



Harrow LSCB Learning and Improvement Framework

Working Together 2013 outlines that each local LSCB should prepare its own learning and improvement framework drawing in the work of, in Harrow's case, the **SCR (Serious Case Review) Subgroup, Quality Assurance Subgroup and Learning and Development Subgroup** to create a continuous process of development across all agencies and sectors.

Statutory Guidance

The following principle should be applied to Harrow LSCB and its partner agencies / organisations:

There should be a culture of continuous learning and improvement across the organisations that work together to safeguard and promote the welfare of children, identifying opportunities to draw on what works and promote good practice.

Audits and Inspections:

Reviews and audits of practice in one agency, or across agencies have been undertaken and reported to the LSCB. Harrow has a longstanding history of joint audits, where agencies work together to complete audits across the partnership. Learning from audits is achieved by discussion at the QA and SCR subgroups and disseminated by representatives of organisations in those groups back to their workforce, as well as being part of LSCB local training.

The LSCB also requests findings of all internal and external reviews and audits, such as CQC, Ofsted, to be provided as a matter of course, if they relate to safeguarding or workforce matters, such as audits into supervision or staff training. This includes any appropriate audits carried out by the LSAB

Section 11 self-evaluations / audits

All agencies are encouraged to undertake regular Sect 11 (Children Act 2004) evaluations of workforce, incidents, training, policy and procedures to give these to the LSCB for analysis and support. Some of these evaluations can be supported and carried out by partner agencies. Findings are discussed in the QA subgroup, which supports a schedule, and learning is disseminated, as required.

Performance Data

The QA Subgroup holds the LSCB Dataset which includes performance data of local agencies. This data is refreshed at least quarterly for the Executive Board and exceptions are scrutinised. All LSCB partner agencies are expected to contribute their data to this dataset. This data is useful for highlighting local trends, comparisons with statistical neighbours, and any matters of concern, which may lead to the identification of a training need or for an audit to understand local practice in a certain area.

Escalations

The LSCB will monitor any escalations from the multi agency group, trends and their resolution outcomes.

LSCB Annual Report

The Annual Report will be prepared with involvement of LSCB Board Members, subgroups and working groups, and their members, to provide a comprehensive picture of safeguarding and early help.

Voice of the child

All agencies and sectors are expected to provide the LSCB with details of user feedback as a matter of course, and in situations where views are relevant to issues of safeguarding and early help. The LSCB in all parts of its work will endeavour with the help of local partners to ensure the experience of children and young people in Harrow is clear.

Learning and Improvement Case Reviews and Action Plans

Each SCR is completed using an appropriate methodology and independent lead reviewer. Training is provided to those who contribute chronologies and to members of the SCR Review Group, as required.

SCRs and other case reviews should be conducted in a timely way which:

- Recognises the complex circumstances in which professionals work together to safeguard children;
- Seeks to understand precisely who did what and the underlying reasons that led individuals and organisations to act as they did;
- Seeks to involve professionals and families fully in reviews without blame;
- Seeks to understand practice from the viewpoint of the individuals and organisations involved at the time rather than using hindsight;
- Is transparent about the way data is collected and analysed; and
- Makes use of relevant research and case evidence to inform the findings.

Working Together 2013 encourages the LSCB to conduct reviews of cases which do not meet the SCR criteria. They will also want to review instances of good practice and consider how these can be shared and embedded. Management reviews of child protection incidents which fall below the threshold of an SCR have been undertaken in Harrow. Learning from these are discussed at the SCR subgroup and disseminated to partners, through training, development or amendments to policy or procedures, and in the LSCB's bi-annual learning newsletter.

The LSCB QA Subgroup and Executive Board oversee recommendations and action plans arising from these case reviews and their implementation. The LSCB will seek to support improvement, which should be sustained through regular monitoring and follow up also seeking support from local partners, such as ESSO (Education Strategy & School Organisation) or the CCG (Clinical Commissioning Group).

There is an expectation that all SCRs are published without redaction on the LSCB website, together with the LSCB's response to the review. The impact of SCRs and other reviews on improving services to children and families must be described in the LSCB Annual Report, and will inform inspections.

Multi agency reporting

Regular reporting to the Quality Assurance Subgroup and / or the Executive Board is expected from a wide range of local groups and individuals, such as ESSO, CDOP, (Child Death Overview Panel), the LADO (Local Authority Designated Officer), MAPPA, (Multi Agency Public Protection Arrangements) MARAC (Multi Agency Risk Assessment Conference). The Subgroup will call in reports, data, and information from local agencies to consider local trends and exceptions.

CDOP

The Child Death Overview Panel (CDOP) reviews all child deaths up to the age of 18 / school leaving age, and a Rapid Response Meeting is carried out for each unexpected child death, overseen by the Designated Nurse and the Designated Doctor for Safeguarding. Learning is reported to the CDOP, disseminated to local agencies and / or nationally, and in the LSCB's bi-annual learning newsletter.

Learning and Development

The LSCB evaluates its own safeguarding training and its impact on staff both on the day of training and three months after some courses, by contacting managers and trainees. The Learning and Development Subgroup evaluates the performance of its local trainers and acts on feedback by participants. Any learning and development activity should include key lessons/messages from local or national SCR/learning lessons activities or from the annual LADO report. The LSCB also may request details of a single agency's safeguarding training or observe a session in order to evaluate its effectiveness. Each agency is also required to collate details of the effectiveness of its own training and local impact, as part of its quality assurance.

These LSCB expectations are presented as a contract for agencies to agree.

Signed:

Dated: