

Barnsley Safeguarding Board's strong commitment to continuous service improvement and addressing the needs of the most vulnerable children and young people is evidenced through the objectives in our 2015 -16 Business Plan. Future aims and priorities are identified in the context of significant change, nationally and locally, particularly in the light of continuing budgetary pressures. The continuing effectiveness of the Board's work will continue to be subject to close scrutiny. The synergy obtained from strong partnership working remains an essential element of effective safeguarding. The objectives of the Board and sub-committees/groups for the coming year have been determined with multi-agency input and will be subject to regular review throughout the year to measure their achievement and impact.

Oversight and progress of actions from the Continuous Improvement Programme

The Board will assume responsibility for driving forward and monitoring practice to secure mainstreamed continuous

improvement. It will assimilate learning from the Improvement Programme and use it to inform future safeguarding developments through partner agency participation. The Board will also require regularly updated reports of specific case file thematic audit and general audit activity.

Encourage challenge

The Board will seek to strengthen and evidence its own effectiveness through rigorous challenge, participation and engagement. This will include challenge sessions for each refresh of the Section 11 self assessment, encouraging challenge at Board debates, monitoring use of the escalation policy and promoting participation and engagement of stakeholders wherever possible. The Section 11 challenge will also seek evidence that current austerity measures and budget reductions are not having an adverse effect on the ability of partner agencies to fulfil their responsibilities.

Child Sexual Exploitation

Although the Board has an approved strategic approach in relation to CSE there is a need for continuous focus which will include a strategy refresh and procedure update. The development of the Multi-Agency Safeguarding Hub (MASH) will support the early identification and intervention for children at risk of CSE.

Promote understanding on thresholds and monitor pressures on the front door

Continued work to ensure that the thresholds are understood and correctly applied by partner agency staff and that effective use is made of the escalation process in cases where there are concerns about the decision making.

To encourage agencies to ensure that non urgent referrals and contacts into social care are quality assured and discussed with agency safeguarding leads prior to children's social care.

That developments in relation to Early Help are supported and monitored.

Strengthening work with partners

The Board will seek to improve its overview of the work of partner agencies involved with safeguarding children, including the voluntary and community sector and local faith groups through issues reported and escalated by the sub-committees. It will actively seek to strengthen existing links with the VCS and associated groups and continue to explore the benefits of closer co-operation through multi-agency working, building on establishment of the Joint Investigation Team and the development of the MASH.

Performance management and quality assurance

Development of the Board's Performance Management Framework and routine reporting of key indicators has continued to be refined during the year. The Board is now able to scrutinise performance in a more informed and systematic way and challenge areas where it appears that improvements are required. This approach will continue to evolve to ensure the Board receives the necessary information to be assured about the safety and quality of frontline services. Responsibility for regular mainstream scrutiny rests with the PAQA Sub-Committee, who will escalate areas of concern to the Board through exception reporting.

Through oversight of a comprehensive audit programme, the PAQA Sub-Committee will continue to scrutinise findings from

commissioned single and multi-agency audits to ensure actions are embedded through practice changes. The Board has also agreed to receive themed presentations on performance from partners for challenge at Board meetings. The Board are keen to retain a key focus in relation to CAMHS and monitor improvements within this service.

Developing stronger means of engaging with young people and their families to be clear about how they feel safe in the borough

Securing the voice of children and young people to inform strategic and service planning is underdeveloped and an area for further work. There are examples of engagement with young people for specific activities and the Board maintains participative links to the views of young people through membership of the Care4Us Council and the Youth Council which is represented on the Policy, Procedures and Practice Developments Sub-Committee. Although the Board is addressing this through plans to hold meetings in schools, and enter a dialogue with young people about their priorities/ views on safeguarding, more systematic engagement is required.

Learning from serious case and other reviews to inform practice

Continue to assimilate and act on the learning and improvements derived from Serious Case Reviews, the CDOP, and other learning events in order to improve practice and service delivery. The SCR Sub-Committee will continue to inform local practice through examining findings from SCRs held elsewhere to identify lessons with local resonance for dissemination to agency practitioners.

Board Attendance

Board membership represents all key local partner agencies. Last year saw a limited number of membership changes. The majority of changes were in relation to school membership and the replacement of interim staff with permanent staff members.

Member attendance at Safeguarding Children Board meetings in 2015 - 16

From March 2015 until March 2016 there were six ordinary meetings and a joint meeting with the Children's Trust Executive Group (TEG).

The Board maintains regular oversight of attendance to promote regular and consistent participation. Analysis shows that attendance and participation is

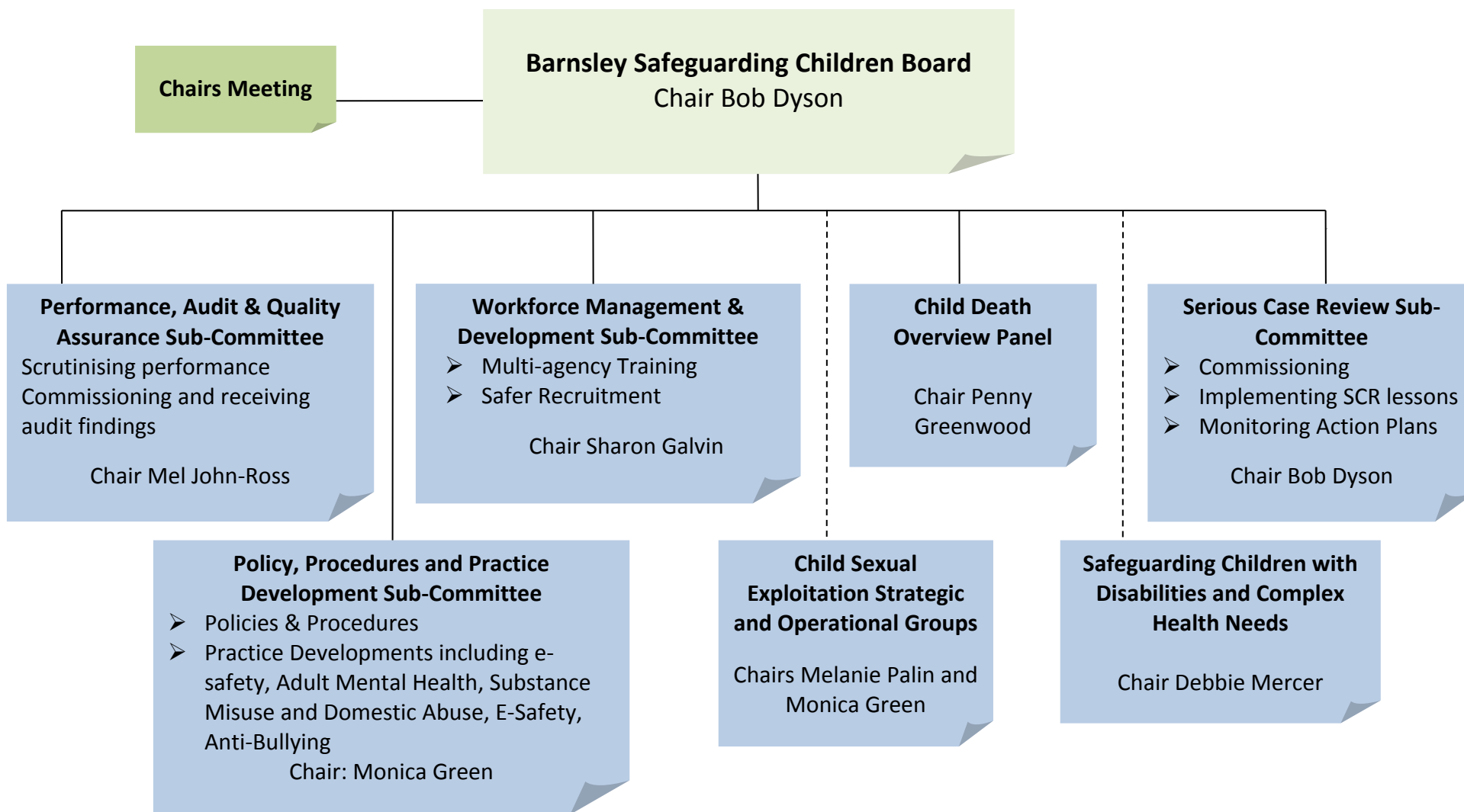
generally very good, especially by key stakeholder representatives from the local authority, health services, secondary schools, Barnsley College, the police and the voluntary and community sector.

The BSCB Budget 2015 - 16

The Board is funded by contributions from partner agencies, in accordance with a locally agreed formula. The budget breakdown and contributions made by member organisations for the 2015 - 16 year are shown in appendix 3.

There was a pressure on the budget last year due to the increased level of Serious Case Review Work which resulted in the budget being overspent.

BARNSELY SAFEGUARDING CHILDREN BOARD GOVERNANCE STRUCTURE



MEMBERSHIP AND ATTENDANCE

The list of members and advisors to the Barnsley Safeguarding Children Board, as at 3 May 2016, is set out below.

Members	Representative Agency
Bob Dyson	Independent Chair
Susan Barnett	Barnardos/Voluntary and Community Sector representative
Tim Breedon	Director of Nursing, South West Yorkshire Partnership NHS Foundation Trust
Tim Innes	Temporary Chief Superintendent
Rachel Dickinson	Executive Director People, BMBC
Ben Finley	Service Manager Barnsley Youth Offending Team,
Jo Nolan	Secondary Head Teachers' Association
Max Lanfranchi &	Director of Probation , Barnsley
Heather McNair	Chief Nurse Barnsley Hospital NHS Foundation Trust
Brigid Reid	Chief Nurse, NHS Barnsley Clinical Commissioning Group
Pat Sokell	Lay Member
Steven Szocs	Lay Member
Sue Symcox	Service Manager, CAF/CASS
Phil Briscoe	Assistant Principle, Barnsley College
Judith Wild	Quality & Patient Safety Manager, NHS England SY and Bassetlaw
Advisors	Representative Agency
Philip Shire	Service Manager, Safeguarding Adults, BMBC
Steve Eccleston	Assistant Director, Legal Services, Sheffield MBC
Sharon Galvin	Designated Nurse Safeguarding Children, Barnsley CCG
Pete Horner	Head of Public Protection Unit South Yorkshire Police
Mel John-Ross	Assistant Executive Director of Children's Services, Safeguarding, Health and Social Care, BMBC
Dr Saqib Iqbal	Designated Doctor, Barnsley Hospital NHS Foundation Trust
Dave Fullen	Director of Housing Management Berneslai Homes
Kathryn Padgett	Assistant Director of Children's Health Improvements, SWYPFT
Dawn Peet	Safeguarding Officer South Yorkshire Fire & Rescue
Nigel Leeder	Safeguarding Children Board Manager
Penny Greenwood	Assistant Director of Public Health
Cllr Margaret Bruff	Cabinet Spokesperson
Monica Green	Head of Service for Safeguarding

Barnsley Safeguarding Children Board Budget 2015/16

Income £		Expenditure £	
Partner Contributions			
Barnsley MBC	£94,788	Staffing	£107,007
NHS Barnsley CCG	£49,175	Multi-agency Training	£17,456
Probation	£1,157	Professional Fees including SCR	£27,203
South Yorkshire Police	£12,024	Service Developments	£0
Cafcass	£2,500	Running Costs	£7,978
Connexions	£0	Training Income	£0
TOTAL	£159,644	TOTAL	£159,644