

## THE PROTECTION OF CHILDREN IN ENGLAND: ACTION PLAN (v1.5)

Ref No	Lord Laming Recommendation	Government Response	Govt Deadline	Children's Trust/SSCB/Agency Response	Agency Deadline/ Agency Lead
1.	The Home Secretary and the Secretaries of State for Children, Schools and Families, Health and Justice must collaborate for the protection of children and young people and reflect these in the priorities of frontline services	These four Departments committed to working together on strategic priorities for the frontline and will ensure effective co-ordination through a new Ministerial sub-group and the new cross-Government National Safeguarding Delivery Unit (see Rec 2)	Cabinet Sub-Committee sub group established from May 2009 to meet quarterly with the Chief Adviser on the Safety of Children	Agencies to await Government response, and ensure all priorities are identified and action taken to put in place according to national guidance.  Children's Trust acknowledges the importance of Government departments being joined up in relation to child protection.	April 2010
2.	A National Safeguarding Delivery Unit be established to report directly to the Cabinet Sub-Committee on Families, Children and Young People. It should have a remit that includes:	We announced on 12 March the appointment of Sir Roger Singleton to the new role of Chief Advisor on the Safety of Children. He will advise the Government on the effective implementation of policy and report annually to Parliament on safeguarding progress, including the delivery of the recommendations from Lord Laming's report as set out in this action plan.		Partnership and individual agencies need to be in a position to respond following Sir Roger Singleton's report to Parliament in April 2010.	
	<ul style="list-style-type: none"> <li>Working with the Cabinet Sub-Committee on Families, Children and Young People to set and publish challenging timescales for the recommendations in this report.</li> </ul>			Await publication of recommendations and timescales, however individual agencies and key partnership will be positioned to respond in a timely manner	
	<ul style="list-style-type: none"> <li>Challenging and supporting every Children's Trust in the country to implement recommendations within the agreed timescales, ensuring improvements are made in leadership, staffing, training, supervision and practice across all services.</li> </ul>	<p>Sir Roger took up this new role, which is a three year appointment, on 1 April 2009. He will submit his first report to Parliament in April 2010</p> <p>Sir Roger to establish Chief Advisor's Expert Group The Chief Advisor will work with Government to establish a cross-government National Safeguarding</p>		<p>Children's Trust will request copies of supervision policies and guidance from partners. ACTION: Letter from S Winfield requesting copies of supervision policies from partner agencies. Letter to specify which supervision policies.</p> <p>Training: SSCB currently reviewing training strategy and programme to ensure compliance with Laming recommendations and the Government's response.</p>	<p>SSCB</p> <p>June 2009</p>

Ref No	Lord Laming Recommendation	Government Response	Govt Deadline	Children's Trust/SSCB/Agency Response	Agency Deadline/ Agency Lead
		Delivery Unit (NSDU to give strong, co-ordinated national leadership across the system.		<p>Leadership: awaiting guidance. C4EO have been commissioned to deliver training to senior officers and political leaders to take place in June 2009.</p> <p>Ensure commitment to attend from senior officers and political leaders.</p> <p>Need to develop training plan which covers the safeguarding responsibilities of local authority Members and Non-Executive Directors of PCT Boards</p>	July 2009
	<ul style="list-style-type: none"> <li>Raising the profile of safeguarding and child protection across children's services, health and police.</li> </ul>		Expert Group established from May 2009	<p>SSCB to establish regular newsletter and develop dedicated stand-alone website. The development of this website is being supported through Digital Challenge and Council's Corporate ICT.</p> <p>SSCB will consider raising profile through safeguarding safety campaign possibly in conjunction with Safer Sunderland Partnership</p> <p>Northumbria Police to circulate minutes from Children's Trust to Crime Department PPU (Child Abuse Sergeant), to identify issues relating to the police service where support can be provided by Crime Department HQ PPU.</p> <p>Sunderland TPCT produces a Safeguarding quarterly newsletter which</p>	<p>December 2009</p> <p>March 2010</p>

Ref No	Lord Laming Recommendation	Government Response	Govt Deadline	Children's Trust/SSCB/Agency Response	Agency Deadline/ Agency Lead
				is distributed to all agencies.	
	<ul style="list-style-type: none"> <li>Supporting the development of effective national priorities on safeguarding for all frontline services, and the development of local performance management to drive these priorities.</li> </ul>		NSDU operational by July 2009	<p>Await publication of NSDU work plan</p> <p>Agencies and partnerships will be positioned to respond in a timely and effective manner to recommendations and revised guidance.</p> <p>Children's Services is well positioned to carry out a detailed self assessment against new national priorities, to take these on board and incorporate into existing performance management frameworks.</p> <p>Northumbria Police have representation on the ACPO standards group.</p> <p>Crime Department PPU to devise a corporate performance framework to ensure police compliance reflects the priorities outlined.</p>	<p>July 2009</p> <p>JL TO PROVIDE TIMESCALE</p>
	<ul style="list-style-type: none"> <li>Leading a change in culture across frontline services which enables them to work more effectively to protect children.</li> </ul>			<p>Await publication of NSDU workplan.</p> <p>Agencies and partnerships will be positioned to respond in a timely and effective manner to recommendations and revised guidance.</p> <p>Locality Working, CAF, early intervention and prevention are supporting greater</p>	

Ref No	Lord Laming Recommendation	Government Response	Govt Deadline	Children's Trust/SSCB/Agency Response	Agency Deadline/ Agency Lead
				<p>rigour around focus on identifying and meeting the needs of all children, including those who need protection.</p> <p>Children's Services have a process in place whereby all Initial Assessments are completed by the IRT Team. To support this work, an additional six members of staff have been appointed. In addition, we are strengthening team manager accountability within the Quality Assurance Framework.</p> <p>SSCB completed full review during 2008. A new streamlined sub committee structure is in place, with an Independent Chair appointed in October 2008.</p> <p>A proposal to hold a joint event for the Children's Trust and SSCB, to consider:</p> <ul style="list-style-type: none"> <li>• Safeguarding governance arrangements</li> <li>• Potential to develop integrated multi-agency safeguarding duty system.</li> </ul> <p>Also integrate Business Improvement Programme actions concerning IRT in a future version of the Laming Action Plan.</p> <p>Nominated Health staff attend the SHA Leadership in Safeguarding Programme.</p>	

Ref No	Lord Laming Recommendation	Government Response	Govt Deadline	Children's Trust/SSCB/Agency Response	Agency Deadline/ Agency Lead
	<ul style="list-style-type: none"> <li>Having regional representation with expertise on safeguarding and child protection that builds supportive advisory relationships with Children's Trusts to drive improved outcomes for children and young people</li> </ul>			<p>Await publication of NSDU workplan.</p> <p>Agencies and partnerships will be positioned to respond in a timely and effective manner to recommendations and revised guidance.</p>	July 2009
	<ul style="list-style-type: none"> <li>Working with existing organisations to create a shared evidence base about effective practice including evidence-based programmes, early intervention and preventative services</li> </ul>	<p>With expert staff from DCSF, Home Office, the DoH, Ministry of Justice, local agencies and the VCS, the Unit will provide support and challenge to local authorities, promote dynamic learning and good practice development, including through sector-led approaches, and act as a bridge between national policy development and local implementation. The unit will also support the development of explicit strategic priorities, and related national targets, where appropriate for the protection of children and young people for frontline services. Regional government office staff will work as part of the NSDU and will link as appropriate with Strategic Health Authorities and their network of professionals.</p> <p>A 'Partnership Network' will be established to work with the Unit and the Chief Advisor to pursue specific issues impacting on effective frontline</p>		<p>SSCB reviewing existing training programme, which will become more evidence based in terms of outcomes and impacts on children and families achieved from training.</p> <p>Health organisations contribute to the multi-agency training programme.</p>	
	<ul style="list-style-type: none"> <li>Supporting the implementation of the recommendations of Serious Case Reviews in partnership with Government Offices and Ofsted, and put in place systems to learn the lessons at local, regional and national level.</li> </ul>			<p>SSCB Business Manager, Legal Advisor and Designated Nurse are reviewing current SCR guidance in light of recent national guidance and lessons learnt from recent local and regional SCR.</p> <p>SSCB will be positioned to respond to the July 2009 Government consultation around serious case reviews.</p> <p>SSCB will review and revise SSCB procedures to reflect the changes in Working Together 2009 and to ensure any structural changes are responded to positively.</p>	
	<ul style="list-style-type: none"> <li>Gathering best practice on referral and assessment systems for children affected</li> </ul>			<p>Revised and strengthened referral system between Police and social care re</p>	

Ref No	Lord Laming Recommendation	Government Response	Govt Deadline	Children's Trust/SSCB/Agency Response	Agency Deadline/ Agency Lead
	by domestic violence, adult mental health problems, and drug and alcohol misuse, and provide advice to local authorities, health and police on implementing robust arrangements nationally.	<p>safeguarding practice.</p> <p>The Unit will publish a detailed work programme by September 2009 and will support the Chief Advisor in preparing his annual progress report to Parliament on safeguarding progress and on the implementation of this action plan.</p> <p>The Unit will be operational by 1 July 2009.</p> <p>It will be hosted within the DCSF and will report to the Cabinet Sub Committee on Families, Children and Young People through a new Ministerial sub group comprising Secretaries of State from DCSF, Home Office, DoH and Ministry of Justice which will meet quarterly, together with the Chief Advisor</p>		<p>incidents of domestic violence.</p> <p>Risk assessment tool re adult mental health problems and parents with learning disabilities currently being piloted.</p> <p>A Hidden Harm strategy is currently being developed.</p> <p>Currently reviewing SSCB multi-agency procedures.</p> <p>Health agencies use a vulnerability assessment tool ante-natally and post-natally to identify risks.</p>	
	<ul style="list-style-type: none"> <li>Commissioning training on child protection and safeguarding and on leading these services effectively for all senior political leaders and service managers across those frontline services responsible for safeguarding and child protection</li> </ul>		<p>Partnership Network established from May 2009</p> <p>NSDU Work programme published by September 2009</p> <p>Cabinet Sub Committee sub group established from May 2009 to meet quarterly</p>	<p>Invitations to regional briefings have gone out, Children's Trust and SSCB will need to ensure that delegates attend. Partnership and agencies to support senior officers to attend C4EO safeguarding June 2009.</p> <p>Safeguarding children training to be incorporated into Elected Members induction programmes.</p> <p>All Elected Members to have access to SSCB e-training module.</p> <p>Safeguarding training delivered to Elected Members in October 2008, to be repeated in Autumn 2009.</p>	<p>July 2009</p> <p>October 2009</p>

Ref No	Lord Laming Recommendation	Government Response	Govt Deadline	Children's Trust/SSCB/Agency Response	Agency Deadline/ Agency Lead
3.	The Cabinet Sub Committee on Families, Children and Young People should ensure that all government departments that impact on the safety of children take action to create a comprehensive approach to children through national strategies, the organisation of their central services, and the models they promote for the delivery of local services. This work should focus initially on changes to improve the child-focus of services delivered by the DoH, Ministry of Justice and Home Office.	The Cabinet Sub Group will take regular reports on safeguarding and the new Ministerial sub group (see recommendation 2) will meet quarterly, with the Chief Advisor, to provide an even stronger focus.	Cabinet Sub Committee sub group established May 2009, to meet quarterly with Chief Advisor	Await outcomes from first meeting of Cabinet Sub Committee. Agencies and partnerships will be positioned to respond in a timely and effective manner to recommendations and revised guidance.	August 2009
4.	The Government should introduce new statutory targets for safeguarding and child protection alongside the existing statutory attainment and early years targets as quickly as possible. The National Indicator Set should be revised with new national indicators for safeguarding and child protection developed for Inclusion in LAA for the next Comprehensive Spending Review	The Government has brought forward amendments to the ASCL Bill to allow for the Secretary of State to amend the set of statutory targets which apply to all areas. The current set of statutory targets covers early years and school attainment targets and the proposed amendment to the Bill will extend this to a number of safeguarding targets within the revised list of indicators. The precise number of statutory targets will be decided in the light of further discussion with partners.	Subject to passage of legislation, new statutory targets will be developed with stakeholders by autumn 2009 and implemented as soon as possible thereafter, in consultation with partners	Await outcomes and be ready to implement any recommendations and actions as soon as possible thereafter.  Children's Services and partnerships should be positioned to extend monitoring to include the new national indicators.  Council and partners to be positioned to incorporate into LAA and Comprehensive Spending Review from April 2010.	Autumn 2009
5.	The DoH must clarify and strengthen the responsibilities of Strategic Health Authorities for the performance management of Primary Care Trusts on safeguarding and child protection. Formalised and explicit performance indicators should be introduced for PCTs	Work with NHS Chief Execs to clarify accountabilities and management arrangements has already begun, following David Nicholson's 1 Dec letter to NHS. We shall build on this in alignment as far as possible with work in response to Recommendation	To be aligned as far as possible with work on Recommendation 4	The SHA has met the leads from the PCT and they are already looking at strengthening the arrangements for performance managing the PCT. The PCT has recently submitted comments on the report from the above Health Care Commission review. Work has	

Ref No	Lord Laming Recommendation	Government Response	Govt Deadline	Children's Trust/SSCB/Agency Response	Agency Deadline/ Agency Lead
		4, to develop new statutory targets and their indicators.		commenced on strengthening reporting arrangements on the progress of Serious Case Review Action Plans.	
6.	DCS's, Chief Execs of PCT, Police Area Commanders and other senior service managers must regularly review all points of referral where a concern about a child's safety are received to ensure they are sound in terms of the quality of risk assessments, decision making, onward referrals and multi-agency working.	To be developed as part of the revised <i>Working Together to Safeguarding Children</i> guidance.	Revised guidance by December 2009	<p>SSCB to await publication of revised Working Together 2009, response timetable drafted.</p> <p>SSCB to be in a position, from July 2009 to receive draft consultation to Chapter 8 and fully revised guidance by December 2009.</p> <p>Social care case file audit in process, which is considering cases referred to all points of referral, including case management, services for children with disabilities, young people's services.</p> <p>Children's Services have a process in place whereby all Initial Assessments are completed by the IRT Team. To support this work, additional members of staff were appointed.</p> <p>SSCB to be in a position to revise procedures in January/February 2010 to ensure compliance with new guidance.</p> <p>Directors of Children's Services, Chief Executives of Primary Care Trusts, Police Area Commanders and other senior service managers must regularly review</p>	<p>January 2009</p> <p>July 2009</p> <p>January 2010</p>



Ref No	Lord Laming Recommendation	Government Response	Govt Deadline	Children's Trust/SSCB/Agency Response	Agency Deadline/ Agency Lead
				<p>all points of referral where concerns about a child's safety are received to ensure they are sound in terms of the quality of risk assessments, decision making, onward referrals and multi-agency working.</p> <p>The PCT has commissioned the writing of a Safeguarding Strategy which will contain clarity on reporting arrangements to the Chief Executive of the PCT, this will ensure regular review of points of referral, quality of risk assessments, decision making, onward referrals and multi-agency working. Early work already been presented to integrated board of the three PCTs.</p>	
7.	All DCS's who do not have direct experience or background in safeguarding and child protection must appoint a senior manager within their team with the necessary skills and experience.	This will be included in revised statutory guidance on Lead Member and DCS's and reflected in revised <i>Working Together to Safeguarding Children</i> guidance.	<p>Revised DCS/LM guidance published June 2009.</p> <p>Revised <i>Working Together</i> guidance by December 2009</p>	<p>In Sunderland, we are compliant with this recommendation. Both the Deputy Director of Children's Services and Head of Safeguarding have safeguarding and child protection skills and experience, and are qualified social workers.</p> <p>However, consideration will be given to revised guidance and reviewed as necessary.</p>	June 2009 December 2009
8.	The DCSF should organise regular training on safeguarding and child protection and on effective leadership for all senior political leaders and managers across frontline services.	C4EO extended programme to include an additional strand on <i>Protecting children living in families where they are at high risk of abuse, harm or neglect for delivery.</i>	Research briefings and national workshops by June 2009	Invitations to regional briefings have gone out, Children's Trust and SSCB will need to ensure that delegates attend. Partnership and agencies to support senior officers to attend C4EO safeguarding July 2009.	June 2009

Ref No	Lord Laming Recommendation	Government Response	Govt Deadline	Children's Trust/SSCB/Agency Response	Agency Deadline/ Agency Lead
		<p>Research briefings will be published in early June 2009 on C4EOs website and findings will be disseminated through four national workshops, to take place in June with 600 places available to Chief Execs, DCS's, Lead Members, Chairs of LSCB's, Assistant Directors (Safeguarding); and senior leaders from the Children's Trust partners, such as health and the police.</p> <p>C4EO will also extend the scope of regional workshops planned for November 2009.</p> <p>Following C4EO's programme detailed here, DCSF and NSDU will discuss with the Improvement and Development Agency and the Society of Local Authority Chief Executives the extent to which this meets the needs of their members and will develop further training as appropriate.</p>	Regional workshops November 2009	<p>Safeguarding children training to be incorporated into Elected Members induction programmes.</p> <p>All Elected Members to have access to SSCB e-training module, Awareness of Child Abuse and Neglect Core Level.</p> <p>Safeguarding training delivered to Elected Members in October 2008, to be repeated in Autumn 2009.</p>	<p>November 2009</p> <p>October 2009</p>
9.	Every Children's Trust should ensure that the needs assessment that informs their Children and Young People's Plan regularly reviews the needs of all children and young people in their area, paying particular attention to the general need of children and those in need of protection. The NSDU should support Children's Trusts with this work. Government Offices should	To be developed in revised <i>Working Together</i> guidance and reflected in NSDU work programme in which an early priority is expected to be the development of exemplars of needs analyses which draw out clearly the implications for safeguarding children and the impact on services that need	<p>NSDU work programme to be published September 2009</p> <p>Revised <i>Working Together</i> by December 2009</p>	In Sunderland we are currently fully compliant with this recommendation. It is anticipated that responsibility for the Plan will move from the Local Authority to Children's Trust. This will be clarified following the ASCL Bill becoming legislation and local arrangements will then be reviewed.	September 2009

Ref No	Lord Laming Recommendation	Government Response	Govt Deadline	Children's Trust/SSCB/Agency Response	Agency Deadline/ Agency Lead
	specifically monitor and challenge Children's Trusts on the quality of this analysis.	to be provided.		<p>As part of the development of the CYPP 2010-2025, partners and service users have been consulted as part of the needs assessment process.</p> <p>Children's Trust partners have been asked to consider, when undertaking their needs analysis:</p> <ul style="list-style-type: none"> <li>- Data, PIs and statistics around the local picture</li> <li>- National guidance, research and best practice</li> <li>- View of children, young people and families</li> <li>- Views of professionals and practitioners</li> <li>- Benchmarking and comparators to similar LAs, identifying trends, patterns, history and forecasts</li> </ul> <p>Most importantly, this information should be used to provide a local picture for specific outcomes.</p>	
10.	Ofsted should revise the inspection and improvement regime for schools giving greater prominence to how well schools are fulfilling their responsibilities for child protection	Ofsted have designed the new school inspection framework which will apply from September 2009 so that it will have a stronger focus on safeguarding. The current inspection framework already includes a	The new school inspection framework will apply from September 2009	<p>New Ofsted inspection framework is being used by schools.</p> <p>School Improvement Officer and Education Safeguarding Team Manager working together to provide support and</p>	September 2009

Ref No	Lord Laming Recommendation	Government Response	Govt Deadline	Children's Trust/SSCB/Agency Response	Agency Deadline/ Agency Lead
		<p>judgement about whether safeguarding arrangements are satisfactory but this will be strengthened in the new framework with a grading on a scale from 1 (outstanding) to 4 (inadequate) for a school's safeguarding arrangements. Any school which receives a grade of 4 will also be likely to be awarded and inadequate grade for its overall performance and will need therefore to make urgent improvements. These arrangements will 'raise the bar' about the importance of safeguarding for schools and will also facilitate the identification and dissemination of best practice.</p>		<p>challenge to schools in order that they can comply with the new inspection regime.</p> <p>There is a rigorous audit tool which is used with schools, every two years, to assess their compliance and understanding of the wider safeguarding agenda.</p> <p>The Education Safeguarding Team will be positioned to incorporate any new requirements or recommendations from the revision of the inspection and improvement regime re how well schools are fulfilling their responsibilities for child protection.</p> <p>The work will be taken forward through the work of the Schools Forum.</p>	
11.	The DCSF should revise <i>Working Together</i> to set out clear expectations for all points where concerns about a child's safety are received, ensuring intake/duty teams have sufficient training and expertise to take referrals and that staff have immediate, on site support available from an experience social worker. LA's should take appropriate action to implement these changes	To be reflected in revised <i>Working Together</i> guidance.	Revised <i>Working Together</i> guidance by December 2009	<p>SSCB to await publication of revised Working Together guidance.</p> <p>SSCB will be in a position, from July 2009 to receive draft revisions to Chapter 8 and fully revised guidance by December 2009.</p> <p>SSCB will be in a position to revise SSCB procedures in January/February 2010 to ensure full compliance with new Working Together 2009.</p>	<p>December 2009</p> <p>July 2009</p> <p>January 2010</p>

Ref No	Lord Laming Recommendation	Government Response	Govt Deadline	Children's Trust/SSCB/Agency Response	Agency Deadline/ Agency Lead
				<p>Social care case file audit in progress, which is considering cases referred to all points of referral, including case management, services for children with disabilities, young people's services</p> <p>Work in preparation for the unannounced Ofsted inspection of Contact, Referral and Assessment arrangements, is currently reviewing arrangements for all points where concerns about a child's safety can be received.</p> <p>Audit of referrals to IRT from health agencies being review jointly to support improvement.</p>	
12.	<p>The DoH and DCSF must strengthen current guidance and put in place the systems and training so that staff in A&amp;E departments are able to tell if a child has recently presented at any A&amp;E department and if a child is the subject of a Child Protection Plan. If there is any cause for concern, staff must act accordingly, contacting other professionals, conducting further medical examinations of the child as appropriate and necessary, and ensuring no child is discharged whilst concerns for their safety or well-being remain.</p>	<p>We shall work with the College of Emergency Medicine, representatives of other A&amp;E staff and other key stakeholders to take forward work to ensure systems, guidance and training arrangements are in place so that all A&amp;E departments are playing their full part in identifying and dealing appropriately with children at risk. In doing so, we shall consider the information technology options within the DoH Informatics Directorate and co-ordinate this work with our broader look at safeguarding training of health professionals and with the Government's revision of <i>Working</i></p>	<p>We shall produce a set of recommendations by December 2009 that take account of the costs and affordability of implementation.</p>	<p>Work is ongoing in PCT to ensure appropriate systems are in place, particularly in relation to children who are subject to a Child Protection Plan.</p> <p>In Sunderland, A&amp;E and walk-in centres have information about Sunderland children who are subject to a child protection plan. An electronic 'flash' is available through the hospital information system. Further work is underway to explore this for walk-in centres. Plan are in place for PCT Safeguarding Teams to be included in initial ContactPoint rollout. Discharge planning meetings for vulnerable children are in place.</p>	

Ref No	Lord Laming Recommendation	Government Response	Govt Deadline	Children's Trust/SSCB/Agency Response	Agency Deadline/ Agency Lead
		<i>Together.</i>		<p>The relevant social work team is advised of any such attendance without delay.</p> <p>City Hospitals conduct a twice yearly audit of all children admitted to hospital where there are welfare concerns to ensure discharge planning meetings are held prior to discharge. The Trust was 100% compliant when last audited.</p>	
13.	Children's Trusts must ensure that all assessments of need for children and their families include evidence from all the professionals involved in their lives, take account of case histories and significant events (including previous assessments) and above all must include direct contact with the child.	To be reflected in revised <i>Working Together</i> guidance.	Revised <i>Working Together</i> guidance by December 2009	<p>CAF training is ongoing, however consideration needs to be given to how we develop the next level of training for staff who are now using CAFs.</p> <p>Consider how locality co-ordinators ensure training meets the needs of staff within that locality.</p> <p>An audit of training needs to be carried out to test if the current training meets the multi-agency requirements.</p>	
14.	Local authorities must ensure that 'Children in Need', as defined by Section 17 of the Children Act 1989, have early access to effective specialist services and support to meet their needs.	To be developed further and feed into the revision of <i>Working Together</i> guidance.	Revised <i>Working Together</i> guidance by December 2009	<p>Awaiting the publication of new guidance in December 2009.</p> <p>Contact referral and initial assessment arrangements identify children in need as defined by Section 17, etc. A wide range of services provision, including the following to meet assessed need:</p> <ul style="list-style-type: none"> <li>- Services for disabled children</li> </ul>	December 2009

Ref No	Lord Laming Recommendation	Government Response	Govt Deadline	Children's Trust/SSCB/Agency Response	Agency Deadline/ Agency Lead
				<ul style="list-style-type: none"> <li>- Young people's service</li> <li>- Extended services</li> <li>- Attendance management</li> </ul> <p>The ongoing post-Haringey external audit of social care case files identifies cases where assessed needs are not fully met.</p>	
15.	The Social Work Taskforce should establish guidelines on guaranteed supervision time for social worker that may vary depending on experience.	<p>We have already introduced guaranteed supervision for participants in the Newly Qualified Social Worker pilot, which will be extended to all entering the profession in statutory and third sector roles from September this year.</p> <p>We welcome the Social Work Task Force's commitment to taking forward this recommendation as part of their work to ensure that high quality and effective supervision is embedded throughout the social work workforce.</p> <p>The Secretaries of State for Health and Children, Schools and Families would like the Task Force particularly to advise about:</p> <ul style="list-style-type: none"> <li>• how much supervision time social workers need, and</li> <li>• how Government, employers and social workers can ensure that guidance in relation to</li> </ul>	Social Work Reform programme to be set out autumn 2009	<p>Responded to consultation and awaiting further guidance through the Social Work Reform Programme.</p> <p>Children's Services will be in a position to implement proposed standards and any recommendations</p> <p>In June 2009, Children's Services amended their existing Supervision Guidance, Case Management (June 2009).</p> <p>This guidance sets out what good quality supervision should incorporate for staff with differing levels of experience, skills and knowledge.</p>	

Ref No	Lord Laming Recommendation	Government Response	Govt Deadline	Children's Trust/SSCB/Agency Response	Agency Deadline/ Agency Lead
		supervision time is fulfilled in practice.			
16.	The DCSF should revise <i>Working Together</i> to set out the elements of high quality supervision focused on case planning, constructive challenge and professional development.	<p>Guidance on high quality supervision for children and families' social workers is critical. Building on work underway by CWDC on training on effective supervision, as part of the revision of <i>Working Together</i>, and on the advice of the Task Force, the Government will consider the best place for that guidance.</p> <p>In addition, through the comprehensive reform programme for social work the Government wants to ensure that high quality supervision is supported by training and development, standards and the structure and the capacity of the workforce. It will set out how it will do this in the light of the Task Force's further advice.</p>	Revised <i>Working Together</i> guidance by December 2009	<p>Children's Services Business Improvement Programme to consider the development of a quality standard that could be fully implemented once revised <i>Working Together</i> guidance has been received in December 2009, building upon the existing Supervision Guidance, Case Management (June 2009).</p> <p>We are reviewing and revising key aspects of the team manager role to support and strengthen high quality supervision.</p> <p>Clinical supervision is embedded in health agencies with additional child protection supervision available through the Safeguarding Service.</p>	
17.	The DCSF should undertake a feasibility study with a view to rolling out a single national Integrated Children's System better able to address the concerns identified in this report, or find alternative ways to assert stronger leadership over the local systems and their providers. This study should be completed within six months of this report.	We will work with LAs to reform the ICS and to reflect the Social Work task Force's advice that there should be locally-owned, locally-led systems on the basis of a greatly simplified set of national requirements. The Government's approach will be to remove unnecessary and prescriptive national requirements from the ICS, while providing more effective support	<p>Detail of immediate changes to be confirmed May 2009</p> <p>Other reforms to be set out in response to the Social Work task</p>	<p>SSCB BPG group receiving report of work being undertaken by SR/SL on processes to support ICS.</p> <p>Following advice given by DCSF policy advisors at regional workshop attended by Sunderland safeguarding representatives on 15 May. In Sunderland, in June we met with our supplier to impress the need to make</p>	<p>May 2009</p> <p>October 2009</p>



Ref No	Lord Laming Recommendation	Government Response	Govt Deadline	Children's Trust/SSCB/Agency Response	Agency Deadline/ Agency Lead
		to local authorities and professionals in commissioning and developing high quality local systems.	Force's report October 2009	usability improvement to navigation and outputs. We received a demonstration of the next release. Following this review we recognise improvements to the core assessment output and chronology functions that will allow us to begin using these functions. Practitioners and managers have recommended that we move to the latest release which will be delivered on 12 June with the intention to go live in August. Improvements to ICS 1a and 1b functionality will be supported through ongoing training. Implementation planning for ICS 1c functionality will follow the advice from DCSF on adaptation of the current processes.  Await further guidance following response to Social Work Task Force report	
18.	Whether or not a national system is introduced, the DCSF should take steps to improve the utility of the ICS, in consultation with social workers and their managers, to be effective in supporting them in their role and their contact with children and families, partners, services and courts, and to ensure appropriate transfer of essential information across organisational boundaries.	<p>We will take immediate action to:</p> <ul style="list-style-type: none"> <li>• free up national requirements in relation to ICS. We will authorise local authorities and suppliers, in discussion with professionals, to remove or revise forms and exemplars in local IC systems, giving them more flexibility to use their professional judgement in deciding how they will comply with statutory requirements;</li> <li>• support local authorities in</li> </ul>		See response to Recommendation 17 above.	

Ref No	Lord Laming Recommendation	Government Response	Govt Deadline	Children's Trust/SSCB/Agency Response	Agency Deadline/ Agency Lead
		<p>implementing Phase 1C of ICS, whilst relaxing the deadline to allow them to focus on fixing problems with local systems that they regard as a priority; and</p> <ul style="list-style-type: none"> <li>improve support to local authorities through carrying out a usability review of each ICS product, providing procurement support and issuing guidance on how ICS can be used to support practice.</li> </ul> <p>We agree with the Social Work Task Force that, over time, the ICS should be reformed to reflect the Task Force's forthcoming advice on professional roles, practice and support in social work. We will therefore work closely with the Task Force to ensure that happens.</p>			
19.	<p>The DCSF must strengthen <i>Working Together to Safeguard Children</i>, and Children's Trusts must take appropriate action to ensure:</p> <ul style="list-style-type: none"> <li>all referrals to children's services from other professionals lead to an initial assessment, including direct involvement with the child or young person and their family, and the direct engagement with, and feedback to, the referring professional;</li> <li>core group meetings, reviews and casework decisions include all the professionals</li> </ul>	To be reflected in revised <i>Working Together</i> guidance.	Revised <i>Working Together</i> guidance by December 2009	<p>SSCB to await publication of revised <i>Working Together</i> guidance</p> <p>SSCB to be in a position, from July 2009 to receive draft revisions to Chapter 8 and fully revised guidance by December 2009.</p> <p>SSCB to be in a position to revise procedures in January/February 2010 to ensure compliance with new guidance.</p> <p>Children's Services IRT Manager</p>	<p>July 2009</p> <p>January 2010</p>

Ref No	Lord Laming Recommendation	Government Response	Govt Deadline	Children's Trust/SSCB/Agency Response	Agency Deadline/ Agency Lead
	<p>involved with the child, particularly police, health, youth services and education colleagues. Records must be kept which must include the written views of those who cannot make such meetings; and</p> <ul style="list-style-type: none"> <li>formal procedures are in place for managing a conflict of opinion between professionals from different services over the safety of a child.</li> </ul>			<p>currently working with referring agencies to ensure appropriateness of referrals to IRT and ensure that CAF assessments are completed as needed.</p> <p>Professionals involved in a case are routinely invited to all child protection meetings. Professional views are collated to inform case analysis and decision-making.</p> <p>There is now an SSCB procedure in place entitled: Guidance on the Resolution of Professional Disagreements.</p>	
20.	<p>All police, probation, adult mental health and adult drugs and alcohol services should have well understood referral processes which prioritise the protection and well-being of children. These should include automatic referral where domestic violence or drug or alcohol abuse <b>may</b> put a child at risk of abuse or neglect.</p>	<p>To be reflected in revised <i>Working Together</i> guidance.</p>	<p>Revised <i>Working Together</i> guidance by December 2009</p>	<p>Revised and strengthened referral system between Police and social care re incidents of domestic violence.</p> <p>Risk assessment tool re adult mental health problems and parents with learning disabilities currently being piloted.</p> <p>A Hidden Harm strategy is currently being developed.</p> <p>Currently reviewing SSCB multi-agency procedures. Revised <i>Working Together</i> guidance will impact on the procedures.</p> <p>Crime Department PPU to review the current service provision and consider the options available, to reduce the burden on</p>	

Ref No	Lord Laming Recommendation	Government Response	Govt Deadline	Children's Trust/SSCB/Agency Response	Agency Deadline/ Agency Lead
				<p>the CAIU Sergeants, whilst still maintaining an appropriate level of supervision.</p> <p>Health agencies make referrals, based on professional assessment of the risks to the child of parental drug/alcohol abuse or domestic violence</p> <p>Further discussion is required and a decision made as to whether all cases where domestic violence and drug or alcohol abuse need to be referred. This has resource implications for Children's Services and following discussions with the Lead Nurse for Safeguarding within NTW there would be approximately 100 additional referrals per calendar month.</p>	
21.	The NSDU should urgently develop guidance on referral and assessment systems for children affected by domestic violence, adult mental health problems, and drugs and alcohol misuse using current best practice. This should be shared with local authorities, health and police with an expectation that the assessment of risk and level of support given to such children will improve quickly and significantly in every Children's Trust	The NSDU will publish its work programme by September 2009 and we expect this guidance to be identified as an early priority.	NSDU publish work programme by September 2009	<p>Revised and strengthened referral system between Police and social care re incidents of domestic violence.</p> <p>Risk assessment tool re adult mental health problems and parents with learning disabilities currently being piloted.</p> <p>A Hidden Harm strategy is currently being developed.</p> <p>Currently reviewing SSCB multi-agency procedures.</p>	

Ref No	Lord Laming Recommendation	Government Response	Govt Deadline	Children's Trust/SSCB/Agency Response	Agency Deadline/ Agency Lead
				<p>Crime Department PPU to review the current service provision and consider the options available, to reduce the burden on the CAIU Sergeants, whilst still maintaining an appropriate level of supervision.</p> <p>Awaiting NSDU guidance and all agencies impacted upon by this guidance should, with the direction of the Children's Trust be positioned to respond to this urgently.</p>	
22.	The DCSF should establish statutory representation on LSCBs from schools, adult mental health and adult drug and alcohol services.	To be reflected in revised <i>Working Together</i> guidance. Mental Health Trusts are already statutory members of LSCBs.	Revised <i>Working Together</i> guidance by December 2009	<p>Health, Housing and Adult Services senior officer is member of SSCB.</p> <p>Safer Communities Manager, Safer Sunderland Partnership representative.</p> <p>There is current representations from the primary and secondary schools sector.</p> <p>SSCB Chair to write to Headteachers of special schools to request representation on the Board.</p>	
23.	Every Children's Trust should assure themselves that partners consistently apply the Information Sharing Guidance published by the DCSF and Department for Communities and Local Government to protect children.	To be reflected in revised <i>Working Together</i> guidance.	Revised <i>Working Together</i> guidance by December 2009	<p>Awaiting revised Working Together guidance.</p> <p>Currently, a chapter of the existing multi-agency SSCB procedures is dedicated to information sharing.</p>	<p>December 2009</p> <p>July 2009</p>

Ref No	Lord Laming Recommendation	Government Response	Govt Deadline	Children's Trust/SSCB/Agency Response	Agency Deadline/ Agency Lead
				<p>Multi-agency training for Information Sharing is being offered to all Children's Trust partners. Analysis of who has accessed the training?</p> <p>Proposal in the workplan of SSCB to do an audit in relation to information sharing.</p>	
24.	<p>The Social Work Task Force should:</p> <ul style="list-style-type: none"> <li>develop the basis for a national children's social worker supply strategy that will address recruitment and retention difficulties, to be implemented by the DCSF. This should have a particular emphasis on child protection social workers;</li> </ul>	<p>The Government is committed to developing a supply strategy for social workers in both children and families social work, and this will form a critical part of the comprehensive reform programme to be set out in the autumn.</p> <p>In the immediate term, the Government is already taking a number of actions to address recruitment and supply challenges in the workforce, including:</p> <ul style="list-style-type: none"> <li>a national marketing and recruitment campaign to launch later this year;</li> <li>a Return to Social Work Scheme to support former social workers back into the profession;</li> <li>a Graduate Recruitment Scheme to sponsor high quality graduates to undertake social worker training;</li> </ul>	Social Work Reform programme to be set out autumn 2009	<p>Await publication of Social Work Reform programme.</p> <p>Children's Services has developed a recruitment and retention strategy.</p> <p>From 1 May, any newly appointed social workers will receive a monetary incentive to join Children's Services.</p> <p>Continuing to recruit qualified and experienced social workers from the wider community, include BME community.</p>	Autumn 2009

Ref No	Lord Laming Recommendation	Government Response	Govt Deadline	Children's Trust/SSCB/Agency Response	Agency Deadline/ Agency Lead
		<ul style="list-style-type: none"> <li>recruitment and retention pilots in two regions with high vacancy and turnover rates</li> </ul>			
	<ul style="list-style-type: none"> <li>work with the Children's Workforce Development Council and other partners to implement on a national basis, clear progression routes for children's social workers.</li> </ul>	<p>We have already committed to creation of a new role of Advanced Social Work Professional in children and families social work which will be implemented as part of a full career framework for children and families social workers. This will be in place in the autumn to enable experienced social workers to stay in frontline practice. We expect that this role should form part of a full career structure for social workers, which includes practice-focused as well as managerial progression routes.</p> <p>The Government will work with employers to implement clear progression routes for social workers in both adult and children's services as part of its comprehensive reform programme for social work. This will be based on the advice of the Task Force about how clearer progression routes can best support social workers in developing their careers and improving the service they provide.</p>	Social Work Reform programme to be set out autumn 2009	<p>Await publication of Social Work Reform programme.</p> <p>Children's Services are developing a framework for social work career progression to sustain an experienced frontline workforce.</p> <p>Children's Services has recently introduced new progression routes for all qualified social work staff.</p>	
	<ul style="list-style-type: none"> <li>develop national guidelines setting out maximum case loads of children in need</li> </ul>	The Government is committed to take steps, based on the advice of the	Social Work Reform	At present in Sunderland, we endeavour to ensure maximum caseloads are:	

Ref No	Lord Laming Recommendation	Government Response	Govt Deadline	Children's Trust/SSCB/Agency Response	Agency Deadline/ Agency Lead
	and child protection cases, supported by a weighting mechanism to reflect the complexity of cases, that will help plan the workloads of children's social workers; and	<p>Social Work Task Force, to ensure that social workers have manageable case loads which enable them to work effectively and efficiently to secure the best possible outcomes for service users.</p> <p>It looks to Social Work Task Force to ensure, through its recommendations, that the steps taken to do this – including guidelines on appropriate caseloads – can be implemented effectively in ways that will improve practice and not lead to unnecessary bureaucracy.</p>	programme to be set out autumn 2009	<p>NQSW: 15 cases QSW: 20 cases</p> <p>It is intended to keep this maximum number, however this will need to be reviewed against guidance received.</p> <p>However, partner agencies may need to consider their maximum caseloads if stipulated within any guidance received.</p> <p>For PCT staff, allocation of cases is managed centrally to ensure staff are able to be effective.</p>	
	<ul style="list-style-type: none"> <li>develop a strategy for remodelling children's social work which delivers shared ownership of cases, administrative support and multi-disciplinary support to be delivered nationally.</li> </ul>	<p>We are already exploring a number of different approaches to remodelling in social work, including through CWDC's current Remodelling the Delivery of Social Work pilots and the Social Work Practices pilots.</p> <p>We will set out plans in relation to remodelling as part of the comprehensive reform programme we will bring forward in the autumn based on the advice of the Social Work Task Force.</p>	Social Work Reform programme to be set out autumn 2009	<p>Await publication of Social Work Reform programme.</p> <p>Sunderland's Children's Trust is developing a Workforce Innovation and Reform Strategy and Implementation Plan. The Strategy is being implemented to drive the development of a world-class workforce for children and young people, linked to the Every Child Matters five outcomes and the Sunderland Children's Trust Children and Young People's Plan. Key elements of the programme include, joint CAF, Information Sharing and ContactPoint training.</p> <p>Both the LSP and Children's Trust</p>	



Ref No	Lord Laming Recommendation	Government Response	Govt Deadline	Children's Trust/SSCB/Agency Response	Agency Deadline/ Agency Lead
				acknowledge the importance of a clear workforce strategy that is set within the context of current and emerging regional and national policy.	
25.	Children's Trusts should ensure a named, and preferably co-located, representative from the police service, community paediatric specialist and health visitor are active partners within each children's social work department.	To be reflected in the revised <i>Working Together to Safeguarding Children</i> guidance.	Revised <i>Working Together</i> guidance by December 2009	<p>Await revised guidance.</p> <p>Children's Trust will be required to have discussions on how this will be resourced and the form that co-location will take.</p> <p>Crime Department PPU will review the options relating to co-location embracing the current working practices within the Northumbria Police area, the emphasis of Lord Laming's recommendations and ACPO guidance, with a view to providing Area Commanders with a corporate response to co-location for their consideration.</p> <p>Health advice to Children's Services is currently provided by the Designated Nurse.</p>	
26.	<p>The General Social Care Council together with relevant government departments should:</p> <ul style="list-style-type: none"> <li>work with higher education institutions and employers to raise the quality and consistency of social work degrees and strengthen their curriculum to provide high quality practical skills in children's social</li> </ul>	<p>The Government will consider radical reforms of the social work education system if this is what the Task Force recommend.</p> <p>The Secretaries of State for Health and Children, Schools and Families look to the Social Work Task Force,</p>	Social Work Reform programme to be set out autumn 2009	<p>Await publication of Social Work reform programme</p> <p>We will to be positioned to work with local universities to ensure quality and consistency of social work degrees.</p> <p>Sunderland Children's Services and</p>	Autumn 2009

Ref No	Lord Laming Recommendation	Government Response	Govt Deadline	Children's Trust/SSCB/Agency Response	Agency Deadline/ Agency Lead
	work.	<p>with the support of GSCC and working closely with employers and HEIs, to advise on the improvements necessary to social work degrees and post graduate training, and the systems which provides them.</p> <p>The Government currently spends approximately £160 million each year on funding and bursaries for initial social work training. It is critical that this resource supports high quality university education which effectively prepares student social workers for their future roles. Universities, employers and the GSCC must be able to work together to secure this.</p>		<p>Sunderland University currently have a close working relationship, we will co-operate fully locally, regionally and nationally to support the strengthening of social work degree courses to ensure graduates have the necessary skills to work in Local Authorities children's social work.</p> <p>Children's Trust to consider inviting representative from the University of Sunderland to join the Board.</p> <p>The PCT has had student social work placements in health visitor teams to increase inter-professional learning.</p>	
	<ul style="list-style-type: none"> <li>work with higher education institutions to reform the current degree programme towards a system which allows for specialism in children's social work, including statutory children's social work placements, after they first year; and</li> <li>put in place a comprehensive inspection regime to raise the quality and consistency of social work degrees across higher education institutions</li> </ul>	<p>The Government will implement Lord Laming's recommendation in the light of the Task Force's recommendations about how and when social workers should be able to specialise in their training in order to ensure that they are fully effective in practice.</p> <p>The Government will implement Lord Laming's recommendations about inspection of higher education in the light of the Task Force's recommendations.</p>	Social Work Reform programme to be set out autumn 2009	<p>Await publication of Social Work reform programme</p> <p>We will to be positioned to work with local universities to ensure quality and consistency of social work degrees.</p> <p>Sunderland Children's Services and Sunderland University currently have a close working relationship, we will co-operate fully locally, regionally and nationally to support the strengthening of social work degree courses to ensure graduates have the necessary skills to work in Local Authorities children's social work.</p>	Autumn 2009

Ref No	Lord Laming Recommendation	Government Response	Govt Deadline	Children's Trust/SSCB/Agency Response	Agency Deadline/ Agency Lead
27	The DCSF and DIOS should introduce a fully-funded, practice-focused, children's social work post-graduate qualification for experienced children's social workers, with an expectation that they will complete the programme as soon as possible.	<p>We have committed to development of a practice-based Masters programme for social workers, which will be implemented as part of the comprehensive reform programme.</p> <p>To support the professional development of all social care staff, including social workers, Government already allocates £18 million a year through the area based grant.</p> <p>This recommendation further cements Government's commitment to the professional development of social workers and the new practice-based Masters in social work will be implemented in the light of the Task Force's recommendations.</p>	Social Work Reform programme to be set out autumn 2009	<p>Await publication of Social Work Reform Programme</p> <p>We will to be positioned to work with local universities to ensure quality and consistency of social work degrees.</p> <p>Sunderland Children's Services and Sunderland University currently have a close working relationship, we will co-operate fully locally, regionally and nationally to support the strengthening of social work degree courses to ensure graduates have the necessary skills to work in Local Authorities children's social work.</p>	
28.	The DCSF, working with the CWDC, GSCC and partners should introduce a conversion qualification and English language test for internationally qualified children's social workers that ensures understanding of legislation, guidance and practice in England. Consideration should be given to the appropriate length of a compulsory induction period in a practice setting prior to formal registration as a social worker in England.	<p>Social workers coming into this country need to meet the highest standards, and also to be well supported. From September, all those joining statutory and third sector children's services will be able to access the "newly qualified social worker" support package which includes induction and protected time for training and supervision.</p> <p>We will take forward Lord Laming's recommendations about conversion</p>	Social Work Reform programme to be set out autumn 2009	<p>Await publication of Social Work Reform Programme</p> <p>Children's Services to be positioned to reflect this development in their recruitment strategy.</p>	

Ref No	Lord Laming Recommendation	Government Response	Govt Deadline	Children's Trust/SSCB/Agency Response	Agency Deadline/ Agency Lead
		qualifications and language tests in the light of the advice of the Social Work Task Force about the qualifications and basic skills requirements which should be in place for English as well as overseas trained social workers.			
29.	Children's Trusts should ensure that all staff who work with children receive initial training and continuing professional development which enables them to understand normal child development and recognise potential signs of abuse.	To be reflected in revised <i>Working Together to Safeguarding Children</i> guidance and in the NSDU's work programme	NSDU work programme to be published September 2009  Revised <i>Working Together</i> guidance December 2009	Children's Trust Workforce Innovation and Reform Strategy is currently out to consultation until end August 2009. One of the aims of the strategy is to work with partners to identify opportunities to develop integrated qualifications, training and career progression routes.  Following publication of NSDU work programme and revised <i>Working Together</i> Guidance, the Strategy and implementation plan will be updated to take note of any actions required.  SSCB has purchased e-training package. Staff from across agencies, will be identified and given access to the module, to ensure a basic understanding of safeguarding issues.  The PCT has relevant induction and statutory/mandatory training in place.	August 2009  December 2009
30.	All Children's Trusts should have sufficient multi-agency training in place to create a shared language and understanding of local referral	To be reflected in revised <i>Working Together to Safeguarding Children</i> guidance and in the NSDU's work	NSDU work programme to be published	SSCB currently reviewing multi-agency training programme.	

Ref No	Lord Laming Recommendation	Government Response	Govt Deadline	Children's Trust/SSCB/Agency Response	Agency Deadline/ Agency Lead
	procedures, assessment, information sharing and decision making across early years, schools, youth services, health, police and other services who work to protect children. A named child protection lead in each setting should receive this training.	programme	September 2009  Revised <i>Working Together</i> guidance December 2009	SSCB has recently purchased an e-training package which will be accessible to 15,000 people across the city, up to March 2012. Children's Trust partners will be encouraged to take up this training.  The Children's Trust Workforce Innovation and Reform Strategy and Implementation Plan will drive the development of a world-class workforce for children and young people, linked to the ECM five outcomes, and Children's Trust Children and Young People's Plan Crime Department HQ PPU to issue corporate guidance with a recommendation that all CAI Sergeants attend their respective training sub groups and assist in the development of multi-agency training across the Northumbria Police area to promote understanding between partner agencies, managing expectations and driving forward with local performance improvement issues within front line services.  An enhanced training strategy is being developed for NHS South of Tyne and Wear.	
31.	The GSCC should review the Code of Practice for Social Workers and the employers' code ensuring the needs of children are paramount in both and that the employers' code provides for	We agree with the Social Work Task Force that there should be a Code of Practice for Social Work which is distinct from wider social care. We	The revised Code of Practice will be in place by October 2009	Await revised Code of Practice	

Ref No	Lord Laming Recommendation	Government Response	Govt Deadline	Children's Trust/SSCB/Agency Response	Agency Deadline/ Agency Lead
	clear lines of accountability, quality supervision and support, and time for reflective practice. The employers' code should then be made statutory for all employers and social workers.	<p>will work with the GSCC to develop this in the light of the Task Force's work on describing social work roles and purpose.</p> <p>The DCSF and DH will support GSCC in reviewing the Code of Practice for Employers and will seek to legislate appropriately at the earliest opportunity.</p>			
32.	The DoH should prioritise its commitment to promote the recruitment and professional development of health visitors (made in <i>Healthy lives, brighter futures</i> ) by publishing a national strategy to support and challenge Strategic Health Authorities to have a sufficient capacity of well-trained health visitors in each area with a clear understanding of their role.	<p>The Action on Health Visiting programme was agreed at a joint DoH/Community Practitioners' and Health Visitors' Association (CPHVA) summit on 5 May. It will be taken forward in partnership with the CPHVA and other stakeholders. Action will be prioritised to increase workforce capacity and capability to clarify the contribution of health visitors to the Healthy Child Programme, to working with vulnerable children and families and to safeguarding</p>	A programme report will be produced by October 2009	Nationally, the PCT has the second highest number of Health Visitors per number of children under 5 nationally in 2007. That said, the Health Visitors are working with high volumes of deprivation, many families who are in need, and are often the Lead Practitioner in the Team Around the Child. Each new Health Visitor, in addition to the mandatory Child Protection, undergoes a programme of New Starter Supervision delivered by the Child Protection Advisors which clearly informs them of their role. Joy Akehurst is part of the 'Action On' reviewing health Visiting on behalf of the SHA.	
33.	The DoH should review the Healthy Child Programme for 0-5 year olds to ensure that the role of health visitors in safeguarding and child protection is prioritised and has sufficient clarity, and ensure that similar clarity is provided in the Healthy Child Programme for 5-19 year olds.	The universal Healthy Child Programme (HCP) is key to the prevention of child abuse and neglect and the early identification of safeguarding concerns. This is reflected in the updated programme published by the DoH in March 2008.	Work to promote the commissioning and implementation of the HCP for 0-5 year olds will be	There is clear guidance for Health staff regarding the expectation that Safeguarding and Child Protection are prioritised as part of Health Child Programmes.	

Ref No	Lord Laming Recommendation	Government Response	Govt Deadline	Children's Trust/SSCB/Agency Response	Agency Deadline/ Agency Lead
		<p>To strengthen the contribution of the HCP to safeguarding, we shall clarify the role and responsibility of the health visitor in the HCP through the Action on Health Visiting Programme, and work with the service to promote the commissioning and implementation of the HCP across England.</p> <p>The HCP is now being extended to cover 5-19 year olds. It will be an early intervention and public health programme setting out the good practice framework for the delivery of services for 5-19 year olds and their families to promote optimal health and well-being. It will include a universal service that is offered to all families with additional services for those with specific needs and risks. The safeguarding needs of children and young people will be fully embedded within this extended HCP.</p> <p>At the same time, we shall expand the Family Nurse Partnership programme in England to 70 test sites by 2011. Evidence suggests that this intensive preventive programme from early pregnancy to 2 years has the potential to prevent child maltreatment and improve the</p>	<p>completed by March 2010</p> <p>The HCP for 5-19 year olds will be available by December 2009</p> <p>The Family Nurse Partnership Programme will be expanded to</p>	<p>The Family Nurse Pilot in Sunderland started in April 2009. The randomised control will provide evidence of effectiveness of intensive approaches to 'prevention' for young parents and their children.</p>	

Ref No	Lord Laming Recommendation	Government Response	Govt Deadline	Children's Trust/SSCB/Agency Response	Agency Deadline/ Agency Lead
		outcomes of vulnerable, first time young parents and their children.	70 test sites by 2011		
34.	The DoH should promote the statutory duty of all GP providers to comply with child protection legislation and to ensure that all individual GPs have the necessary skills and training to carry out their duties. They should also take further steps to raise the profile and level of expertise for child protection within GP practices, for example by working with the DCSF to support joint training opportunities for GPs and children's social workers and through the new practice accreditation scheme being developed by the Royal College of General Practitioners.	<p>Sheila Shribman (National Clinical Director for Children, Young people and Maternity Services) and David Colin-Thome (National Director for Primary Care) will consider, with the Royal College of General Practitioners and other key primary care stakeholders, joint work on effective ways to enhance GP training and development. We shall co-ordinate this work with our broader look at safeguarding training of health professionals. The DoH is already supporting the College in developing the practice accreditation scheme, which will include standards for safeguarding. We shall also build on other initiatives in <i>Healthy lives, brighter futures</i> to support greater involvement of GPs in children's health, including engagement on Children's Trust Boards.</p> <p>We are going beyond promoting the "statutory duty of all GP providers to comply with child protection legislation" by proposing to amend the Performers List Regulations to ensure that primary care contractors cannot be included in a performers list (and therefore perform primary medical, dental or optical services) unless they</p>	<p>A programme of action, taking account of the costs and affordability of implementation, will be agreed by December 2009</p> <p>Proposals for amending the Regulations and updating the guidance on operation of the</p>	<p>The Named Doctor in the PCT, as part of new contractual requirements, will facilitate the strengthening of child protection practice by GPs.</p> <p>Currently, GPs are able to access both single and multi-agency training within Sunderland. In Health, the Named GP and the Trainer have reviewed the training of all practices and have devised a system for targeting those practices that are not up to date with the single agency training, separating them into four levels of priority.</p> <p>Priority 1 have recently had training and training is now rolling out to Priority 2 and 3. Priority 4 will be addressed within the next six months.</p> <p>The Named GP is looking to introduce a Link GP system for each GP practice – it is anticipated that Link GPs will receive extra support and training.</p>	



Ref No	Lord Laming Recommendation	Government Response	Govt Deadline	Children's Trust/SSCB/Agency Response	Agency Deadline/ Agency Lead
		<p>have a Vetting and Barring Scheme check.</p> <p>By the terms of their contracts, GPs will need to ensure that any staff they engage to carry out regulated activity have had similar checks.</p>	performers list will be produced by December 2009		
35.	The DoH should work with partners to develop a national training programme to improve the understanding and skills of the children's health workforce (including paediatricians, midwives , health visitors, GPs and school nurses) to further support them in dealing with safeguarding and child protection issues.	Sheila Shribman (National Clinical Director for Children, Young people and Maternity Services) will work closely with NHS and professional leaders to ensure the children's health workforce benefits from high quality training and support. As a first step, this will involve a stocktake of current training programmes to get a clear picture of what is currently being delivered and where the gaps are.	Action will be agreed by December 2009	Locally, we have developed a Safeguarding Children Training Strategy (currently in draft) which adopts the principles of Safeguarding Children and Young People: Roles and Competencies for Health Care Staff (Inter-collegiate Document). This gives clarity to all health staff regardless of role, on which level of training is required for which staff group.	
36.	The Home Office should take national action to ensure that police child protection teams are well resourced and have specialist training to support them in their responsibilities.	Working with the Association of Chief Police Officers, the Association of Police Authorities, and the National Police Improvement Agency, the Home Office will be developing a new Strategic Framework for delivering Protective Services, that will for the first time, provide a clear structure for driving the delivery of all protective services – those services which are not so visible to the public but are crucial to ensuring that local communities are protected from a wide range of potential threats such as organised crime or major crime.	Updated Specialist Training to be available to police forces by December 2009	<p>Crime Department HQ PPU to:</p> <ul style="list-style-type: none"> <li>- conduct a review of current workloads</li> <li>- establish what an acceptable workload should be</li> <li>- conduct a review of current staffing levels once it has been agreed what an acceptable workload is.</li> </ul>	

Ref No	Lord Laming Recommendation	Government Response	Govt Deadline	Children's Trust/SSCB/Agency Response	Agency Deadline/ Agency Lead
		<p>Child Protection will be one of the first priorities for implementation of the new Framework, making clear that nationally the Police Force, must ensure that they have the right arrangements and the right levels of resource in place locally to protect children and young people from abuse.</p> <p>Lord Laming also recommended that the Home Office must ensure that child protection teams have specialist training to support them in their work. The National Police Improvement Agency will continue their development of the Specialist Child Abuse Investigators' Development Programme. The Programme is being updated to take account of the new ACPO Guidance on Investigating Child Abuse and <i>Working Together</i> guidance. The updated Programme will be available to Police Forces by December 2009. This training programme ensures that those police officers working in child protection have access to detailed, accredited training that prepares them for this difficult and complex area of policing. In addition to the specialist training for those in child protection teams, NPIA will also develop new training</p>			

Ref No	Lord Laming Recommendation	Government Response	Govt Deadline	Children's Trust/SSCB/Agency Response	Agency Deadline/ Agency Lead
		modules for child protection supervisors and Senior Investigating Officers dealing with child homicides to ensure that Police Forces have access to training for officers at all levels.			
37.	The Care Quality Commission, HMI Constabulary and HMI Probation should review the inspection frameworks of their frontline services to drive improvements in safeguarding and child protection in a similar way to the new Ofsted framework.	<p>The Care Quality Commission's Annual Health Check of all NHS trusts in England includes assessing the quality of safeguarding arrangements against core standards criteria. By 1 May, all NHS bodies had declared compliance or otherwise with a set of Standards including C2, specifically relating to child protection arrangements. These declarations include where possible a commentary for the LSCB for each trust providing support or further information relating to the organisation's performance in this area. CQC will be rigorous in its assessments of services and will take follow-up action against non-compliance where necessary.</p> <p>From 2010, the new regulatory framework established by the Health and Social Care Act 2008 takes effect, which includes all of the independent healthcare sector, adult social care and the NHS, and covers children, young people and adults. The secondary legislation setting out</p>	New regulatory framework established by the Health and Social Care Act 2008 from 2010	Police, Health and Probation to comment	

Ref No	Lord Laming Recommendation	Government Response	Govt Deadline	Children's Trust/SSCB/Agency Response	Agency Deadline/ Agency Lead
		<p>the arrangements that a registerable service must have in place to become registered is supported by compliance guidance being produced by the CQC, which explains what this means in practice for specific services. There is a major section on safety and safeguarding, which will be refined to accommodate the recommendations of the Laming review and form the basis of a robust CQC assessment and enforcement model.</p> <p>A three year Ofsted-led rolling programme of safeguarding inspections commences in June 2009, under the CAA arrangements. These inspections also include assessment of the arrangements for care of looked after children – a particularly vulnerable group often linked to safeguarding concerns. The CQC is committed to working in partnership with Ofsted to inspect and assess the health-related elements of this programme and thus provide leverage alongside SHAs to improvement of practice and outcomes.</p> <p>HMIC is currently reviewing its inspection methodology and is</p>	<p>Ofsted-led 3-year rolling programme from June 2009</p> <p>HMIC fieldwork to commence</p>	<p>The results of this inspection, when it occurs, will be fed back to Children's Trust and an associated action plan will be developed.</p> <p>This will be the same process for the unannounced inspection of the duty service (IRT).</p>	

Ref No	Lord Laming Recommendation	Government Response	Govt Deadline	Children's Trust/SSCB/Agency Response	Agency Deadline/ Agency Lead
		<p>moving to Rounded Assessment. A Rounded Assessment of every force will be conducted through the year on a regular basis to provide for judgements and narratives across five domains. Child abuse investigations and safeguarding children will fall under one of these domains – Protection from Serious Harm.</p> <p>Rounded Assessment will identify key areas of vulnerability which may, in turn, trigger separate, dedicated inspections – for example, on either a force or 'thematic' basis. Fieldwork for Rounded Assessment is due to commence July/August this year with graded judgements produce by 30 November 2009.</p>	July/August 2009; first graded judgements by end November 2009		
38.	Ofsted, the CQC, HMI Constabulary and HMI Probation should take immediate action to ensure their staff have the appropriate skills, expertise and capacity to inspect the safeguarding and child protection elements of frontline services. Those Ofsted Inspectors responsible for inspection child protection should have direct experience of child protection work.	<p>Ofsted will ensure that inspectors have appropriate skills and expertise to inspect the safeguarding and child protection elements of frontline services.</p> <p>CQC is working to ensure that all staff inspecting children's services are suitably experienced and qualified by setting clear criteria for their involvement.</p> <p>HMIC currently has a small number of specialist staff across a range of</p>	Ongoing	<p>Ofsted are in the process of recruiting inspectors who have appropriate skills and experience.</p> <p>Children's Services are in the process of planning for both the announced and unannounced inspections of Children's Social Care. A project board has been established, with two sub groups one for each inspection.</p>	

Ref No	Lord Laming Recommendation	Government Response	Govt Deadline	Children's Trust/SSCB/Agency Response	Agency Deadline/ Agency Lead
		<p>specialist areas (including safeguarding and child protection). When inspections require particular skills and expertise, HMIC secures this from external sources, including police forces. For example, a dedicated specialist team was put together to conduct the inspections of counter terrorism. As part of its response to the recent Police Green Paper, HMIC is seeking to build its capacity in this area through the development of more flexible staffing models.</p> <p>Historically, HMIP has used inspectors on secondment from Ofsted and there is an existing agreement in principle for Ofsted to assist with safeguarding for newly appointed HMIP staff.</p>			
39.	The DCSF should revise <i>Working Together to Safeguard Children</i> so that it is explicit that the formal purpose of Serious Case Reviews is to learn lessons for improving individual agencies, as well as for improving multi-agency working.	The Government will publish a revised Chapter 8 of <i>Working Together</i> for consultation by end July 2009 so that these important improvements can be put in place as quickly as possible.	Revised Chapter 8 of <i>Working Together</i> guidance issued for consultation by July 2009	<p>This response refers to Recommendations 39 to 49</p> <p>SSCB to await publication of revised guidance and NSDU workplan</p> <p>SSCB to be in a position, from July 2009 to receive draft revisions to Chapter 8 and fully revised guidance by December 2009.</p> <p>SSCB to be in a position to revise procedures in January/February 2010 to</p>	<p>July 2009</p> <p>Jan/Feb 2010</p>
40.	The DCSF should revise the framework for Serious Case Reviews to ensure that the Serious Care Review panel chair has access to all of the relevant documents and staff they	The Government will publish a revised Chapter 8 of <i>Working Together</i> for consultation by end July 2009 so that these important	Revised Chapter 8 of <i>Working Together</i> guidance issued		July 2009

Ref No	Lord Laming Recommendation	Government Response	Govt Deadline	Children's Trust/SSCB/Agency Response	Agency Deadline/ Agency Lead
	need to conduct a thorough and effective learning exercise.	improvements can be put in place as quickly as possible.	for consultation by July 2009	ensure compliance with new guidance. SSCB to await publication of revised guidance	Jan/Feb 2010
41.	The DCSF should revise <i>Working Together to Safeguard Children</i> to ensure Serious Case Reviews focus on the effective learning of lessons and implementation of recommendations and the timely introduction of changes to protect children.	The Government will publish a revised Chapter 8 of <i>Working Together</i> for consultation by end July 2009 so that these important improvements can be put in place as quickly as possible.	Revised Chapter 8 of <i>Working Together</i> guidance issued for consultation by July 2009	SSCB are currently reviewing our local processes in light of the recent local and national findings and national recommendations. Included within this review is: <ul style="list-style-type: none"> <li>- training for single agency authors</li> <li>- training for overview authors</li> <li>- reviewing independent chairing arrangements for the SCR panel</li> <li>- reviewing arrangements around SCR panels for individual cases, including independent chairing arrangements</li> <li>- ensuring that individual agencies review internal arrangements for conducting SCRs</li> <li>- regional agreement established on arrangements to publish executive summaries</li> </ul>	July 2009 Jan/Feb 2010
42.	Ofsted should focus their evaluation of Serious Case Reviews on the depth of the learning a review has provided and the quality of recommendations it has made to protect children.	Ofsted are convening a partners' discussion in May about revising the Serious Case Review Evaluation Framework. This will be developed and consulted alongside the review of Chapter 8 of <i>Working Together</i> so that there is a consistent end to end set of arrangements with clear roles and responsibilities for all partners published by end of July 2009	SCR evaluation framework consultation July 2009		
43.	The DCSF should revise <i>Working Together to Safeguard Children</i> to underline the importance of a high quality, publicly available executive summary which accurately represents the full report, contains the action plan in full, and includes the names of the Serious Case Review panel members.	The Government will publish a revised Chapter 8 of <i>Working Together</i> for consultation by end July 2009 so that these important improvements can be put in place as quickly as possible.	Revised Chapter 8 of <i>Working Together</i> guidance issued for consultation by July 2009	Await publication of NSDU work programme	July 2009 Jan/Feb 2010
44.	LSCBs should ensure all Serious Case Review panel chairs and Serious Care Review overview authors are independent of the LSCB and all	To be reflected in revised <i>Working Together to Safeguard Children</i> guidance.	Revised Chapter 8 of <i>Working Together</i>		

Ref No	Lord Laming Recommendation	Government Response	Govt Deadline	Children's Trust/SSCB/Agency Response	Agency Deadline/ Agency Lead
	services involved in the case and that arrangements for the Serious Care Review offer sufficient scrutiny and challenge.		guidance issued for consultation by July 2009		July 2009
45.	All Serious Case Review panel chairs and authors must complete a training programme provided by the DCSF that support them in their role in undertaking Serious Care Reviews that have a real impact on learning and improvement.	This will be an early priority for the new NSDU.	NSDU work programme to be published by end September 2009		Jan/Feb 2010 September 2009
46.	Government Offices must ensure that there are enough trained Serious Care Review panel chairs and authors available within their region.	This will be an early priority for the new NSDU.	NSDU work programme to be published by end September 2009		September 2009
47.	Ofsted should share full Serious Case Review reports with HMI Constabulary, the CQC, and HMI Probation (as appropriate) to enable all four inspectorates to assess the implementation of action plans when conducting frontline inspections.	Ofsted will share copies of Serious Case reviews in confidence with partner inspectorates so that the implications for frontline inspections and for joint safeguarding inspections are fully assessed and learned.	Ongoing		
48.	Ofsted should share Serious Case Review executive summaries with the Association of Chief Police Officers, Primary Care Trusts and Strategic Health Authorities to promote learning.	Ofsted will include a website link so that all interested organisations can easily access the published executive summaries of Serious Case reviews. The revised version of Chapter 8 of <i>Working Together</i> will reinforce the importance of all relevant organisations making arrangements to draw to the attention of relevant staff the importance and availability of executive summaries as learning	Revised Chapter 8 of <i>Working Together</i> guidance issued for consultation by July 2009		July 2009



Ref No	Lord Laming Recommendation	Government Response	Govt Deadline	Children's Trust/SSCB/Agency Response	Agency Deadline/ Agency Lead
		tools, together with Ofsted's regular summary and thematic reports.			
49.	Ofsted should produce more regular reports, at six monthly intervals, which summarise the lessons from Serious Case Reviews.	Ofsted have confirmed that they will produce regular six monthly reports covering the lessons of Serious Case Reviews. One of these each year will be a summary report covering all SCRs in the year and will consider the format of the second interim report to enable more in-depth analysis where this would be beneficial.	From 2009 onwards		
50.	The DCSF must provide further guidance to LSCBs on how to operate as effectively as possible following the publication of the Loughborough University research later this year.	An interim report on the Loughborough research will be published in June 2009. Practice guidance will be developed in light of its findings.	Interim report by June and LSCB practice guidance October 2009	SSCB will be in a position to implement any recommendations following the publication of the Loughborough University research.	
51.	The Children's Trust and the LSCB should not be chaired by the same person. The LSCB chair should be selected with the agreement of a group of multi-agency partners and should have access to training to support them in their role.	To be reflected in revised regulations and revised <i>Working Together</i> guidance.	Revised <i>Working Together</i> guidance by December 2009	<p>Sunderland is compliant with this recommendation.</p> <p>Children's Trust is chaired by Children's Services Portfolio Holder, whilst SSCB has an Independent Chair, who took up post in October 2008, following a rigorous multi-agency selection process, which included a panel of young people. The Independent Chair has been appointed on a three year contract, which is reviewed annually.</p> <p>The chair has availed himself of a range of local and national development opportunities.</p>	

Ref No	Lord Laming Recommendation	Government Response	Govt Deadline	Children's Trust/SSCB/Agency Response	Agency Deadline/ Agency Lead
				An appraisal and development programme are in place, and reviewed six monthly by the Independent Chair and Director of Children's Services.	
52.	LSCBs should include membership from the senior decision makers from all safeguarding partners, who should attend regularly and be fully involved as equal partners in LSCB decision making.	To be reflected in revised regulations and revised <i>Working Together</i> guidance.	Revised <i>Working Together</i> guidance by December 2009	SSCB membership currently includes all statutory partners as required in Working Together, 2006, together with other representatives relevant to the safeguarding agenda in Sunderland.  SSCB is currently in the process of reviewing membership of its Board and Sub Groups and will consider any recommendations from the revised guidance.	December 2009
53	LSCBs should report to the Children's Trust Board and publish an annual report on the effectiveness of safeguarding in the local area. LSCBs should provide robust challenge to the work of the Children's Trust and its partners in order to ensure that the right systems and quality of services and practice are in place so that children are properly safeguarded.	The Government has brought forward amendments to the ASCL Bill to require LSCBs to produce annual reports. Subject to Parliamentary approval, this will be reflected in revised <i>Working Together</i> guidance.	Revised <i>Working Together</i> guidance by December 2009	Arrangements in place for SSCB to report to Children's Trust on a quarterly basis.  The SSCB publishes an annual report and business plan, which is presented to the Children's Trust and to Children, Young People and Learning Scrutiny Committee.  However, consideration will need to be given to any recommendations from the revised guidance.	December 2009
54.	The DSCF, the DoH and the Home Office, together with HM Treasury, must ensure	Children's Trusts will prepare their annual assessments of need on	Ongoing	Children's Trust partners will need to give consideration to how financial	

Ref No	Lord Laming Recommendation	Government Response	Govt Deadline	Children's Trust/SSCB/Agency Response	Agency Deadline/ Agency Lead
	children's services, police and health services have protected budgets for the staffing and training for child protection services.	which the financial contributions made by local partners to jointly-funded safeguarding initiatives will be based, taking account of other local priorities. These will be set out each year in the CYPP. Government Offices will challenge the quality of local needs analysis, the alignment of that analysis with local children and young people plan priorities and the adequacy of what is then commissioned in respect of support for all children, children in need and those in need of protection. The NSDU, as one of its early priorities will explore the scope for disseminating comparative information on the pattern of local spend on children's services.		contributions will be allocated.  Direct link back to recommendations 19 and 20.	
55.	The DCSF must sufficiently resource children's services to ensure that early intervention and preventative services have capacity to respond to all children and families identified as vulnerable or 'in need'.	It is the responsibility of all partners on Children's Trusts to assess the adequacy of their funding on children's services (see response to recommendation 54). Under the new arrangements for statutory targets on safeguarding, the Government will closely monitor the trend in outcomes through indicators and targets and the quality of services through Ofsted's new inspection arrangements. The NSDU will also explore the scope for benchmarking and disseminating	Ongoing	Children's Trust partners will need to give consideration to how financial contributions will be allocated.	

Ref No	Lord Laming Recommendation	Government Response	Govt Deadline	Children's Trust/SSCB/Agency Response	Agency Deadline/ Agency Lead
		comparative information on the pattern of local spend in children's services (see rec 54).			
56.	A national annual report should be published reviewing safeguarding and child protection spend against assessed needs of children across the partners in each Children's Trust.	The Chief Advisor will present his first annual report in April 2010.	From April 2010	Await first annual report from Chief Advisor.	April 2010
57.	The Ministry of Justice should lead on the establishment of a system-wide target that lays responsibility on all participants in the care proceedings system to reduce damaging delays in the time it takes to progress care cases where these delays are not in the interests of the child.	The Ministry of Justice is working closely with the DCSF to establish a system-wide target for reducing delays that draws in all participants within the care proceedings system. Whilst the detail is yet to be finalised with the relevant key partners, the intention is to have an overarching objective, related to the timetable for the completion of proceedings for an individual child, supported by a suite of Key Performance Indicators owned by individual participants in the system. This will include commitments to continuous performance improvement in order to avoid unnecessary delay by Her Majesty's Courts Service, the Legal Services Commission, and the Children and Family Court Advisory Support Service. Improvement and success will be measured in a Balanced Scorecard.	A detailed announcement will be made later this year.	Await announcement from Ministry of Justice	
58.	The Ministry of Justice should appoint an independent person to undertake a review of	In response to Lord Laming's recommendation, the Ministry of	Review report by September 2009	Await announcement from Ministry of Justice	

Ref No	Lord Laming Recommendation	Government Response	Govt Deadline	Children's Trust/SSCB/Agency Response	Agency Deadline/ Agency Lead
	<p>the impact of court fees in the coming months. In the absence of incontrovertible evidence that the fees had not acted as a deterrent, they should then be abolished from 2010/11 onwards.</p>	<p>Justice has appointed Francis Plowden to conduct a review of court fees, and to establish whether or not court fees act as a deterrent when LAs decide whether or not to commence care proceedings.</p> <p>Francis Plowden has already commenced work and is expected to present his findings to the Lord Chancellor and Secretary of State for Justice by mid September 2009. Appropriate steps would then be taken to implement changes which Mr Plowden might recommend.</p>			

**SW** – number of places where we need to put in timescales and individual roles/responsibilities

Timeline of events for Children's Trust on 7 July

DRAFT