

Salford Safeguarding Children Partnership Early Adopter Journey

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March 2019

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About Salford

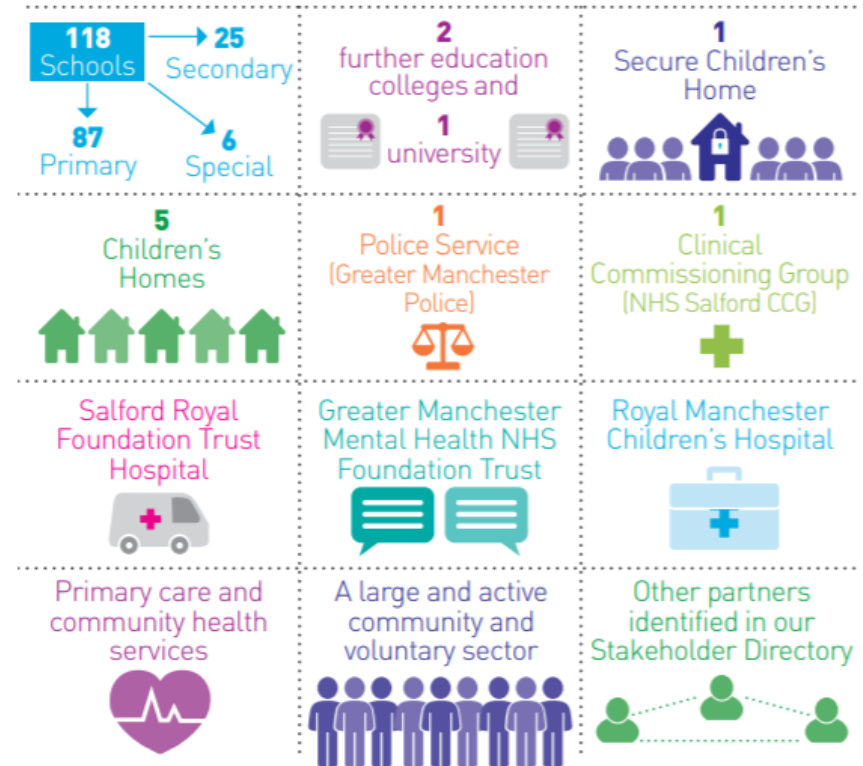
- One of the ten local areas that form Greater Manchester.



- Local Authority Children's Services Rated 'Good' and CCG rated 'Outstanding'.



Salford City Council, a metropolitan local authority delivering a range of services including **housing**, **early help**, **social work**, **youth offending**.



SAFEGUARDING CHILDREN IN SALFORD: OUR EARLY ADOPTER JOURNEY



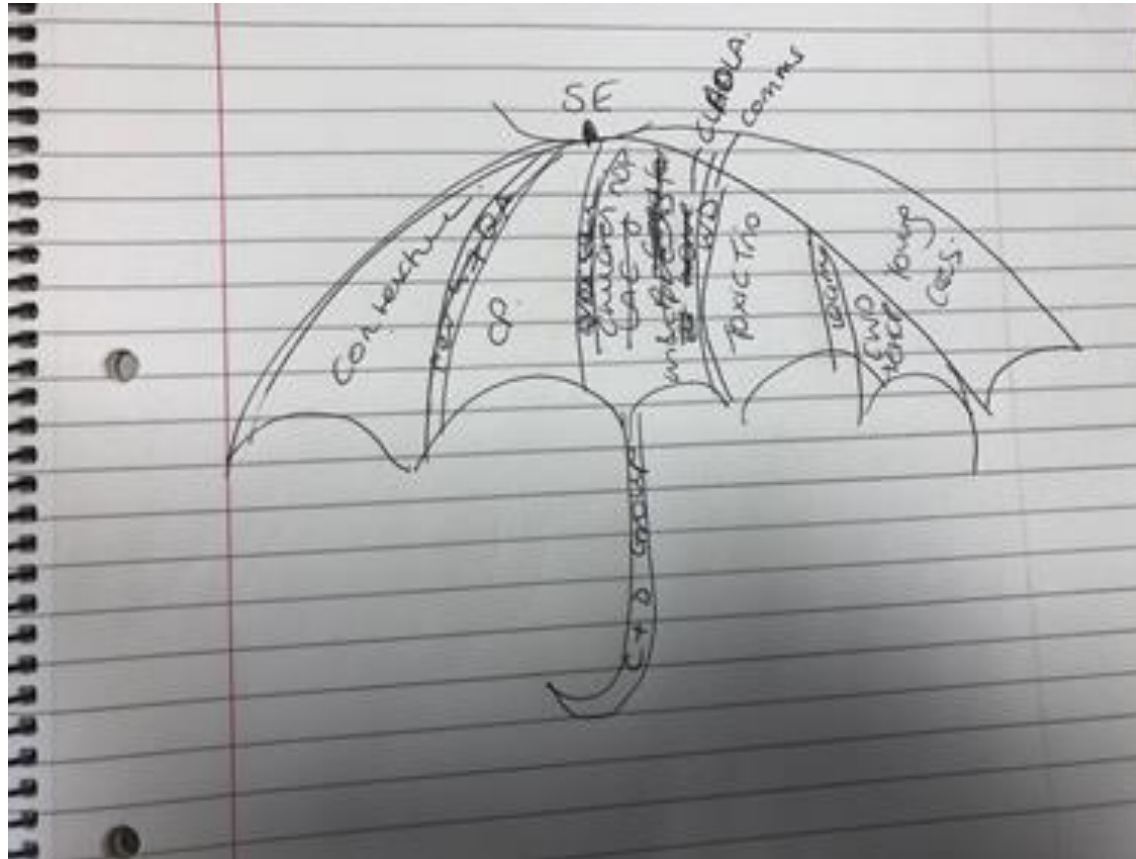
The early adopter bid objectives were:

- Planning for effective local child safeguarding practice reviews.
- Implementing an effective quality assurance and learning and improvement framework for cases under the threshold of local practice reviews, but where multiagency learning is evident.
- Implementing an evidence-based framework for understanding impact.
- Engaging with other partnerships to share and embed learning and improve the new partnership communications and community engagement in respect of case learning.

1: PARTNERSHIPS AND PLANNING

	WHAT HAVE WE DONE?	WHAT DIFFERENCE DID IT MAKE?	WHAT NEXT?
UNDERSTAND REQUIREMENTS	Started in March 2018 – shared understanding of WT18 and requirements.	Everyone ‘on the same page’, Clear ‘self assessment’.	Revisit WT18 periodically. Clarity & checking in.
PARTNERSHIPS	Conversations with individuals and at nearly all sub-group meetings since Sept 2018. See Blog for more info.	Working together and accountability. Faster pace. Evidence based.	‘Who are we’ for all professionals. Induction for new group members. Continue to nurture and work at it!
PROJECT MANAGEMENT	Independent Specialist (2 days a week). Project management & monthly project group (inc.3 Statutory Partners)	Drive new arrangements and deliverables. Quick sign off. Risks raised and mitigated.	April: move to ‘business as usual’ when Project Group hands over to new Safeguarding Operational sub-group

Early Design Stage...



2: NEW ARRANGEMENTS

	WHAT HAVE WE DONE?	WHAT DIFFERENCE DID IT MAKE?	WHAT NEXT?
DEVELOP, PUBLISH, DO	<p>Published 31st January 2019.</p> <p>Developing new terms of reference, members, workplans (on a page)</p>	<p>Compliance achieved. Provided space to move on and implement. It looks and feels different. Too early to say for many actions.</p>	<p>Continue work with sub-groups. First partnership meeting 29 April. Independent evaluation Nov 2019.</p>
INDEPENDENT SCRUTINY	<p>Different methods. Independent Adviser not chairing meetings.</p>	<p>Too early to know impact.</p>	<p>Develop peer and Impartial Scrutiny and assurance questions.</p>
VOICE	<p>Part of SEF. Session with Youth Council about safeguarding Joint Sub-group. Local innovation bid successful...</p>	<p>Understand where young people see their role in safeguarding and helping us. Too soon to say re impact.</p>	<p>Currently strengthening comms and voice of the child. Considering shadow partnership.</p>

Communication



<https://www.partnersinsalford.org/sscb/sscp.htm>

ROAD SHOWS

SALFORD SAFEGUARDING CHILDREN PARTNERSHIP ARRANGEMENTS FROM APRIL 2019

01 Background

The Salford Safeguarding Children Partnership (SSCP) is replacing the Salford Safeguarding Children Board (SSCB) from 1 April 2019. For many years, the SSCB has provided expertise and leadership in Salford by bringing together a wide range of professionals working with children. As a statutory partnership, SSCB has led on policy, delivered training, undertaken case reviews and audits, supported, challenged and monitored how we are doing and ensured everyone works together to safeguard children.

Working Together to Safeguard Children 2018 requires changes to these arrangements led by three statutory agencies. These are the local authority, clinical commissioning group and police. The role of every organisation and every individual in keeping children safe remains critical and legislated under Section 11 of The Children Act 2004.

07 Worried about a child?

Complete an online referral to Bridge Partnership

- If a child is in immediate danger call 999.
- If in doubt consult with your Safeguarding Lead or the Bridge Partnership

Web: www.salford.gov.uk/learninganddevelopment
 Email: www@partnersinsalford.org.uk
 Tel: 0161 602 4500

Why it matters 02


Nothing is more important than children's welfare, and children who need help and protection deserve high quality and effective support as soon as a need is identified.

The partnership vision that:

'All partners are committed to working together so that every child in Salford is safe, well and able to reach their full potential'.

03 Information

SSCP [new arrangements](#) were published on 31 January and becomes effective on 1 April 2019. These outline how the SSCP leads the safeguarding agenda through sub groups supported by a business unit.



Good Professional Practice

- Access safeguarding procedures, guidance, training and a wealth of other information on the website. This will continue in the new arrangements.
- Maintain a learning culture where we talk about what we do, share good practice, learn from each other.
- Keep a focus on achieving the best outcomes for children and young people both individually and together.

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Key learning

- We will ensure we focus on the lived experience of children, and know what difference we are making for them.
- We know from the Voice of the Child Sub-Group that they feel it is important they have direct links and a strong voice in strategic partnerships.
- We are clear that safeguarding children can only be achieved by inter-agency and community partnership working and not in isolation.

This applies at strategic and operational levels.

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Key Guidance

The Safeguarding Children Board [annual report](#) 2017-18

[Working Together to Safeguard Children 2018](#)

[Salford Safeguarding Children Partnership new arrangements](#)

Contact details until 1st April 2019 are:

Web: www.partnersinsalford.org/led/
 Email: SSCB@salford.gov.uk
 Twitter: @salfordscp #safesalford

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3: SAFEGUARDING EFFECTIVENESS

WHAT HAVE WE DONE?

Developed a one page framework covering all our objectives, started to use and develop behaviours/processes.

WHAT DIFFERENCE DID IT MAKE?

Too early to understand impact, but people like it and are excited about what it will do.

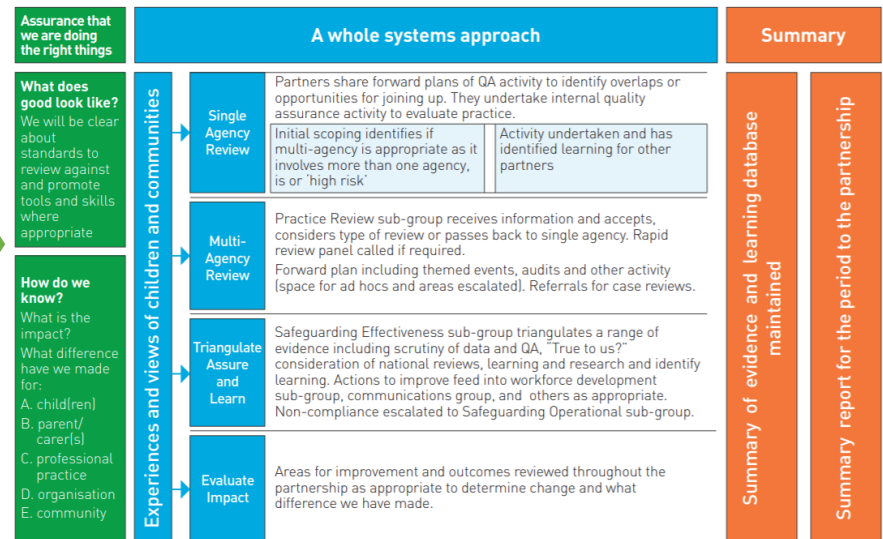
WHAT NEXT?

Re-writing our QA strategy as 'safeguarding effectiveness' strategy and tools.

FRAMEWORK



Safeguarding Effectiveness Framework

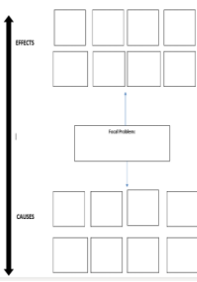


4: REVIEWING AND LEARNING FROM PRACTICE

	WHAT HAVE WE DONE?	WHAT DIFFERENCE DID IT MAKE?	WHAT NEXT?
EVALUATE	Independent evaluation of rapid review and other case reviews as a basis for changes.	Told us what we can do better: timeliness, lived experiences, strengths based, efficiencies. BUT also told us it is strong.	Carry on developing and implementing now. Re-evaluate in November 2019.
DEVELOP	Workshop. Inter-Board. Task and Finish Group. New case discussion methodology piloted.	More child focussed and analytical discussions already evidenced. Greater impact expected.	Carry on. Consider GM wide approach to some elements. Continuous improvement.
LEARN	3 Board learning event Dec: 130+ people. Inc. a 'learning audit'. Workforce development a focus. (See <i>NCB Learning Example</i>)	Successful in sharing learning from case reviews. Model for future events.	Continue developments. Learning methods and forward plan through the year.

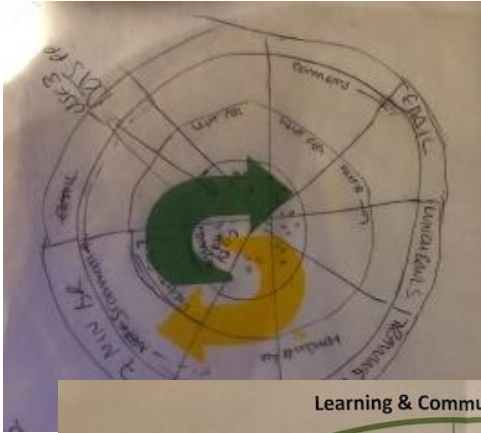
Reviewing Practice – Case Review Developments

- Focus on pre-referral support and behaviours – thresholds of serious harm, getting good quality referrals.
- Encourage referrals for good case reviews (what can we learn from what has worked).
- Same process for all reviews of practice, including Rapid Reviews (apart from timescales)
- Standards and skills of sub-group members and reviewers
- Case discussion tool & other methods

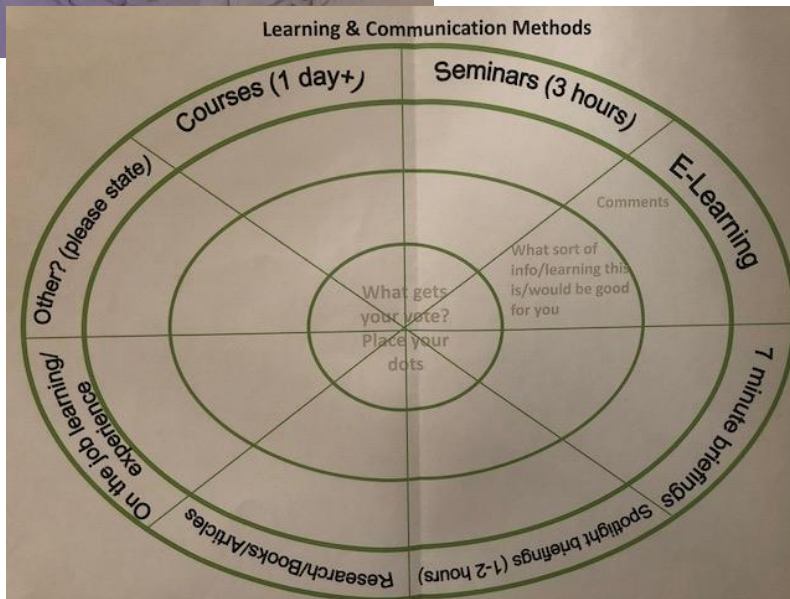
1. Immediate thoughts	2. Analysis Tree	3. What are we worried about?	4. What worked well?	5. What needs to happen?
				
WHAT ELSE DO WE NEED TO KNOW? WHO ELSE DO WE NEED TO INVOLVE?				



Capturing Our Early Adopter Journey...



Shaping Our City @Sha... · 14/12/2018 ✓
Great to see so many people at the
Safeguarding in Salford Learning Event
2018 #safeinsalford #makingadifference
@SalfordUni

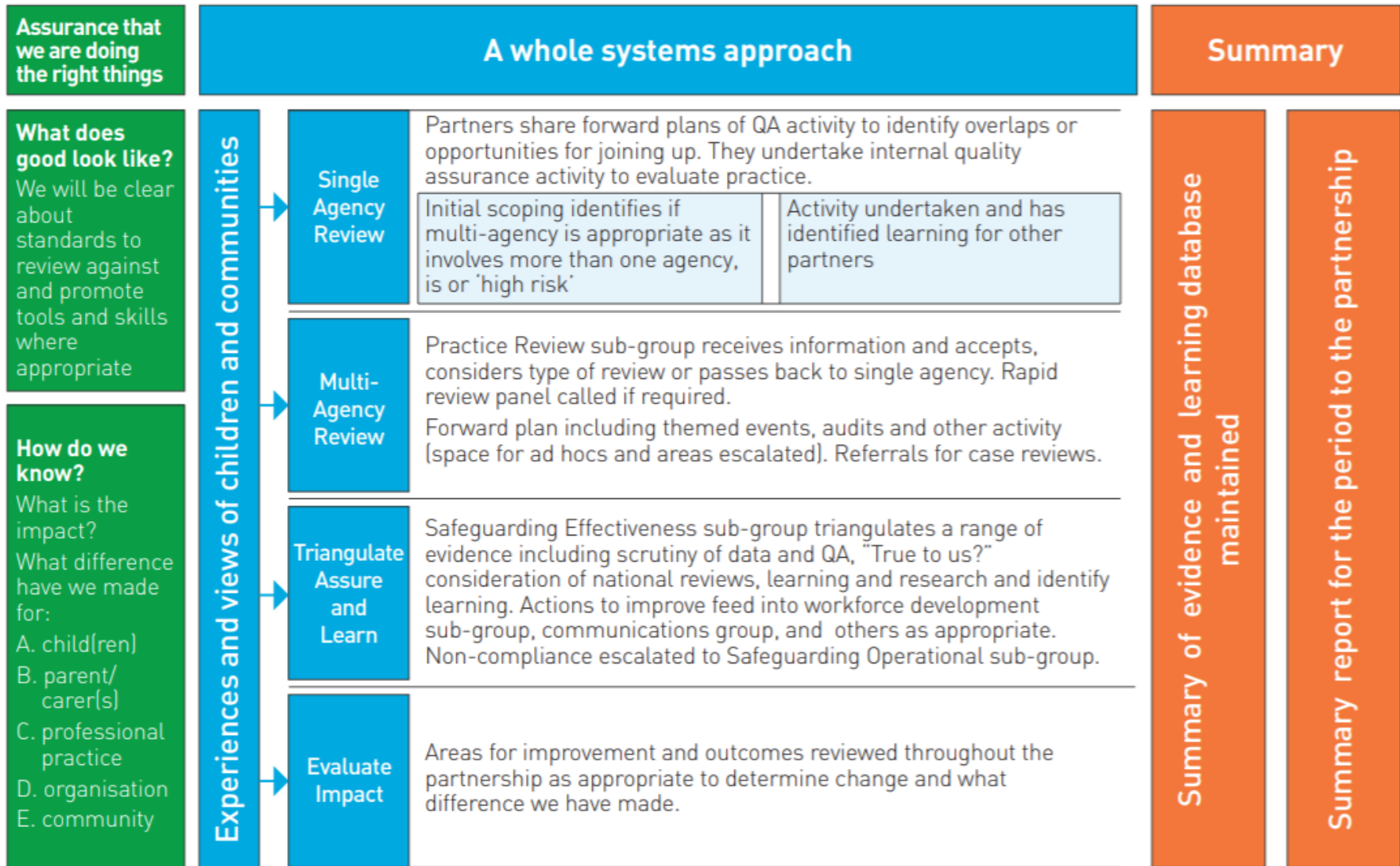


Vision, Values, Principles and Objectives...

One vision	Two key values	Six principles
<p>All partners are committed to working together so that every child in Salford is safe, well and able to reach their full potential.</p>	<ol style="list-style-type: none"> A child centred approach: for services to be effective they should be based on a clear understanding of the needs and views of children. Safeguarding is everyone's responsibility: for services to be effective each citizen, practitioner and organisation should play their part. 	<ol style="list-style-type: none"> Empowerment: People being supported and encouraged to make their own decisions and with informed consent. Prevention: It is better to take action before harm occurs. Proportionality: The least intrusive response appropriate to the risk presented. Protection: Support and representation for those in greatest need. Partnership: Local solutions through services working with their communities. Communities have a part to play in preventing, detecting and reporting safeguarding issues. Accountability: Accountability and transparency in safeguarding practice.

- We *evaluate* practice and its impact to ensure professionals and organisations within Salford keep all children safe.
- We are *assured* that safeguarding is as effective as possible, using a range of mechanisms to co-ordinate, monitor, challenge and improve both our services, and outcomes for children and young people.
- We *learn* from every opportunity and ensure we have a skilled workforce who have access to up to date, relevant information to help them to keep children safe and happy.

Safeguarding Effectiveness Framework



GETTING TO THE

FINISH LINE



Critical Success Factors

1. Strong partnership engagement and culture is essential. If it is not strong, actively invest in and develop it.
2. Don't under-estimate the amount of additional time that will be needed to communicate clearly.
3. Function before form.
4. Capacity, fresh hands and eyes.
5. Meltdown in transition is ok.

Lewin's model of change:

**Unfreeze – Change –
Refreeze**



Lewin, K. (1943a). 'Psychological ecology'. In Cartwright, D. (Ed.), Field Theory in Social Science. London: Social Science Paperbacks.



How can we help?

Now:

- Blog: [What makes a strong partnership](#)
- Two NCB learning examples:
 - Inter-Board Learning Event and Learning Methods Tool
 - Safeguarding Effectiveness Framework (part 1 – developing)

Future:

- Practice review processes, guidance and forms. Strengths based approach to all reviews of practice, including 'pre-referral'.
- Case discussion tool
- Suite of assurance questions for key areas such as Neglect.
- How our SEF works in practice.
- ?

