

Hertfordshire Early Adopter

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Previous HSCB Independent Chair/Scrutineer

Review of HSCB

- Meeting with key senior leaders – mid Nov 2017
- T&F group set up – membership – wider stakeholders
- Terms of reference agreed
- Timescale – June 2018
- Agree principles and scope
- Timescales for implementation
- Stop, start and continue ?
- Early Adopter bid

Principles

- Champion interests/rights of children & young people
- Involve all partners not just three, clear duty to cooperate
- Accountable oversight/feedback on performance & outcomes
- Scrutinise and improve practice
- Learn from experience and evidence ,what works well
- Challenge and leadership
- Workable strategic & operational arrangements – fit form to function
- Proportionate, efficient , effective and adequately resourced
- Reduce duplication across partnerships

Scope of review

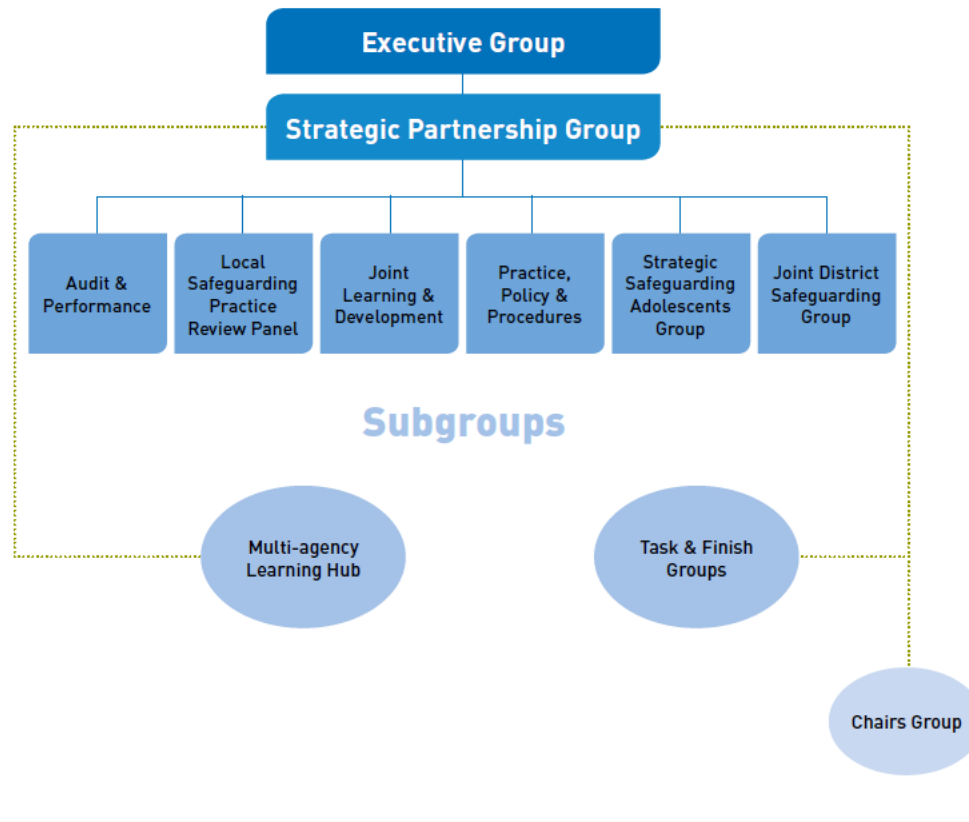
- Core business of safeguarding arrangements - statutory functions board currently undertakes – what stays/ what goes?
- Safeguarding Partnership Arrangements - Consider structure and membership of Board
- Relationship with other partnership boards – HSAB, H&WB ,CSP
- Review effectiveness of sub groups , number, membership and focus
- Review multiagency quality assurance framework including audit
- Learning framework – multiagency training function
- Governance including need for Independent chair/scrutineer
- Business unit and support to new arrangements
- Budget – review contributions , equitable and fair. Ensure sufficient budget to support new arrangements and statutory requirements.
- Footprint inc CDOP

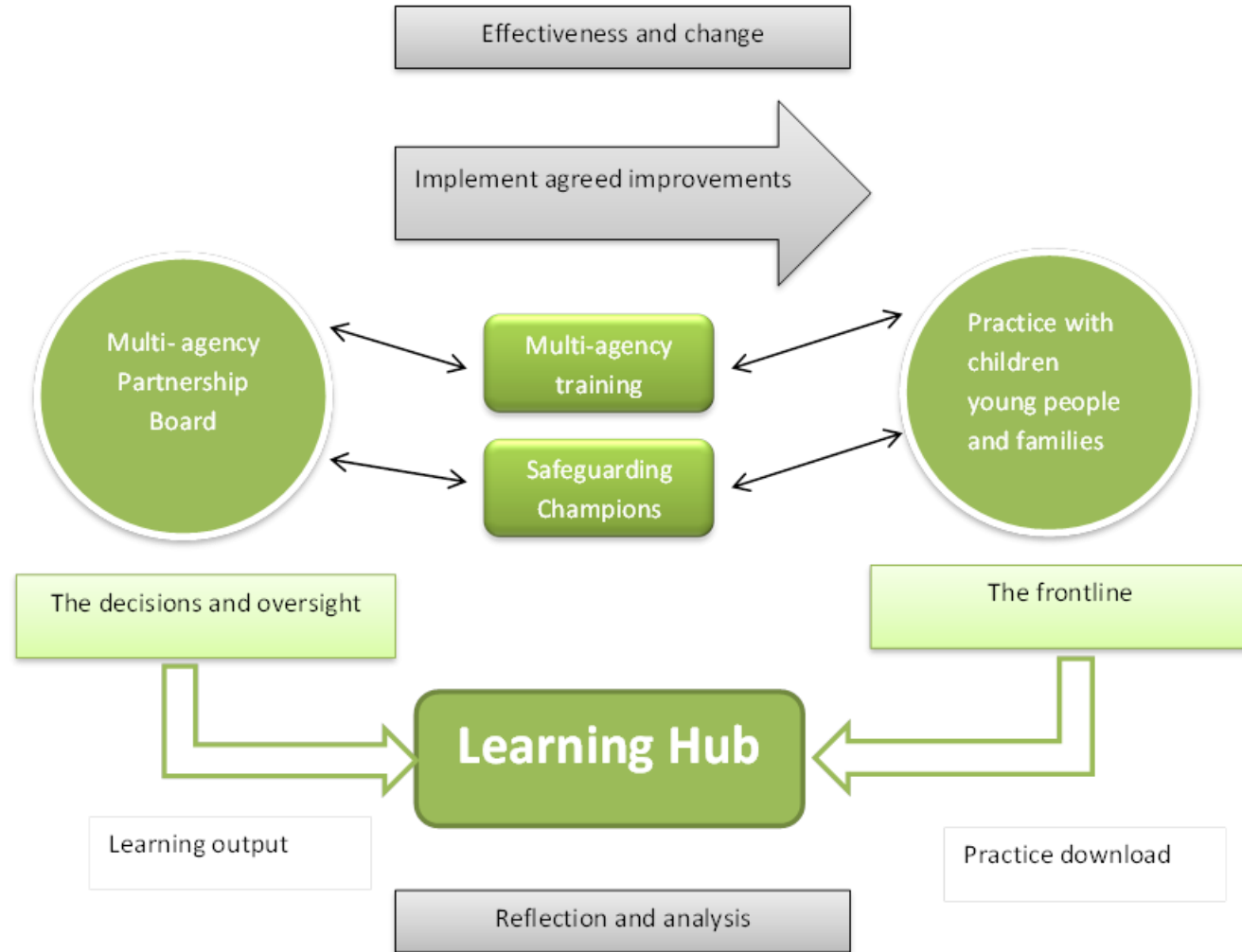
Partnership Plan

- Review of HSCB complete – merging of subgroups , new structure
- Rolling Chairing arrangements (annual)
- Learning hubs across Hertfordshire – links with operational/strategic
- Vision, values, principles and behaviour of new partnership arrangements – build on strengths
- Budget contributions agreed (additional!)
- Child Death Review – footprint to remain Hertfordshire
- Partnership plan in place 31st January 2019 – transition by April
- New name Hertfordshire Safeguarding Children Partnership

A visual structure is below, along with a detailed description of the role of each group:

Partnership Structure





This model is adapted from Bexley's Learning Hub established in 2016

Learning Hubs

- Challenge to impact /improve frontline multiagency practice
- Important two way feedback loop between front line practitioners and the Strategic Board
- Ensuring learning on priority local issues is shared and acted on at all levels in a timely way
- Focus on three themes each year – first priority gangs/ knife crime
- Five Local Learning Hub Forums for front line practitioners
- Suggestions and recommendations received from front line practitioners to the Strategy Board
- Feedback/ action taken by the Board to frontline practitioners through the LH newsletter

Early Adopter bid

- Develop role of scrutiny – workshops inc. peer challenge and RiP
- Ensure accountable oversight/ feedback on performance and outcomes; ultimately it had to lead to practice improvement
- Develop a **system** of scrutiny – not just independent chair - rolling scrutiny ‘Freedom to roam’ !
- Culture change throughout the Partnership to embed scrutiny as a positive process with learning as its outcome
- Development of peer review /external scrutiny arrangements
- Appreciative inquiry approach - what works/ good practice

Focus of scrutiny

- Attending the Executive Group and Strategic Partnership group & the Audit and Performance sub group.
- Reviewing the Partnership's annual report
- Reviewing audits and performance data, including s11 audits
- Ensuring regular thematic peer reviews
- Determine the effectiveness of arrangements to identify and review serious child safeguarding cases
- Involvement in the escalation and conflict resolution process
- Direct line of sight to frontline practice including conversations/feedback with frontline practitioners
- Ensuring the voice of the child and service users is at the heart of all aspects of scrutiny/ direct feedback from children, young people & families
- Ensuring informed challenge from Elected Members takes place

Engagement with schools

- Engagement with schools – 535 schools , inc 60 independents
- Safeguarding Leaders meetings
- Cont representation in new arrangements
- Twilight sessions for DSLs - follow priorities and mirror learning hubs (300+)
- Schools involved in presenting to learning hubs
- s175/s11 process – 280 schools responded /5900 individual returns
- Free HSCP training funded
- Breaking the Chain production rolled out to 23 secondary schools over 5,000 children
- ACE training

Questions ?