

NSCB Newsletter



Welcome!

Welcome to the November issue of the NSCB Newsletter. We hope that you find it interesting and will discuss the contents with colleagues. In particular, I would like to draw your attention to the *10 Principles for professionals working with children and their families in Norfolk* (Page 5). These were formulated by a multi-agency group, following the findings of several multi-agency reviews of serious cases, approved by the Board, and have been very widely distributed throughout partner agencies and organisations. The principles reflect best practice and are warmly welcomed as a positive contribution to all our work with children and families.

Caroline Ball
Chair, NSCB

Update on the Munro Review of Child Protection and the Government's Response

Professor Eileen Munro's final report *A Child Centred System* was published in May 2011 (see NSCB July newsletter) and in July the Government published its response to the Munro Review recommendations. The full response, *A Child Centred System*, can be accessed via a link on the NSCB website.

The objectives of Munro's recommendations are:

“(To) build a child protection system where the focus is very firmly on the experience of the child or young person's journey from needing to receiving help. That means reducing prescription and interference and placing greater trust in local leaders and skilled front line professionals....it means a service characterised by:

- children and young people's **wishes and feelings** and **experiences** placed at the centre;
- a relentless focus on the **timeliness, quality** and **effectiveness** of help given to children young people and their families;
- the availability of a **range of help and services** to match the variety of needs of children, young people and their families;
- recognising that **risk and uncertainty** are features of the system where risk can never be eliminated but it can be managed smarter;

INSIDE THIS ISSUE:

Munro Report - Update	1-4
10 Principles for Professionals	5
Serious Case Reviews/NSCB P&P's	6
Multi-Agency Safeguarding Hub	7
Children & young people engagement	8
S11 Follow-ups/ Private fostering	9
Safer Programme	10-11
LSCG News	12
NSCB Training Updates	13
New NSCB team members	14

- trusting professionals and giving them the scope to exercise their **professional judgment** in deciding how to help children, young people and their families;
- the development of **professional expertise** to work effectively with children, young people and their families;
- truly valuing and acting on **feedback** from children, young people and their families; and
- **continuous learning and improvement**, by reflecting critically on practice to identify problems and opportunities for a more effective system.”

Continued....

Update on the Munro Review of Child Protection and the Government's Response



The Government's response is clustered under four main themes, brief details will be given for each, with an indication of their relevance for LSCBs, the actions proposed and the anticipated timescales within which they should be implemented.

1. Valuing professional expertise

The Review found that "Frontline social workers in particular operate within an over-standardised framework that makes it difficult for them to form relationships with children and to understand their needs". "Revision of the statutory framework will enable the system to place greater emphasis on the value of direct work with children, young people and their families and for practice to draw on latest research and evidence of what works. Shared local arrangements will need to be developed for robust management at the front line of:

- **Timeliness** – across the whole of the child's journey from needing to receiving help – not just the early stages of assessment;
- The **quality of understanding** developed to inform next steps to safeguard and promote the welfare of children; and
- The **effectiveness of help provided.**"

The response makes it clear that the role and impact of LSCBs should be strengthened to ensure that local attention is given to the effectiveness of help provided to children and their families.

Actions and timescales

- In consultation with all relevant bodies *Working Together to Safeguard Children (WT)* and *The framework for Assessment of Children in Need and their Families* will be revised by July 2012. A young person's guide will also be produced. Interim amendments will be made to *WT* by December 2011
- New Ofsted inspection framework; proposals published for consultation July 2011, new framework May 2012
- Confirmation by December 2011 of required content of locally published performance data
- Publication of a suite of new nationally collected performance data by May 2012.

2. Sharing responsibility for the provision of early help

"The Government wants to work with partners to create a radical change in the way local agencies coordinate their work to maximise existing resources and increase the range and number of preventative services on offer for children and their families."

Local arrangements will need to set out:

- The prevalence of local need;
- The range of professional help available locally through statutory, voluntary and community services;
- The availability of professional social work expertise to professionals working with children, young people and families, who are not being supported by children's social care services;
- The training available locally to support professionals working at the front line of universal services; and
- Local resourcing for early help for children, young people and families.

Update on the Munro Review of Child Protection and the Government's Response



“Practitioners – such as teachers – who have everyday contact with children will be better placed to act when they have cause for concernpractitioners will, in future, be able to access professional expertise so that right judgments can be made quickly on how to respond to concerns.”

LSCBs will have a key co-ordinating role across this agenda.

Actions and timescales

- The Department of Health to work collaboratively to publish a joint programme of work to ensure the development of effective arrangements to safeguard and promote children's welfare as central considerations of health reforms by September 2011. Details include 'clarifying future arrangements for partnership working, including the relationship between LSCBs and health and well-being boards.'
- The Government to work with partners to identify the appropriate route (legislation or guidance) to agree the responsibility across partner agencies for the provision of early help by September 2011.
- Guidance on Joint Strategic Needs Assessment and joint health and wellbeing strategy to be published when the Health and Social Care Bill gets Royal Assent
- New inspection framework to test efficacy of the arrangements to be in place by May 2012
- Local partners to determine when early help frameworks are to be in place, with plans regularly assured by LSCBs
- Local leaders to self-assess, in consultation with service users, whether family social work services are appropriately configured, and where necessary make changes at a realistic pace determined locally and kept under review.

3. Developing Social Work Expertise and Supportive Effective Social Work Practice

“The Government wants social workers to be more concerned with the effectiveness of help they provide than with compliance with procedures.”

It also “wants to improve radically the knowledge, skills and expertise of social workers from initial training to professional development.”

It is intended that the College of Social Work and ADCS will promote the introduction of Principal Child and Family Social Workers in each local authority and the establishment of a Chief Social Worker to advise the Government on social work practice and the effectiveness of help being provided to children and young people.

Actions and timescales

- The Social Work Reform Board (SWRB) has developed a Professional Capabilities Framework (PCF) and is in the process of populating the various levels of capabilities;
 - It is also developing a CDP framework
 - Ownership of PCF and CDP is expected to transfer to College of Social Work in November 2011 with implementation by Autumn 2012
- The Health Protection Council is expected to take over responsibility for the regulation of social workers in 2012;

Update on the Munro Review of Child Protection and the Government's Response



4. Strengthening accountability and creating a learning system

“Effective multi-agency working across a wide range of professionals is critical to building an accurate understanding of what is happening in the child or young person’s life, so that the right help can be provided. Clear lines of accountability are vitally important.....the child protection system will also need to become better at monitoring, learning and adapting.”

The Government accepts that LSCBs have a “unique system-wide role to play in protecting children and young people”. To ensure that accountability for the safety and welfare of children starts with the most senior strategic local leaders the LSCB will be required to report annually about the effectiveness of local early help and protective services.

The methodology for conducting serious case reviews will change as will the current process for their evaluation. The NSCB already uses a model based on a systems review when undertaking multi-agency reviews.

Actions and timescales

- The statutory requirement that LSCBs report annually to Children’s Trust Boards will be amended as soon as practicable
- Meanwhile, LSCBs should report to Chief Officers of Police Authorities and cluster PCT chief executives
- The Government will consider how resources for training, including joint training and increased monitoring should be made locally available with responsibility equally shared among statutory partners
- Consideration to be given to extent to which LSCBs should identify establishments, locations or services that may require particular child protection services, and monitor the effectiveness of such provision.
- WT guidance on role of LSCBs in monitoring effectiveness of early help and protective services will be amended by December 2011.
- The Government will consult formally on revision of the statutory guidance on the role of the DCS and Lead Member, Autumn 2011.
- The Government will consider the evidence for using systems review methodology for SCRs and the options for developing national resources (second half 2011)
- Further consideration will be given to ending evaluation of SCRs in their current form, summer 2011.

It will be clear from the above actions, and the timescales within which implementation is anticipated, that there will be some amendment of the *Working Together to safeguard Children* statutory guidance in advance of publication of a new, slimmed down, issue. This Newsletter will draw colleagues attention to any revisions as they occur.

******STOP PRESS******

Following the Government’s response to Munro, the Children’s Workforce Development Council (CWDC) has allocated additional funding to local authorities to support:

- Redesign of services to enable earlier intervention
- Designation of a Principal Child and Family Social Worker
- Work of Local Safeguarding Children Boards

Norfolk’s share of this funding is £103,845. Children’s Services has confirmed that it will act on the CWDC recommendation that LSCBs should receive 50% of the local authority’s share for training and development.

10 Principles for professionals working with children & their families in Norfolk



1. We will communicate with children and young people in a way that enables them to communicate with us. We will observe, listen and act, taking into consideration their wishes and feelings.
2. Referrals will be made to Children's Services using the form NSCB1 including as much information as possible to ensure an informed response. Children's Services will respond to the referrer within two working days via either the response sheet of the NSCB1 or the telephone.
3. Professional challenge, and acceptance of challenge, within and between agencies, is as integral to good practice as is mutual professional respect. All professionals should challenge decisions or practice they believe puts or leaves a child at risk of harm.
4. The decision whether to have a strategy meeting or discussion will be made involving all relevant professionals.
5. Where they have safeguarding concerns, all agencies must compile and maintain a chronology of significant events for the child.
6. All agencies must research background information and will request and read files from other locality areas and/or local authorities if needed. This information will form part of the assessment.
7. Assessments must be multi-agency, including all relevant professionals involved with the child and their family. All agencies must take proper account of diversity, identity and developmental issues for the child and their family. Joint visits will be promoted as a means of assessment and information sharing whenever possible.
8. New assessments/interventions with children/families should build on previous assessments and consider past information. Professionals should be cautious of the 'start-again syndrome' in long-term cases.
9. Our plans will be child-centred, SMART and have timescales that meet the child's needs.
10. Parents and carers will be supported but the primary focus will always be on the child, and consider "what does it feel like to be this child living in this family?"

The NSCB expects these principles to be incorporated into single agency, multi agency and other validated training, and applied in practice

NB: Please ensure this version of the 10 Principles is used, rather than the version in the July Newsletter. Apologies for any inconvenience.

Serious Case Reviews from other areas: Key issues



In order that lessons can be learned nationally, from time to time Ofsted circulates executive summaries of recent serious case reviews. What follows is a brief summary of the reasons for and some of the key issues arising from 16 SCRs undertaken between 2008 and 2010. Several of these mirror issues in recent Norfolk SCRs and multi-agency reviews (MAR). The full executive summaries can be found at www.nscb.norfolk.gov.uk. There is much more learning to be distilled from them than can be addressed here.

The reasons why SCRs were undertaken

Of the sixteen cases three (and possibly one more where the cause of death was not established) followed the death of an infant as a result of overlying/co-sleeping. Most cases involved heavy use of alcohol.

One infant had died and three suffered severe brain damage as a result of non-accidental injury.

Two girls were victims of child sexual abuse. The perpetrators, registered sex offenders, both lived in the family homes.

The other cases involved: murder of a sibling by a severely mentally ill brother; death of a homeless 17 year old from suspected alcohol poisoning; death of a 12 year old from smoke inhalation; an airgun accident in which one brother shot another; the starvation of a home educated six year old, and the death of an infant from an acute infection where there were many concerns regarding the way agencies worked to safeguard children of known young and vulnerable parents.

Selected key issues:

- Domestic violence and abuse of alcohol featured in 10 of the 16 cases (63 per cent). Failure to recognise the potential impact of alcohol abuse and/or domestic violence on parenting capacity, and the need to better address this through training and supervision is a theme running through the reports.
- Similarly it is apparent that many professionals whose primary clients were adults failed to pay sufficient attention to the risk to children in the family.
- Poor supervision, especially of unqualified workers.
- Lack of appropriate professional challenge where there were disagreements regarding the way a case was being managed.

NSCB Protocols and Procedures

Just a reminder that all the current NSCB protocols and procedures are available on the NSCB website <http://www.nscb.norfolk.gov.uk/procandprot.asp>

Please ensure all staff within your agencies are aware of these, where to locate them, and that they should be used rather possibly outdated hard copies.

Links to National Guidance can also be found under the Safeguarding Children in specific circumstances section of the protocols and procedures page.

The next NSCB Policies & Procedures group is due to meet in early December, if you would like to raise an item for discussion, please contact the chair, Sarah-Jane Smedor, NSCB Business Manager.

sarah.smedmor@norfolk.gov.uk

Norfolk MASH

Multi-Agency Safeguarding Hub



The MASH service is a multi-agency information sharing hub that both physically and virtually co-locates key professionals to facilitate early, better quality information sharing, analysis and decision making in order to more effectively safeguard vulnerable children and young people.

We are pleased to confirm that Phase 1 of the Norfolk MASH involving the co-location of NCC staff and Norfolk Constabulary Vulnerable People Directorate took place on 12th September 2011, with the MASH process going live as planned on Monday 19th September 2011. The initial NCC staff group comprises 1 x MASH Decision Maker (Team Manager) Sally Sinclair, 2 x Referral Co-ordinators and 2 x Business Support Assistants.

Phase 1 of the MASH development deals with the management of the police C39d notifications within an agreed timeframe that is dependant on the identified level of risk for a child – concerns rated RED are dealt with within 4 hours, AMBER dealt with by the end of the next working day and GREEN rated concerns within 3 working days. As a multi-agency entity, the MASH is able to gather additional information from partner agencies, at the point of entry to Children's Services, with the purpose of ensuring that safeguarding decisions are made in as timely and informed manner as possible

MASH Phase 2 Development

MASH phase 2 will address how Children's Services deal with customer contacts and referrals that occur through phone/letter/emails and through the use of the NSCB1 referral form.

It is proposed that the existing relationship between Children's Services and Community Care (Adult Services) through the Care Connect Service delivery be strengthened and refined to address the safeguarding issues identified through the OFSTED inspection and to achieve a fully functioning MASH process for Norfolk. This model will also provide additional benefits through strengthened links with Adult Mental Health Services, Adult Safeguarding and further support children's safeguarding actions that arise through adult led contacts/referrals.

MASH phase 2 will develop a ring fenced set of childcare skilled workers within Care Connect who will deal with all child related enquiries and referrals. These workers would be managed by the MASH Decision Maker, maintaining a relevant standard of children's safeguarding expertise and knowledge, ensuring that children's safeguarding processes maintain a high profile at Children's Services 'front door'.

External stakeholders and partners

The development process continues to include work with other external stakeholders and partners. Colleagues from both PCT's are working to establish a physical presence within the MASH; colleagues from Probation, the Voluntary Sector, District Councils and YOT remain active participants in the development work demonstrating very active commitments to achieving a truly multi-agency safeguarding hub, whether this be through physical or virtual co-location.

Next steps

It is envisaged that phase 2 of the MASH, dealing with all other front door contact/referrals and the NSCB1 forms, will be implemented in January 2012. The MASH development group are undertaking a range of activities in the coming weeks, including process development workshops and business process re-engineering process mapping, to ensure we develop an effective front door safeguarding system for Norfolk children and young people.

We recognise this is a time of change, if you, your team or agency have any queries about the MASH service, the work of phase 1 or the development of phase 2 do ask – enquiries should be made via Jenny Sproule, jenny.sproule@norfolk.gov.uk

Children and young people's engagement with the NSCB



Norfolk Safeguarding Children Board (NSCB) would like to improve the way in which its partner agencies, especially Children's Services, engage with children and young people in their care. To enable NSCB to make an engagement plan for its partners they would like to start the process of consulting with young people aged 11-16 who have been through or are currently in the care system, getting their views on how they have been involved in decisions and if they feel that their voice has been heard.

NSCB propose to carry out a consultation audit across the county, and use the views of the young people to develop a plan of how they can engage them better throughout their care ensuring that the young people have a voice that is heard. This will be carried out with 150 young people in either one to one interviews or small group sessions across the Norfolk.

Can you help?

Five volunteers are wanted from each Children's Services locality area (15 in total). They need to:

- Attend an orientation session talking through the interviews and workshop sessions. (2-3 hours)
- Be Willing to carry out one to one sessions or workshops with up to 5 young people.(3-4hrs total)
- Have an up to date Enhanced CRB check for working with children and young people
- Be able to act as a trusted adult
- Be neutral
- Have experience of working with young people, currently actively working with children and young people.
- Be willing and able to travel to meet the young people to carry out the interviews.

The feedback of all the interviews will be collected and analysed and will be the building blocks for the development of an involvement strategy. in the process can enable the young people to their say and influence the way in which others have a voice in the future.

If you are interested in this opportunity please contact: priiti.biswas@norfolk.gov.uk if possible by 10th November 2011.

An orientation session for interviewers: 15th November from 2-5pm at Cranworth Room County Hall.

For an informal discussion please contact Helen Bacon: helen.bacon@benjaminfoundation.co.uk or call on 07525801299

Children Act 2004 - Section 11 Self Assessments follow up



As part of its statutory duty to ensure the effectiveness of what partner agencies do to safeguard and promote the welfare of children in Norfolk, the NSCB is starting a programme of work to follow up on that undertaken by partner agencies last year.

In May 2010 NSCB initiated a section 11 self assessment, which enabled agencies to evaluate their own policies, procedures, operation mechanisms, programs and activities in relation to safeguarding and promoting the welfare of children (Children Act 2004, s.11). All agencies also produced a SMART action plan to address the shortfalls in achieving the minimum standards and to improve their standards further.

To establish how individual agencies may have progressed on their plans and beyond, the Monitoring and Evaluation Group (MEG) have launched a number of activities:

- A survey using Survey Monkey, which we would like to encourage everyone to complete. This can be accessed via the following link: <https://www.surveymonkey.com/s/Section11>. The survey will be closed on 30 November 2011 at 5 pm.
- During the next few weeks the NSCB Monitoring and Evaluation Officer will be meeting with each agency's safeguarding designated person (s) to review progress on the action plan and self assessment report.

The results of these activities will be analysed, and a comprehensive overview report disseminated. Individual agency feedback will be provided where needed.

If you have any question, or require further clarification about this, please contact Priti Biswas (priti.biswas@norfolk.gov.uk).

Private Fostering

A private fostering arrangement:

- Is an arrangement for a child to live away from home made between a parent and a private foster carer. A private foster carer is someone who is not the parent, a close relative* or a local authority foster carer
- Applies to children under the age of 16 (18 if the child is disabled)
- Is made when the intended period of care is no longer than 28 days
- Should be assessed by the local authority. Parents and private foster carers should inform Norfolk County Council

*a close relative is someone who is a grandparent, brother, sister, an aunt or uncle

All Norfolk Safeguarding Children Board agencies should:

- Ensure that appropriate staff are aware of the definitions of private fostering
- Whenever they become aware of a private fostering arrangement, actively encourage parents and/or carers to notify Norfolk County Council
- Notify Norfolk County Council if parents and/or private foster carers have not already done so.

Members of the public can contact Norfolk County Council on 0344 800 8014

Professionals can call the consultation line for advice or make notifications via Care Connect on 0344 800 8014

Norfolk Safeguarding Children Board Safer Programme



Safer Training has Expanded – Six New Courses!

We have now expanded the range of training courses available. We have a full training brochure available for download from our website which gives all information and training dates.

The courses at introduction level are available after the Introduction to Child Protection course has been completed:

E-Safety
Understanding Domestic Abuse and Safeguarding
Substance Misuse and Safeguarding
Safeguarding Children and Mental Health
Designated Child Protection Officer

We also provide Core Programme level training for those who work significantly with families. These delegates would be expected to contribute to assessments of children and families, and be involved at all levels of safeguarding, including child protection meetings, child in need meetings and common assessment framework meetings.

If you are unsure of what level training you need please do not hesitate to contact us, we're happy to help. We realise training levels and pathways can be difficult so please do ask us.

For more details of training levels and course outlines please refer to our full Safer Programme Training Brochure by visiting our website www.nscb.norfolk.gov.uk

Places are filling up for our extended training dates – please book on using our training application form via the website.

Online Booking – Launches Soon

We will shortly be launching our new online booking system. This should make the process of booking onto courses much simpler and easier and can be done any time day or night, with confirmation received almost instantly. We will let you know when this great new system is in place.



Baby News

Congratulations go to Sarah-Jayne Lumley, Safer Programme Coordinator, and her husband on the early but safe arrival of their son, Jared Thomas William Bollington who was born on 3rd August, weighing just 4lb 6oz. Mother and baby are doing fine and have recovered from the shock of him arriving 4 weeks early!

Norfolk Safeguarding Children Board Safer Programme



Safer Programme Extended Training Dates



Designated Officer

Wednesday 9th November - Cobholm & Lichfield Centre, Gt Yarmouth

Saturday 28th January - Cranworth Room, County Hall, Norwich

Saturday 10th March - The Howard Junior School, King's Lynn

E-Safety

Saturday 21st January - The Howard Junior School, King's Lynn

Saturday 24th March - Toftwood Village Hall, Dereham

Safeguarding Children & Mental Health

Saturday 26th November - The Howard Junior School, King's Lynn

Saturday 17th March - Toftwood Village Hall, Dereham

Substance Misuse & Safeguarding

Saturday 3rd December - The Howard Junior School, King's Lynn

Saturday 25th February - Shrublands Centre, Gorleston

Understanding Domestic Abuse & Safeguarding

Saturday 19th November - Toftwood Village Hall, Dereham

Saturday 14th January - The Howard Junior School, King's Lynn

Wednesday 29th February - Cranworth Room, County Hall, Norwich

Saturday courses run from 9.30am to 1pm

Wednesday courses run from 6pm to 9pm

Core Programme for Voluntary Organisation and Independent Agencies

Wednesday 30th November - Abbey Conference Centre, Norwich

Thursday 19th January - West Norfolk PDC, King's Lynn

Tuesday 13th March - Abbey Conference Centre, Norwich

Core Programme runs from 9.30 am - 4.30 pm

Local Safeguarding Groups News

Central

Central Area LSCG has met twice in the Summer and Autumn period to revise its work plan and receive updates from partners. Work is progressing regarding a survey of young people's experience of the safeguarding system and we have piloted the survey tool with 5 young people. We now plan to implement a fuller survey throughout the county with the help of our partner LSCGs.

The group also started work on a multi-agency audit of Children in Need cases and will report back our findings in due course.

The October meeting of the LSCG was our last meeting as a Central Area LSCG and our November meeting will meet as the inaugural City/South LSCG meeting based on the Children's Services Operational Division. The reconfiguration into new boundaries has meant that we will lose the services of our Co-Chair Jane Worsdale, Headteacher of Dussindale Primary School. Jane was thanked by LSCG members for the exceptional generosity and quality of her contribution to the Central Area LSCG. She will be missed but we look forward to her continued involvement in the work of the Norfolk Safeguarding Children Board.

North

The Northern LSCG continues to meet bi-monthly. The group uses lessons learnt from Serious Case Reviews and feedback from Inspections to consider together how practice can be improved across the area.

The Northern Safeguarding week event went very well and had good multi agency attendance, in spite of us scheduling it on the same day as the Norfolk show! The focus of the event was safeguarding teenagers - we specifically looked at young parents, emotional well being and housing. The event was a useful forum to think about the issues and share information about local services.

As a group we have recently reviewed the group's action plan and noted the progress made. Recent presentations at the group have been restorative approaches and the CAF. We have agreed that the CAF will become a standard agenda item and that the LSCG will become the CAF steering group.

We are currently in the process of planning the move to a combined North and East LSCG and the chairs of both are meeting regularly to plan this. We hope to move to a combined group early in the New Year.

West

On the 1st July, the West held their annual conference on the topic of Domestic Abuse. Below are a selection of the general comments received about the conference:

"Great information ranging from research to local support groups. Gaining this knowledge has given me confidence to raise issues with families and to know where to seek support."

"I think I may have been a bit ignorant of impact of DV on service users in my work and am more aware and going to do further research. Thank you."

"The training raised more questions and more training needs. I am using on a daily basis in safeguarding. Follow work in gaps identified on Probation Service related to perpetrators (e.g. female abusers, same sex). More information relates to cultural issues."

NSCB Training Updates



Multi Agency Training

Norfolk Safeguarding Children Board has been making changes to the way in which we provide multi-agency training and as a result of this we have placed a significant amount of our training out to tender. The tender process has recently been completed and we are pleased to announce that Barnardo's Training Consultancy was the successful bidder.

The next few months will be a very busy period when we will be working closely with Barnardo's to ensure that the courses they will be delivering for us will continue to provide the excellent quality that Norfolk practitioners expect from NSCB training.

Courses provided will include Supervision, Emotional Harm, Neglect, Domestic Abuse, Sexual Abuse, Physical Harm and Working with Children and Young People who engage in Sexually Abusive Behaviour. The new courses should be ready to run in early 2012 so keep an eye out for dates and venues which will be available soon.

eLearning Courses

In association with the Safeguarding Children e-Academy, the NSCB is able to offer agencies access to online learning modules for FREE! The main course is entitled the Awareness of Child Abuse & Neglect, and is aimed at staff as a pre-learner to any face-to-face training, it **does not** replace it. It can also be used as a refresher training course within agencies.

There are 5 versions of this course available:

- Introduction version—aimed at people who have occasional contact with children
- Foundation version—aimed at people who have direct contact with children
- Core version—aimed at frontline professionals
- Young people version—suitable for staff working with young people in secondary schools and colleges
- Police version—based on Core version but with information pertinent to Police procedures
- Think Safe, Be Safe, Stay Safe—created by Junior LSCB, aimed at 12-18 year olds.

You can learn at your own pace, and will receive certification once completed.

In addition, there are also some free licences available to all the other courses, which the e-Academy offer. These include topics such as Hate Crime, Hidden Harm, Parental Mental Health, Sexual Health & Teen Pregnancy and e-Safety, to name just a few.

If you or your agency would like more information, or be provided access to these course, please contact Cassie Wildey, NSCB Training Administrator, at cassie.wildey@norfolk.gov.uk.

www.safeguardingchildren.co.uk



New team members to the NSCB!

Say hello to Sharon Moore & Andrea James!

Sharon has rejoined the NSCB team in September after a year's maternity leave. She has taken on a new role in the team as part-time Workforce Development Officer. Sharon is pleased to be back with the team although she admits that it is quite a change of pace after a year at home looking after her little boy.

Andrea is the new administrator for the Child Death Overview Panel. She will also be involved with the administration of the Monitoring and Evaluation Group. Andrea is very pleased to be joining the NSCB and being a part of the team.

Their contact details can be found at the back of this newsletter, or on our website.

All change for 2012

The next and subsequent issues of this newsletter will cover the work of the Adult Safeguarding Board as well as the NSCB.



Norfolk Safeguarding Children Board

Contact us...

Sarah-Jane Smedmor - Business Manager

sarah.smedmor@norfolk.gov.uk
01603 223335

Lynsey Eagle - Business Support Officer

lynsey.eagle@norfolk.gov.uk
01603 223409

Priti Biswas - Monitoring and Evaluation Officer

priti.biswas@norfolk.gov.uk
01603 223619

Sarah-Jayne Lumley - Safer Programme Coordinator

sarah-jayne.lumley@norfolk.gov.uk
01603 222209

Helen Stubbs - Safer Programme Administrator

helen.stubbs@norfolk.gov.uk
01603 228966

Sharon Moore - Workforce Development Officer

sharon.moore@norfolk.gov.uk
01603 222642

Cassie Wildey - Training Administrator

cassie.wildey@norfolk.gov.uk
01603 224228

Andrea James - Child Death Overview Panel Administrator

andrea.james@norfolk.gov.uk
01603 223380