

# Gloucestershire Children's Social Care

Members Induction  
June 2025



Living our values every day



Accountable



Integrity



Empower



Respect



Excellence



# Plan for the session...

- How we work.
- Who we are.
- What services do we provide?
- Working with vulnerable children
- Corporate parenting – what it means.
- The safeguarding partnership.



# About Gloucestershire

Population of 646,627 of which:

- 129,325 are aged 0-17 years (20%)
- 45,263 are aged 18-24 years (7%)
- 90,354 school aged
- 18,582 are FSM (30% increase from 2020)
- Slightly more boys than girls (51% cf 49%)
- 16.6% of 0-17 are from non-White British backgrounds – a growing group and higher than the 13% for the Glos population, but well below national (32.1% of 0-17 year olds), with Gloucester City more diverse than the rest of the county.

## Schools

- 301 schools
- Mixture of maintained, academies, grammars - selective
- Schools perform well (best in southwest)

## SEND

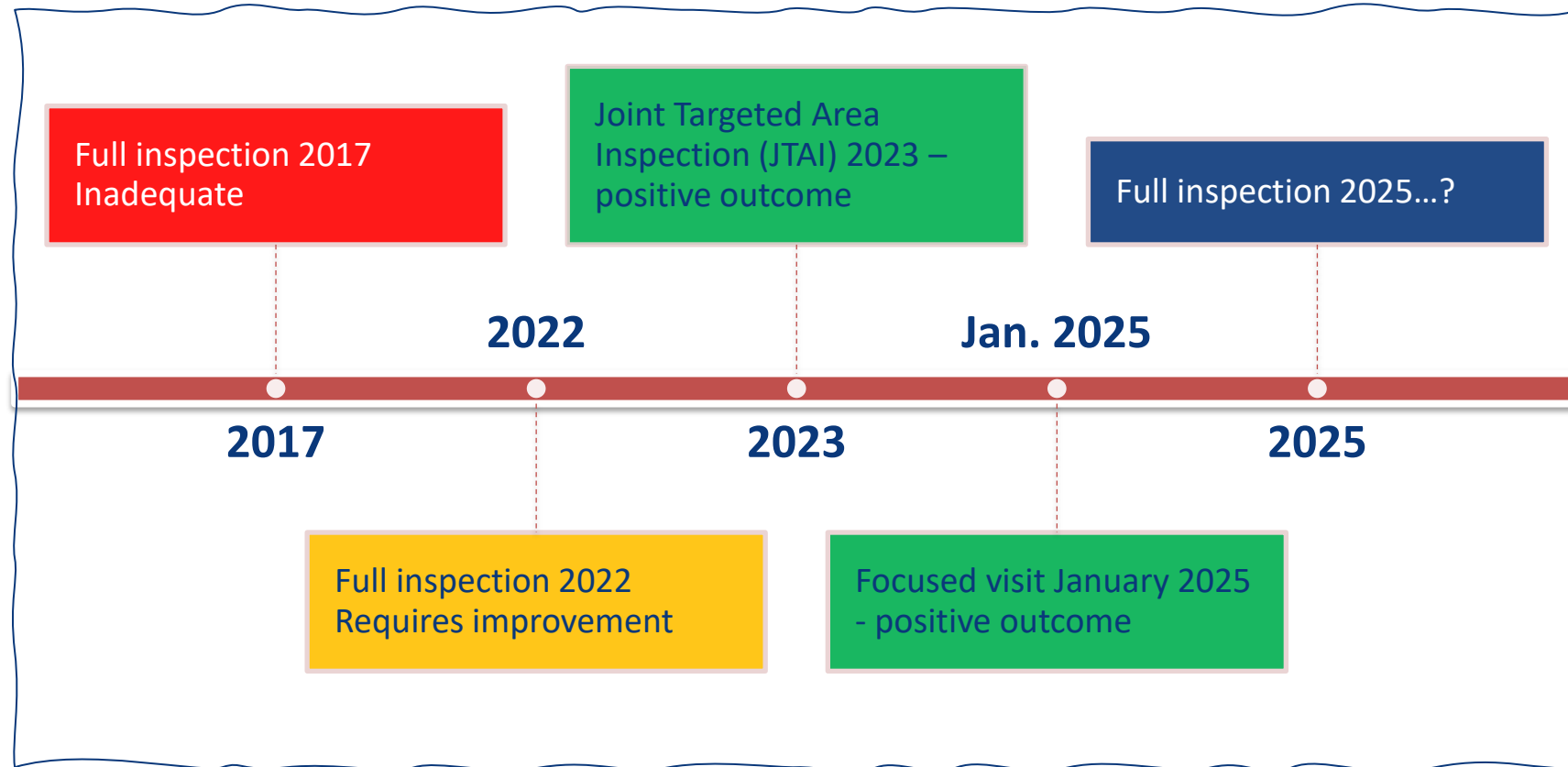
- 6,530 EHCP
- 700 plans in train from EHCNA
- Demand for assessment up 12% on 2023-24

# Where are we in 2025...?

- Gloucestershire has made significant strides this year in realising our ambitions to deliver outstanding services to children.
- We place relationships and evidence-based practice at the heart of what we do.
- We are proud of our workforce and delighted to be able to provide the conditions to enable them to deliver the best for children.
- We benefit from strong political and corporate support and partnership determination to continually improve.



# Our Ofsted journey...





# How we work...

- The Gloucestershire One Plan sets the vision for all children in the county.
- Our Practice framework (launched July 24) provides the foundation for continually improving relational practice.
- Our renewed early help strategy, built on learning from local and national best practice, provides the foundation for our developing family help offer.
- Our newly launched corporate parenting strategy sets out our high aspirations for children in and leaving our care.



# Meet the team...



Ann James  
Director of  
Children's Services



Paul Shallcross  
Service Director  
Safeguarding  
and Care

# Meet the assistant directors...



Dan Jones  
AD  
specialist  
services.



Rachel  
Townsend  
AD West



Julie Miles  
AD East



Ceri  
Woszczyk  
AD North  
(temp)



Naomi  
Adams AD  
North (from  
July)



# Our vision for Gloucestershire...

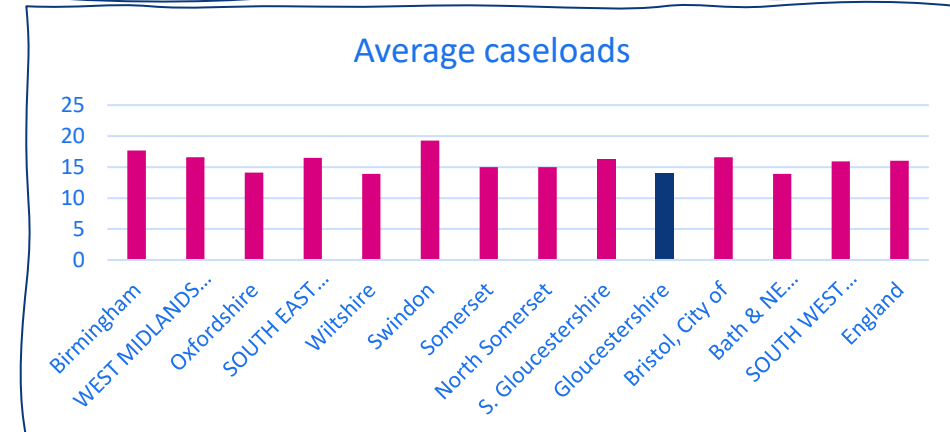
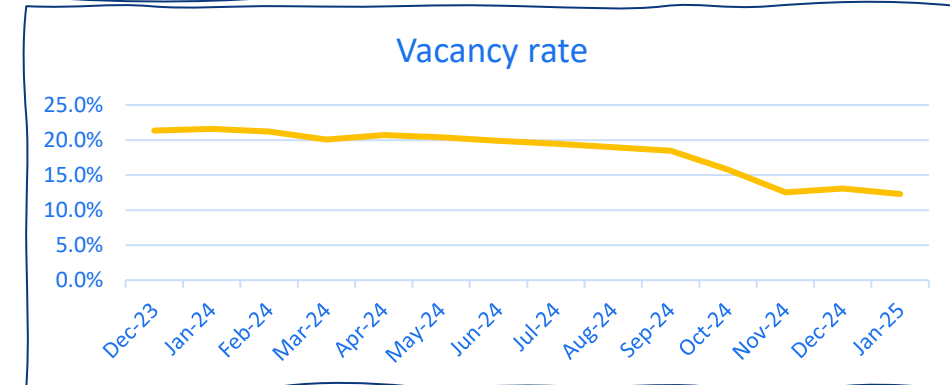
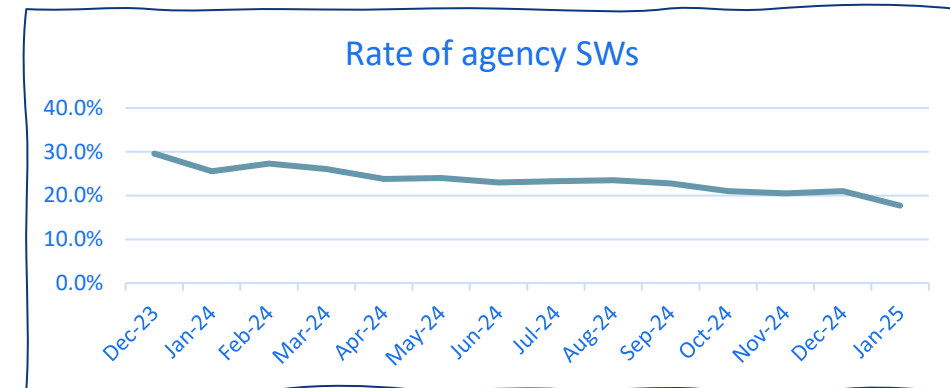
“A great place to grow up where children and young people thrive and live lives of choice and opportunity.” To achieve our vision we commit to four objectives:

- Equity – close the gap and eliminate inequalities
- Access – right help at the right time for all children
- Inclusion – a county where everyone belongs and we celebrate diversity
- Quality – effective, outstanding services



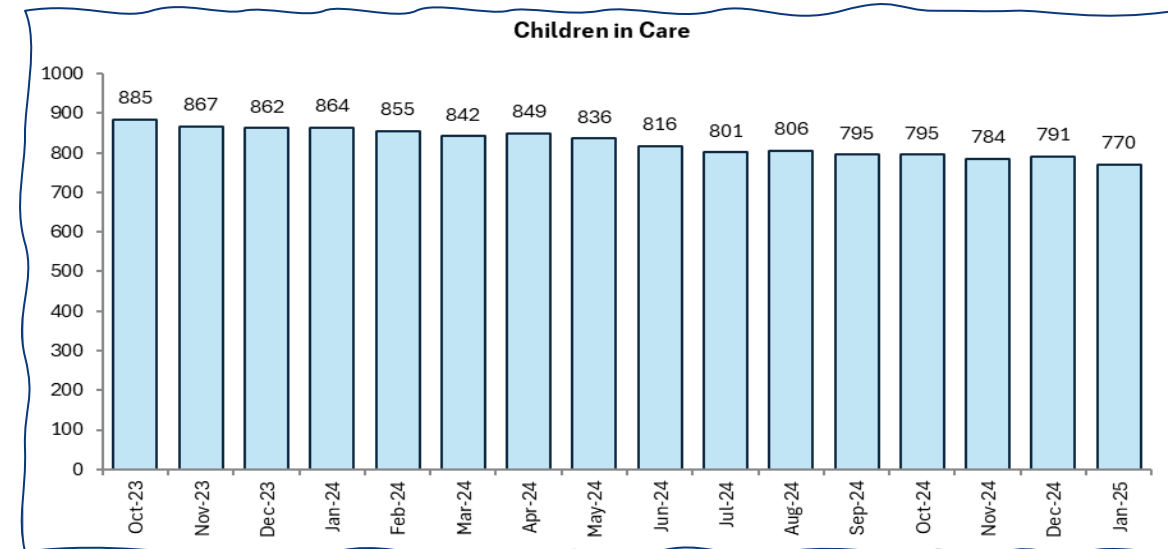
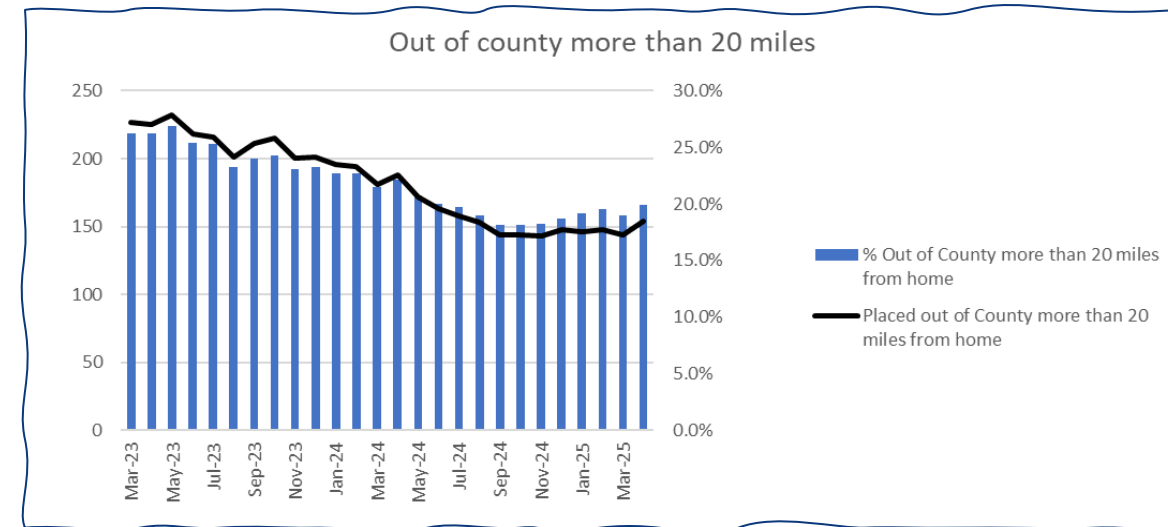
# Conditions for success

- Our staff are at the heart of all we are doing to improve outcomes for children.
- We have increased our permanent staffing and reduced our use of agency workers consistently over the last 18 months.
- Our average caseloads are lower than England and Southwest neighbours.
- We have remodelled our teams around relational principles, creating a new care leavers service and removing transition points for children.



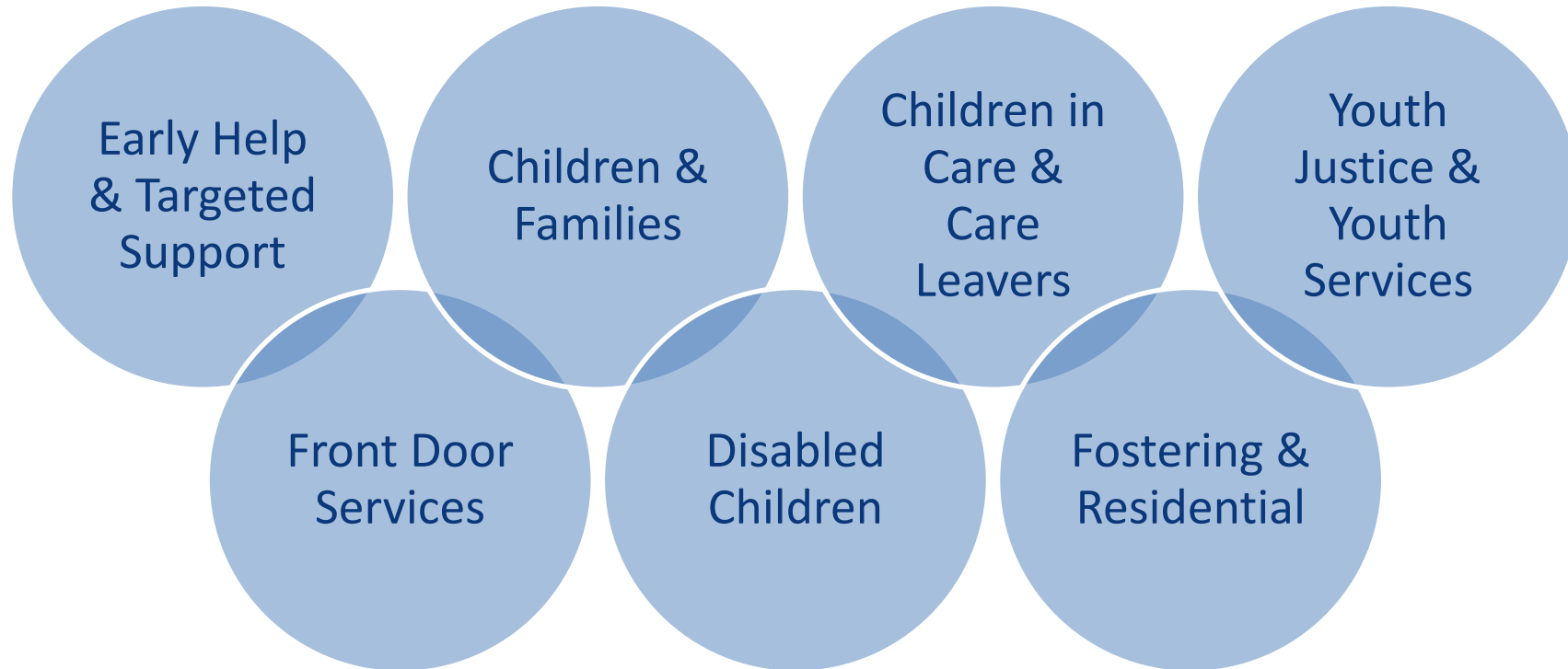
# Caring for our children

- Our work around proportionality has seen us keep more children safely at home, slowly and safely reducing the numbers of children in our care.
- Our re-modelled CiC service has brought together under and over 11 teams to provide seamless life long support to children.
- Newly formed care leaver teams are allocating PAs early to plan for effective transitions.
- Our STEPS programme and improved commissioning practice has seen our numbers of children placed outside the county fall significantly.
- Our focused visit (Jan 25) highlighted innovative and impactful practice, in particular with UASCs and care leaver parents.
- Our local offer for care leavers leads the way in the region and is well understood and used by our staff and care leavers.



# Children's Social Care

Quality, Learning &  
Reviewing Services

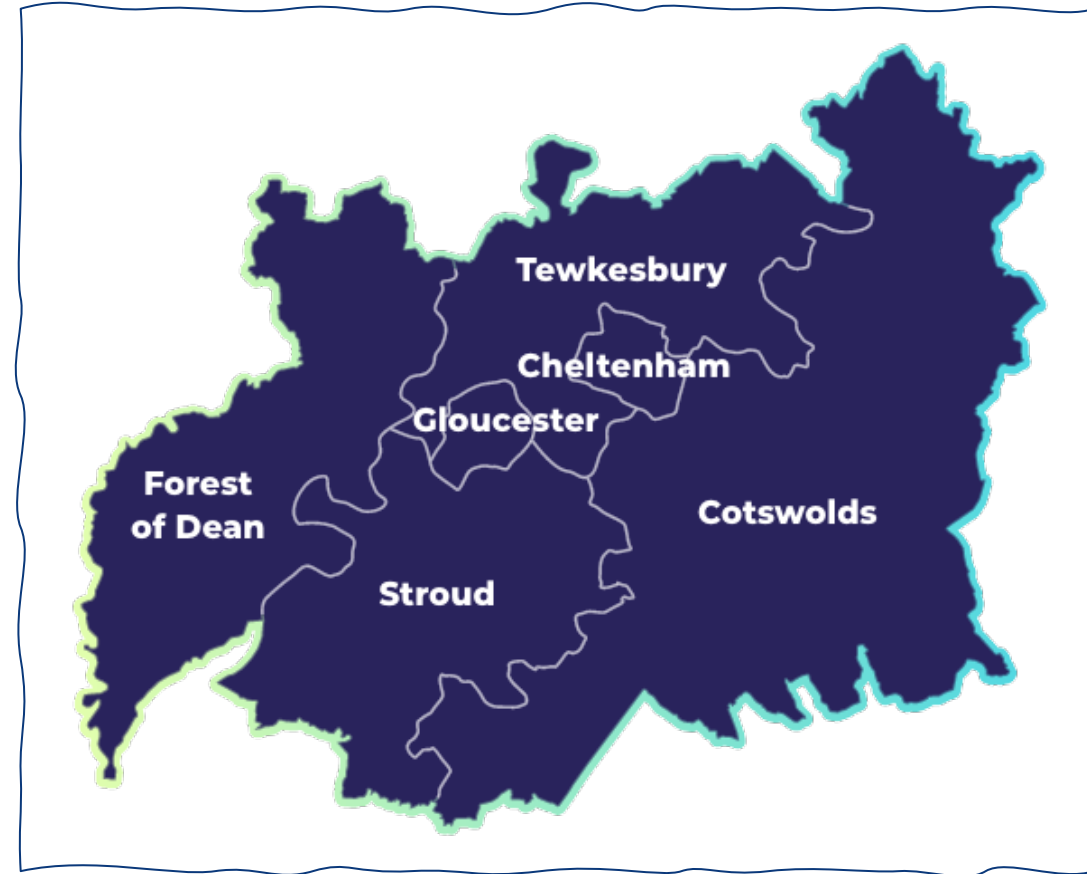


Business Support Services



# Locality Structures vs central services

- Gloucestershire is divided into **three locality areas** (North, East and West) each of which is made up of two district council areas. Alongside this we have a **central area** which covers our specialist children in care and care leavers service, our fostering service, our early help service and our services at the front door. There is an **assistant director** for each of the four areas.
- Areas have **dedicated social work teams** which respond to children's needs. The locality areas **align with health and police boundaries** to support close multiagency working.
- Locality teams work with **children and families who need help and support**, children who are, or likely to be at risk of significant harm and in need of protection, and children who need to be looked after outside of their parents' care.
- Their aim is to **keep children within their families, where it's safe to do**. They work with parents/carers/children and do not do to or for them, but instead encourage autonomy for families and try to give them the solutions to **manage their own lives** safely and positively.



# Front door & MASH



## What do we do?

Manage all new contacts and referrals into CSC



## How many staff work here?

Social workers; FD advisors; police officers; health; education; GDAS.



## Some key numbers

Over 22,00 contacts received in the last 12 months.



## One key takeaway

The front door plays a crucial role as gatekeeper to our services, and sets the tone for our relationships with key partners.



# Front door

- The front door service is the **first point of contact** for all new requests for service for children in Gloucestershire, including concerns that a child may be experiencing or at risk of serious harm.
- Gloucestershire Multi Agency Safeguarding Hub (**MASH**) sits in the Front Door Service.
- The MASH includes **professionals from a range of statutory and voluntary agencies**, who securely share information to ensure that appropriate and robust decisions are made in relation to all new safeguarding concerns about children.
- If an urgent response is needed, as a child has suffered significant harm, staff in our front door will convene a **strategy meeting**. This is a **multi agency discussion** to share information and plan for the child.



# Early intervention...



## What do we do?

Work with families to respond to complex needs that cannot be addressed through wider early help or universal services.



## How many staff work here?

Over 130 managers and social care practitioners



## Some key numbers

1000+ children allocated; 278 child in family meeting service: 202 parents on parenting courses: 21k hits on the directory



## One key takeaway

Families often prefer working with early help teams than social work teams – it's seen as less stigmatising





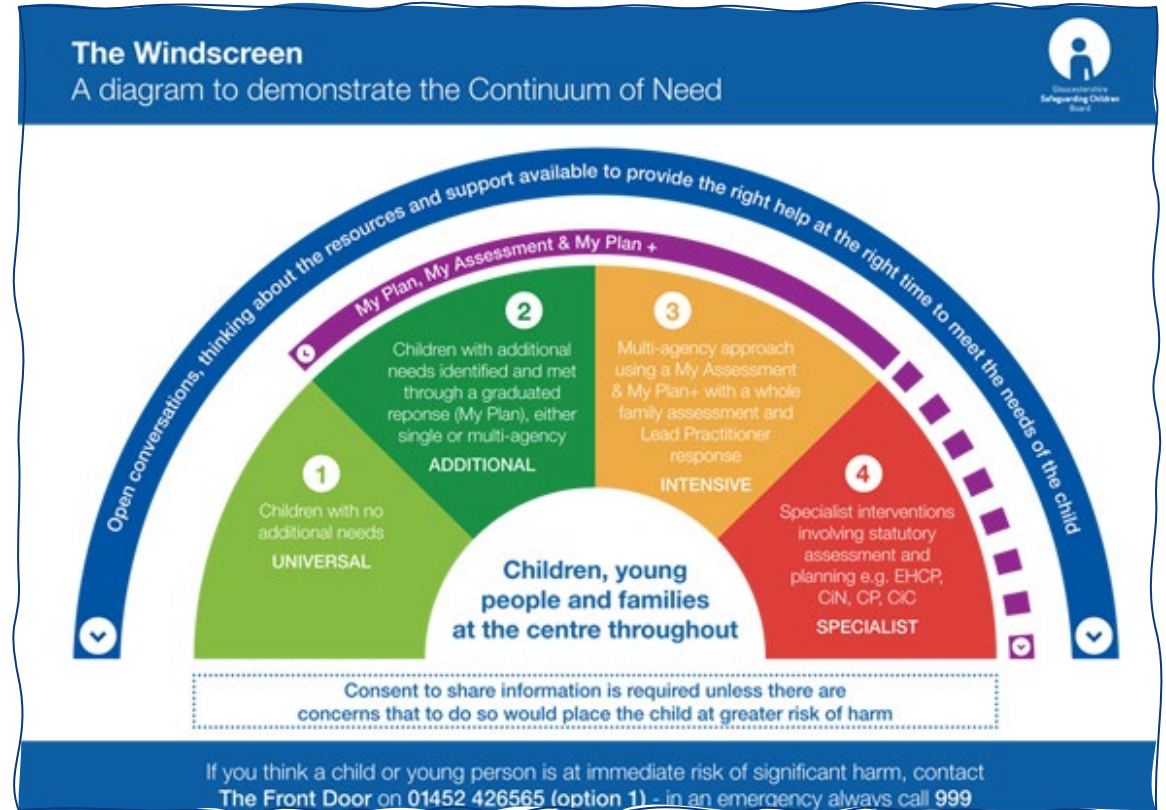
# Early Help

- Early Help is support for children of all ages and their families and aims **to improve family resilience and outcomes** and reduce the chance of problems getting worse.
- **Early Help** is the term used to refer to support that is offered to families when needs emerge or to reduce / prevent problems developing in the future
- Early Help is **a way of thinking** and working through a **collaborative partnership** approach between services, families, and communities.
- It is the **collective responsibility** of us all across the partnership to listen to the needs of our families and to **work closely together** to ensure they get the right support at the right time.
- Early Help **can be delivered across 'universal services'** into targeted such as education and health services.



# Early Intervention

- Early Intervention describes **additional targeted support** for families who need some extra help to achieve good outcomes or where needs are complex.
- For example parenting support, mental health support, youth services, housing and employment.
- 'Early help/intervention' is a voluntary approach, requiring families consent to receive support, these services may be provided before and/or statutory interventions.



# Early Help in GCC....

Our Early Help and Targeted Support offer supports children and families at the earliest opportunity. The service is split into advice and guidance and targeted support:

Advice, Guidance & Support services include Community Social Workers and Early Help Coordinators who provide advice, guidance & support and training to lead practitioners within the community..

Our online GlosFamilies Directory provides advice and information to practitioners and families.

Early Help Partnership Managers engage partners and broker effective locality partnerships to help inform Early Help and Safeguarding responses based on local need.

Targeted Support includes locality-based Families First Family teams, who work with families to respond to complex needs that cannot be addressed through wider early help or universal services.

Our Family Meeting Service (formerly the Family Group Conference Team) offers a range of family-led meetings to support families and sustain family networks

Our Early Help Triage Team, part of our integrated front door arrangements, provides oversight of requests for Early Help interventions and support from professionals, Multi-agency Safeguarding Hub (MASH) and parents/carers directly.

# Children in need...



## What do we do?

Children in need are those who are at risk of impairment if we don't provide support, including children with disabilities.



## How many staff work here?

Around 210 social workers are based in our locality children and family teams.



## Some key numbers

There are around 900 child in need plans held in CSC, and another 1200 under assessment



## One key takeaway

This is the largest single group of children supported by social workers.



# Children in need

- A child in need is defined in **s17 of the Children Act 1989** as a child whose health or development is likely to be significantly **impaired or further impaired**, without the provision of such services or, is disabled.
- Social workers will **visit the family** and **write an assessment with the family**, gathering information from the professionals who know the children and family well.
- From the assessment, a plan is created which is reviewed regularly with the children and the family.
- This child in need plan will be **multi agency** and developed **with the family**, and professionals and will have clear timescales for outcomes to be achieved.
- Through this plan the family **are supported to find their own solutions** as part of our work with them, building their support network within their family, friends and community.



# Child protection...



## What do we do?

Work with children and families where we are worried that a child might be suffering significant harm.



## How many staff work here?

Around 210 social workers are based in our locality children and family teams



## Some key numbers

Currently around 400 children have a CP plan – this has reduced from over 900 in 2022.



## One key takeaway

Protecting children from harm is the responsibility of all agencies.

# Child protection

- Child protection is defined as the **safeguarding of children from violence, exploitation, abuse, abandonment, and neglect.**
- Where we are worried that a child may be **suffering significant harm**, we hold a strategy discussion to plan how to investigate the situation and protect the child
- If we believe a child is suffering significant harm, then we can hold a **child protection conference** – this is a **multi agency meeting** to hear from all those working with a child and agreed a plan to keep the child safe.
- CP plans are reviewed after three months, then every 6 months, **until the multi agency team agrees the child is safe.**



# Child protection...





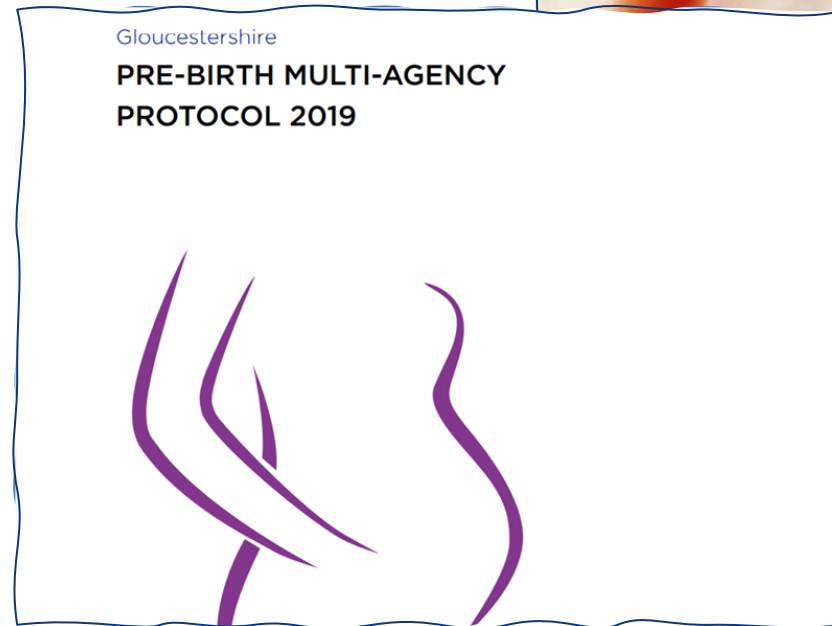
# Physical abuse...

- May involve hitting, shaking, throwing, poisoning, burning, suffocating, burning or scalding, drowning or other physical injury to a child.



# Unborn children....

- Unborn children at risk of significant harm or parents will require significant support to care for the baby



# What is neglect...?

Medical

Nutritional

Emotional

Educational

Physical

Lack of  
supervision

# What is emotional abuse...?

- Mocked, ridiculed, silenced
- High, unachievable expectations
- Shown inappropriate material
- Over protected – not able to grow and develop
- May involve seeing or hearing the ill-treatment of another
- May involve serious bullying (including cyber bullying)



# What is emotional abuse...?

Domestic  
abuse  
hurts  
them  
too...

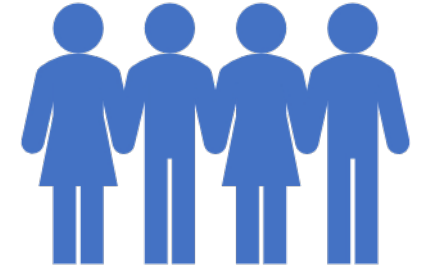


- 1 in 5 children in our County are believed to be living with Domestic Abuse.
- Most references to DA in the media focus on women being victims, men are victims too. (1:4 women and 1:6 men are victims)
- Not just physical abuse, can also be psychological (coercive control), economic, sexual etc.)



# Sexual abuse...?

- Only 1 in 8 children sexually abused are identified by authorities
- Figures show\* there were 73,518 recorded offences including rape, online grooming and sexual assault against children in the UK in 2019/20 – up 57% in the 5 years since 2014/15 (Children's Commissioner suggests actual number nearer to 450,000)
- 85% of cases occur within the family
- 75% victims are female
- Often starts early
- 25% of victims only realised it was abuse when they became adults



# NSPCC

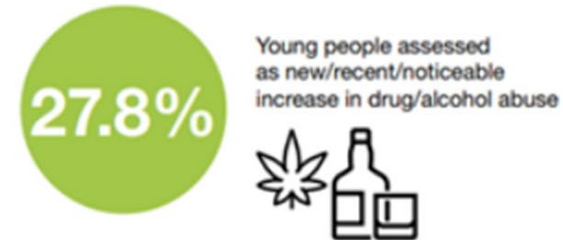
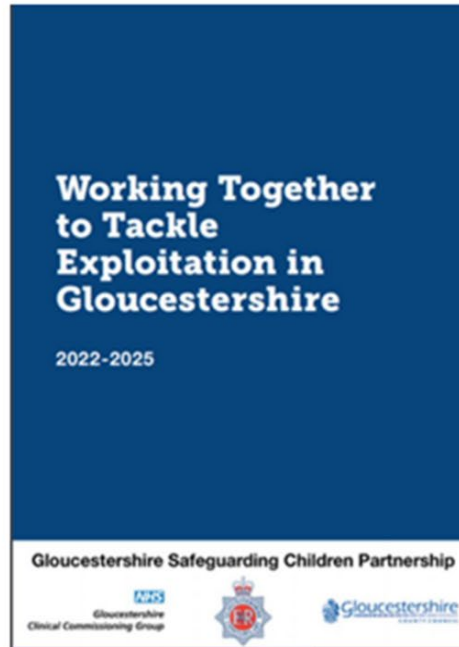
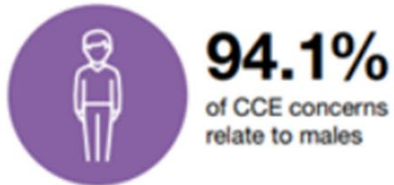
# Harm outside the home (HOTH)

- Harm outside the home refers to risks and dangers that children and young people experience outside of their immediate family environment.
- **Child exploitation:** This includes sexual, criminal, and financial exploitation, as well as exploitation by organized crime.
- **Peer-on-peer violence:** This includes harm from peers and bullying.
- **Radicalization:** This includes being influenced by extremist ideologies or becoming involved in extremism.
- **Serious youth violence:** This includes becoming a victim or perpetrator of serious violence.
- **Modern slavery and trafficking:** This includes being forced into labour or other forms of servitude.
- **Online abuse:** This includes online bullying, grooming, and other forms of online harm.



# Harm outside the home (HOTH)

## Exploitation in Gloucestershire



Source: Working Together to Tackle Exploitation in Gloucestershire 2022/25

GSCP CPIA Rev 04.2022v16

# Disabled Children's Service



## What do we do?

Sits within Children's Social Care, supporting disabled children who need additional social care support.



## How many staff work here?

The service consists of 3 social work teams and 3 early support teams.



## Some key numbers

SW teams work with around 180 children



## One key takeaway

SWs in the teams also work with child protection and children in care.

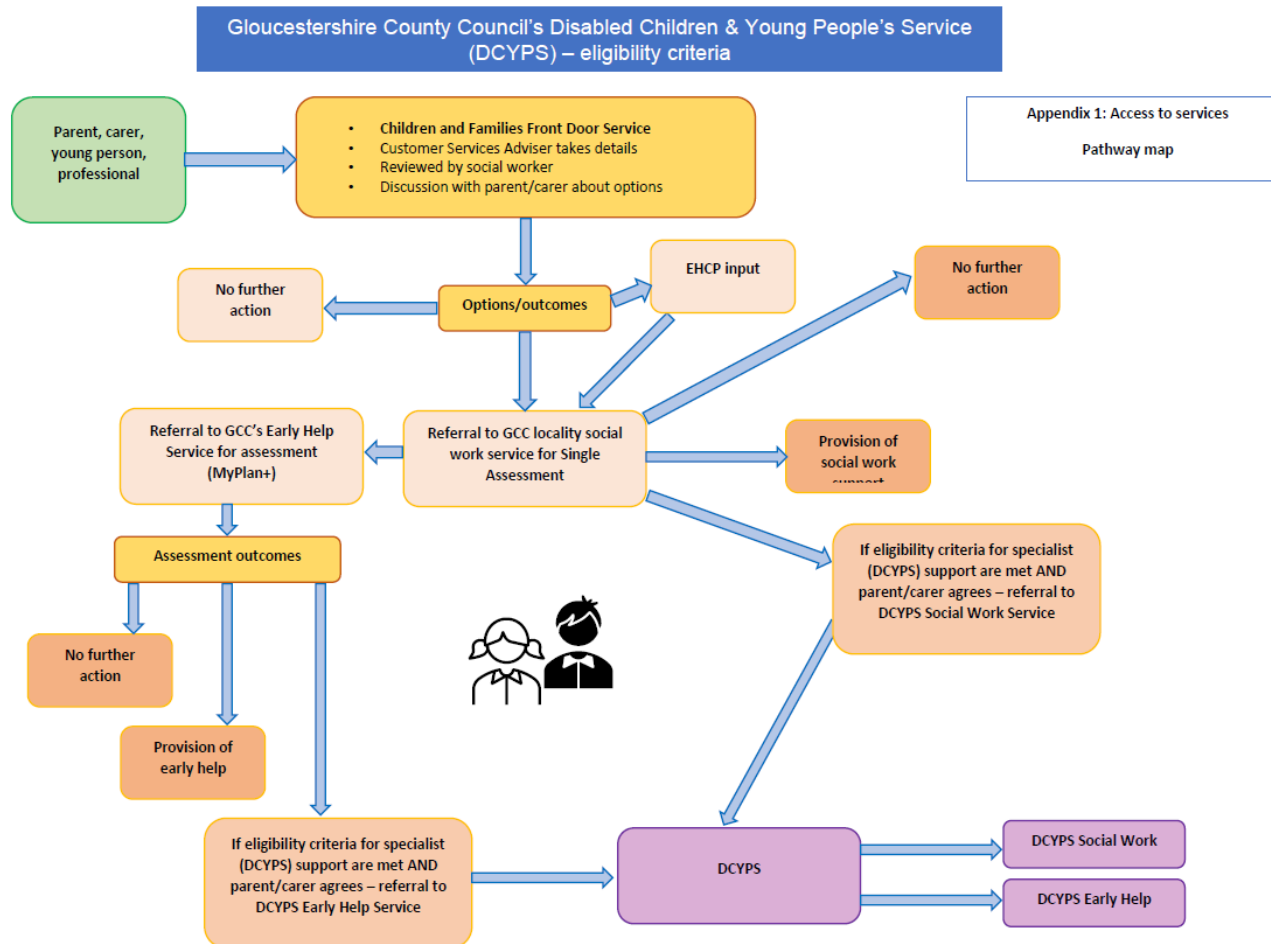
# GCC Disabled Children's Service



- Sits within Children's Social Care, supporting disabled children who need additional social care support.
- The service consists of 3 social work teams and 3 early support teams.
- **Early support teams** - support less complex children whose parents have direct payments (this allows parents to recruit personal assistants to support their children) or day time/ weekend short break activities.
- Work in the CSC front door and provide advice, support and signposting to families, alongside contributions to EHCNAs where there is no social worker allocated.



# Disabled Children's Service



- Social work teams – support children with complex needs, including those where there are safeguarding concerns, and those who need care away from home.
- Work closely alongside colleagues in health to fund and support children with complex or life limiting conditions.
- Focus on transitions with adult colleagues to ensure smooth transition of care from age 0-25.
- The team also support with mental capacity assessments and deprivation of liberty where young people do not have capacity to make key decisions or keep themselves safe.
- Support mainstream social work teams where there is a disabled child within the wider family
- Use of a clear eligibility criteria ensures the children who need our support most access specialist services.

# Disabled Children's Service



Parent & Carer  
Alliance C.I.C.

- Social work teams **work closely with parents and carers.**
- They have created **strong links** with two key local parents' groups – Gloucestershire Parent Carer Forum and Parent and Carer Alliance.
- Teams **work in a spirit of co-production** – planning and leading services with input from those who use services.
- Children's voice and use of communication aids are a strength within the service as practitioners, this includes use of Makaton and positive behaviour techniques. Children and young people remain open to the service until they are 18 years old which promotes trusting relationships between families and practitioners.
- The team have innovatively began working with the voluntary community sector and Barnwood Trust to strengthen the offer of short breaks within local communities across Gloucestershire. This is accessible without families having a social worker so will enable support to families at the earliest opportunity without the need of statutory services to support short breaks.



# Designated Social Care Officer (DSCO)



- Designated Social Care Officer (DSCO) is a key role within the Special Educational Needs and Disabilities (SEND) system
- The role focuses on **improving outcomes** for children and young people with SEND.
- DSCOs **act as a link** between social care, SEND support, and other services like education and health.
- They ensure **needs are identified early** and support is provided in a coordinated manner.
- In Gloucestershire, the DSCO role is held by our head of Service for Disabled Children.

# Pre-proceedings

- Where child protection planning is not keeping children safe within their family, we use **pre-proceedings**, intended to support change within families, so we do not have to make an application to the family court.
- Parents have access to **free legal advice**.
- The process lasts around 16 weeks, and at the end, we either **step down**, or make an application to the court.
- It could be considered a '**last chance saloon**' for parents to be supported to make change.





# Care-proceedings

- If the LA does not feel that a child can be kept safe at home, **as a last resort**, we can apply to **the family court** to share parental responsibility with parents.
- If the court feels it is right for the child, they can agree to **separate the child** from the parents.
- Only the **courts and Police** can remove children from parents – social workers cannot do this.
- There are around 75 cases open to the family court in Gloucestershire.
- This is the **most serious action** we will take in relation to a child's future. To remove children from their parents is **the last option**





# Children in Care



## What do we do?

We work with children who for a variety of reasons cannot remain in the care of their parents and we are required to take on the responsibility to keep them safe and meet their needs as if we were their parent.



## How many staff work here?

The CIC service works across the county with eight teams all working with children between the ages of 0-18 years. Each team has 5x Social Workers, 1 x advanced Practitioner and a Team Manager.



## Some key numbers

As of April 2025 there were: 773 children in care (849 April 2024). 606 of these were allocated to the children in care teams.



## One key takeaway

We all have a duty as a corporate parent to do everything within our power to encourage and support children in care to be the best they can be.



# Corporate Parenting

There is no greater responsibility for the council than ensuring it is the best parent it can be to those growing up in and leaving care.



# Corporate Parenting

Within our Corporate Parenting Strategy there are six Priorities:

1. Your Voice Counts
2. Staying Connected
3. Staying healthy and Well
4. Stable Loving Homes
5. Staying safe
6. Achieving you Potential

# Who are the Ambassadors and what is our role?

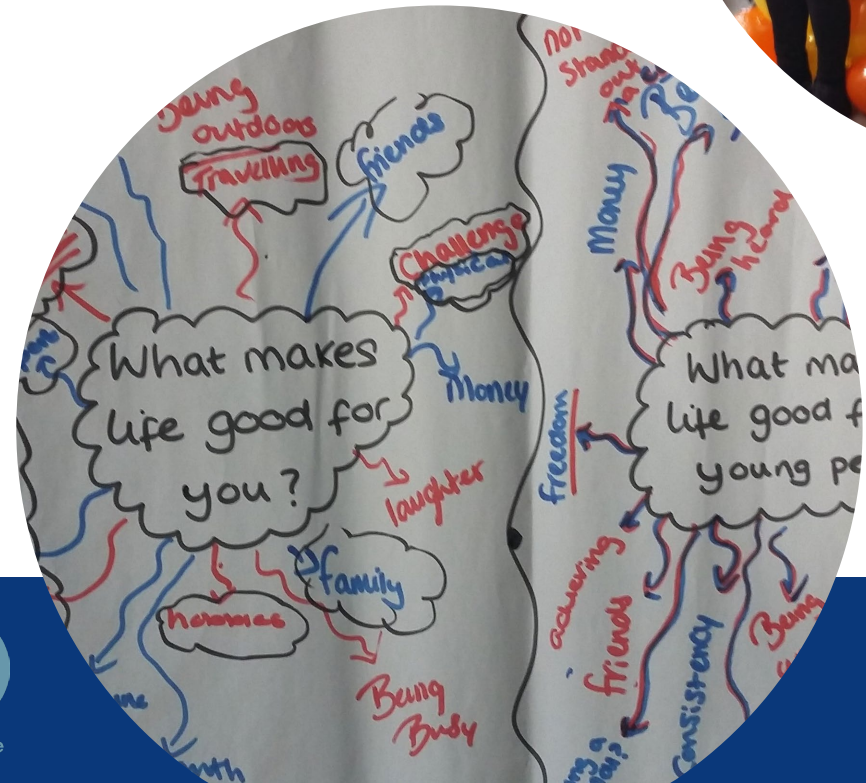
- Team of 15 young people employed by GCC to improve services
- Aged 16-25, all have received support from Children's Social Care
- Share their experiences and help other young people have a voice
- Support the development of services and influence strategic planning
- Casual working contracts to work flexibly to fit around school, college and another job
- Scheme started 11 years ago and is going from strength to strength





# Ambassadors' role with Corporate Parents

- Training for County Councillors – ‘Your role as a corporate parent’
- 2 Ambassadors are members of Corporate Parenting Group and attend every meeting
- Present the Participation Annual Report – what we’ve achieved & the difference it has made for children & young people
- Host 2 events where Voice Gloucestershire forum members can meet with Corporate Parents
- Voice, Participation & Co-production is one of the 7 key themes in the CPG priority actions
- ‘You said, together we will’ response to the Bright Spots survey for our children & young people



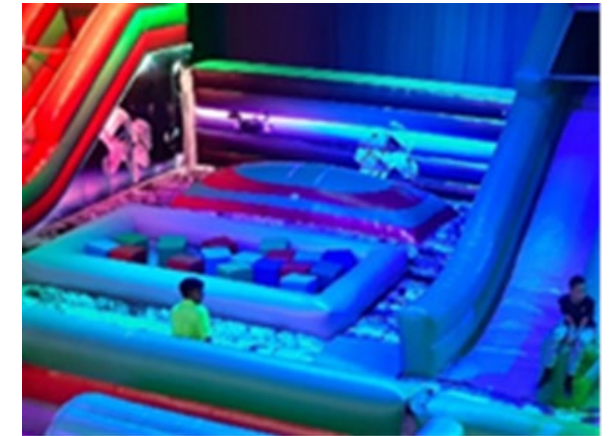




Forums, events and activities  
Mind of My Own app  
Surveys e.g. Bright Spots  
Engagement events with Corporate Parenting Group



## Hearing the voice of children & young people



Living our values every day



Accountable



Integrity



Empower



Respect



Excellence



# Your role as Corporate Parents

As a Corporate parent you agree to:

- Do everything you can to support and promote children's wellbeing
- Encourage children to express their views and wishes
- Promote high aspirations and goals for our children and help them to achieve them
- Prepare and support children for adulthood
- Support and help children to live in homes which are safe and stable
- To help and encourage children to have access to and utilise all services they need and that are available to them.
- Do your utmost to advocate and aim high for all our children.



# How can you support? Less 'corporate' and more parent....



- ✓ Attend events and celebrations to get to know us better and acknowledge our achievements
- ✓ Attend Foster Carer Support Groups & Events
- ✓ Champion us in your meetings and raise our profile in your areas
- ✓ Promote care leavers in the family business – ring fenced opportunities that lead to permanent work in the Council and with partners – starting early with work experience
- ✓ Challenge council decisions that may have a negative impact on children in care & care leavers
- ✓ Be an influencer – as public servants you will have strong links to many partners agencies and local businesses – how can they support
- ✓ No matter what our experience is, we should have equal opportunities to make the best of our future!!

# Care Leavers



## What do we do?

We work with young people from 16 –25yrs who have left care. Providing support in line with Gloucestershire care leaver Offer.



## How many staff work here?

The care leaver service works across the county with six teams and the Staying Close Team. Each team has 5 x Personal Advisors, 1 x Senior Personal Advisor 1 x Advanced Practitioner and a Team Manager.



## Some key numbers

As of April 2025 there were: 750 children and young people receiving a service from the care leaving teams. 138 of these were 16 and 17 years old.



## One key takeaway

As Corporate parents to our Care Leavers, they require you to help and support them to have opportunities in all key areas of their lives as they enter adulthood.



# Children in Care and Care Leavers

603 aged 16-25 years

Receiving regular support from their personal adviser

197 over 21 -25-year-olds allocated

Lifelong offer over-25 years

111 of 18-25 care experienced young people were unaccompanied asylum-seeking children

6 in 10 in EET  
27 at university  
13 graduated in 2024

129 care experienced parents and 16 pregnant

53 care experienced young 18+ people with EHCPs

"Strong corporate and political support has led to an impressive level of dedication and ambition for care leavers in Gloucestershire, which has significantly improved the experiences of many care leavers. A restructure of the service has been implemented so that it better serves care leavers and older children in care. A relationship-based systemic model of practice and enhancements to the care leaver offer have all had a positive impact for older children in care and care leavers. Co-production with young people has been fully embedded. This reflects the value leaders and those who work for the local authority place on young people and how they empower them to help design services and improve the service."

*(Ofsted February 2025)*



# Fostering



## What do we do?

We work fostering households who are approved by GCC to provide a safe and nurturing homes to our children in care.



## How many staff work here?

The fostering service works across the county with nine teams including recruitment, support, kinship, short breaks and development. Each team has 5x Social Workers, 1 x Deputy Manager and a Team Manager.



## Some key numbers

There are currently 280 households supported, caring for 326 children and 29 households in the assessment process.



## One key takeaway

Supporting GCC fostering recruitment will enable more children to be cared for in a family home, local to everything that is important and significant to them.

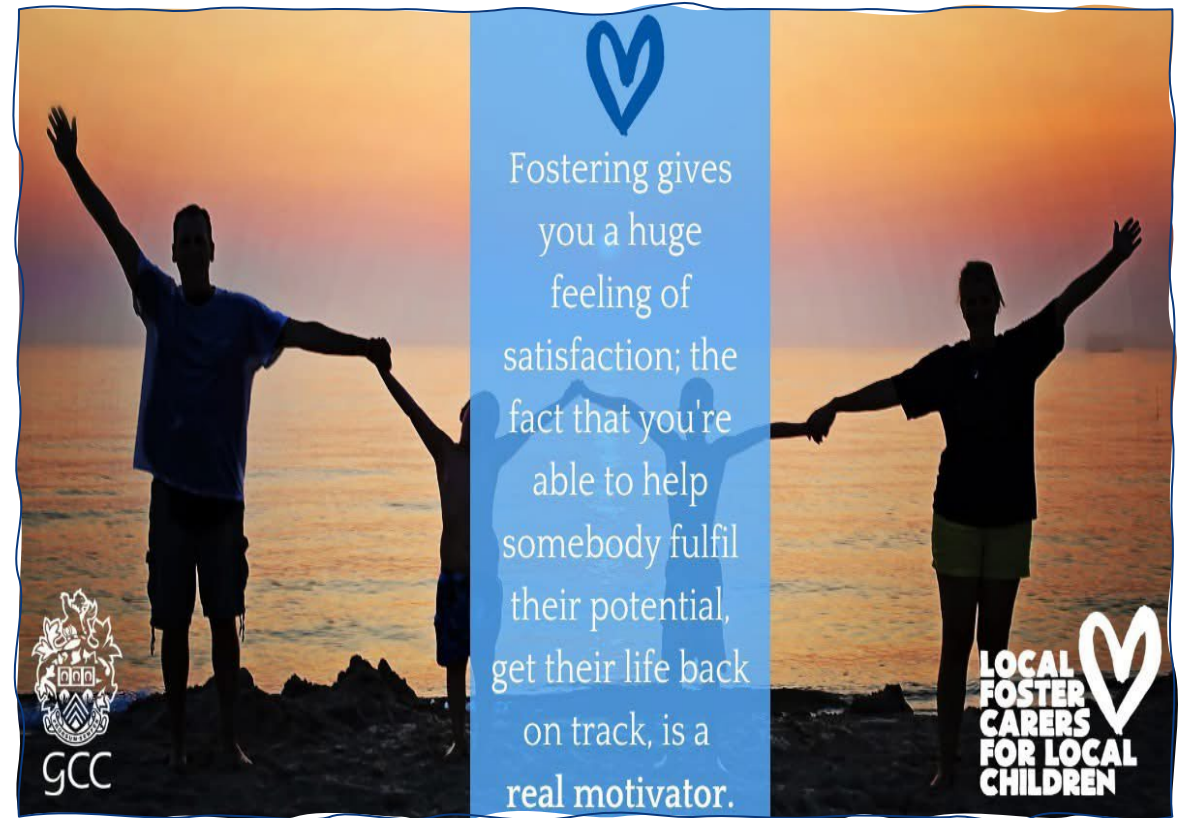


# Fostering

The Regulations and National Minimum Standards are clear that fostering agencies have a duty to support and care for fostering households whilst also ensuring the welfare of children in their care is met to a high standard.

The service has responsibility for the following tasks:

- Marketing
- Recruitment and assessment of fostering households
- Post approval support
- Family finding and matching children to fostering families
- Training and development
- Enabling and monitoring the progress of care plans of children living with foster carers



# Kinship Care



## What do we do?

We work with families who provide care to children they know, in both private and local authority led arrangements.



## How many staff work here?

The Kinship Teams sit within the wider fostering service and consists of two main teams, **assessment** and **support**. Each team is made up of Social Workers and Family Support workers, 1x deputy Manager and 1 Team Manager.



## Some key numbers

There are currently 280 households supported, caring for 326 children and 29 households in the assessment process.



## One key takeaway

Kinship Carers play a unique role in enabling children to remain with people they know and is the most prevalent form of alternative care for children worldwide.



# Kinship Care

Kinship fostering is when someone with an existing relationship with the child is assessed and approved under the fostering regulations as a foster carer to the child.

Child Arrangement Order (CAO) is a legal arrangement set out by the court that details the arrangements for the child including where they live and how they will spend time with each parent.

SGO is a formal court order made which gives parental responsibility to a person caring for the child, usually someone with a close relationship to the child.

Private Fostering is when a child under the age of 16 lives with someone who is not an immediate family member with the consent of their parents

Kinship care is a developing area of practice which has been recognized by the Government with the introduction of the first ever national strategy for kinship carers, Kinship Care Matters- National Kinship Strategy. The strategy establishes “the foundations for a future, transformed kinship care system in England.”

The strategy includes the following commitments, amongst others:

- Launching a kinship financial allowance, paid at the same rate as the fostering allowance, beginning in up to 8 local authorities.
- Expanding the Virtual School Head’s role
- Renaming the Adoption Support Fund to the Adoption and Special Guardianship Support Fund
- New government guidance for employers on how kinship carers can be supported at work.
- Establishing a training, information and advice offer for all kinship carers.
- Creating a new Kinship Care Ambassador role
- Publishing an updated version of the 2011 Family and Friends Care: Statutory Guidance for Local Authorities
- Agreeing work with the Law Commission to review legal orders and statuses for kinship carers.

# Youth Justice



**What do we do?** Deliver and support children who are known to/or on the edge of youth justice interventions. We recognise that children who offend face multiple and complex challenges that can increase the likelihood of their involvement in crime. They take a child first approach and work with children, aged 10-17, to prevent offending and re-offending.



## How many staff work here?

We have approximately 50 members of staff in the service.



## Some key numbers:

We expect to be working with 150 children at any one time. At the moment there are 132 children being supported in the service. Between October 24 – December 24, one of our children was sentenced to custody and at this time, we do not have any children sentenced to custody. This is really positive.



## One key takeaway:

Often the children who are known to the youth justice service will also be known to children's social care and will have CIN, CP or CIC plans in place.





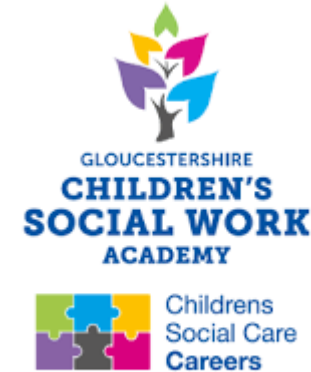
# Youth justice

- The youth justice service (YJS) re-joined the council after several years of being commissioned to Propsects. The service currently sits as part of a **wider youth support service**.
- The YJS is a **multi-disciplinary service** and includes staff from the **police, probation service and health**. They have specialist workers within the youth justice service who can support with restorative processes and education.
- The team works to ensure that children who are on the **edge of or within the youth justice system** get the right support at the right time, without being stigmatised, so that they can grow up and reach their potential.
- In Gloucestershire, there are a **disproportionate number of male children from ethnic minority cultures** who are known and supported by the youth justice service. We are working with the Youth Justice Board nationally and locally with the Youth Justice Management Board to address this issue.
- We recently hosted a **hugely positive visit** from the CEO of the board for a day in Gloucestershire.
- The service is **anticipating an inspection this year**. The service was last inspected in 2019 and is rated requires improvement



# Social work academy

- We have a fantastic Social Work Academy that supports all our Social Workers.
- Our academy is committed to creating a learning culture to support the development of outstanding practitioners and leaders who affect positive change for children, young people and their families in Gloucestershire.
- Their aspiration is to inspire, challenge and support those throughout Gloucestershire Children's Services to reach their potential.
- Our partnership with Research in Practice means that workers have access to resources and events that support evidence-informed practice.
- We are planning to expand the scope of the academy to incorporate colleagues from adult social care, education and SEND – this project is underway.



# Business Support



## What do we do?

Providing customer service, administration, coordination and finance processing across all our teams.



## How many staff work here?

We have around 175 staff working at different levels and locations



## Some key numbers



## One key takeaway

Behind every team, spend, meeting or phone call there is likely an administrator making sure everything runs smoothly



# Business Support Service

- Our business support service operates as a central service, this supports a coordinated approach with flexibility in resource allocation and the ability to support development and career progression of staff.
- Our staff come from a range of backgrounds, bringing skills and experience to support an improved experience for children and families through both direct facing engagement (e.g. customer service) and support to our practitioner teams (e.g. team admin).
- We even have staff who run our Barbican Reception in Shire Hall, ensuring those visiting us have a positive experience.
- As well as direct support to teams, our Business Support Service are leading on embedding digital approaches and adopting new ways of working in our teams to improve our overall efficiency and organisation.
- Our service is committed to excellence and providing opportunities for all staff to contribute to how we operate.







## Gloucestershire Safeguarding Children Partnership

### Member Induction Gloucestershire Safeguarding Children Arrangements

- The national context for safeguarding children,
- Gloucestershire Safeguarding Children Partnership Local Arrangements,
- The role of members in safeguarding children.





## Gloucestershire Safeguarding Children Partnership



HM Government

# Working Together to Safeguard Children 2023

A guide to multi-agency working  
to help, protect and promote the welfare  
of children

December 2023



## Gloucestershire Safeguarding Children Partnership



Child Safeguarding  
Practice Review Panel



## Gloucestershire Safeguarding Children Partnership

### The Lead Safeguarding Partners (LSP's)



**Jo Walker**

Chief Executive

Gloucestershire County  
Council



**Sarah Truelove**

Chief Executive

NHS Integrated Care  
Board



**Maggie Blyth MA, BA  
(Hons)**

Interim Chief  
Constable

Gloucestershire  
Constabulary

Working Together places a 'shared and equal duty' on Gloucestershire Integrated Care Board, Gloucestershire Constabulary and Gloucestershire County Council

# GSCP Executive Members – Delegated Safeguarding Partners (DSP's)



Gloucestershire Safeguarding Children Partnership



**Richard Ocone:**

Assistant Chief Constable.

Gloucestershire Constabulary

Chair of the GSCP Executive



**Marie Crofts:**

Chief Nursing Officer.

Gloucestershire Integrated Care Board



**Kirsten Harrison:**

Director of Education.

Gloucestershire County Council

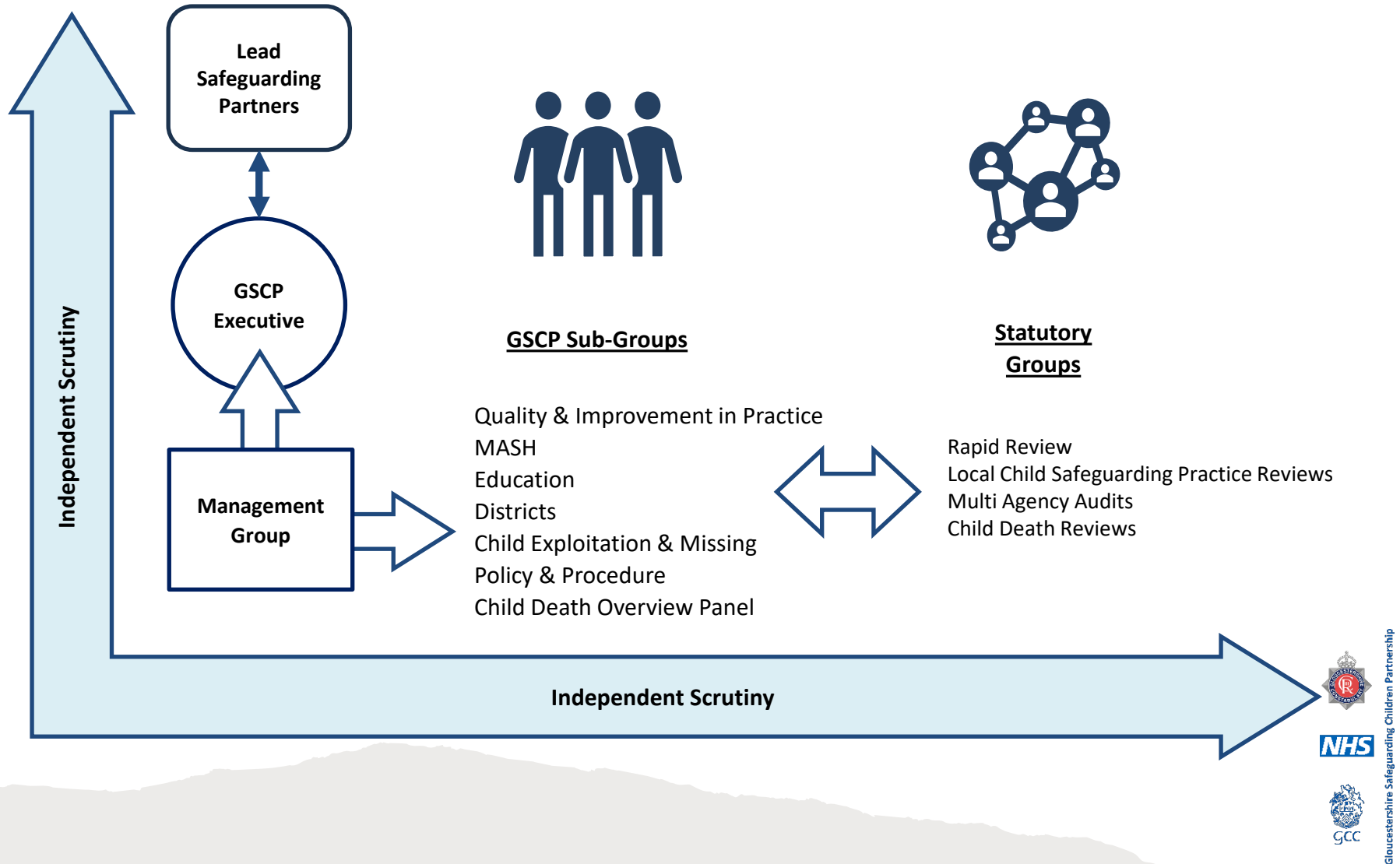


**Ann James:**

Director of Childrens Services.

Gloucestershire County Council

# Gloucestershire Safeguarding Children Partnership Structure





# Gloucestershire Safeguarding Children Partnership - Arrangements

The GSCP is required to have a set of Published Arrangements that sets out how the Partnership will fulfil both its statutory functions and its own identified priorities.

1. Partnership structure and delivery model
2. Undertaking Local Child Safeguarding Practice Reviews (LCSPR's)
3. Undertaking Multi Agency Audits, Section 11, KCSiE, EYFS Audits
4. Arrangements for the sharing of learning from reviews and audits
5. Arrangements for the effective sharing of information
6. Multi Agency Policy and Procedural arrangements
7. Multi Agency Safeguarding Training Curriculum
8. Seeking assurances on the effectiveness of legal processes
  - Child Death Review Arrangements
  - Review of the Death of Care Leavers
  - Allegations Management
  - Private Fostering



# Serious Safeguarding Reviews

**Serious Incident Notifications** are made by local authorities where a child has died or is seriously harmed, and abuse or neglect is known or suspected.

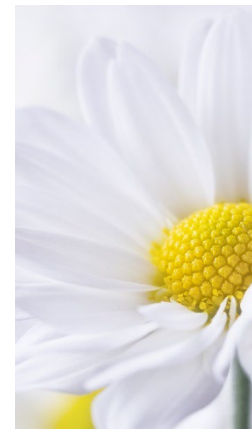
**Rapid reviews** The purpose of the rapid review is to gather the facts of the case, consider the potential for learning and decide whether or not to undertake a Local Child Safeguarding Practice Review (LCSPR).

**Local Child Safeguarding Practice Reviews (LCSPR)** are commissioned by safeguarding partners in response to a serious child safeguarding incident in their area. These reviews are undertaken to provide learning to avoid similar incidents occurring in the future. There is an expectation that these reviews are published.





# Local Child Death Reviews



Local Child Death Reviews (CDR's)  
are a statutory process under the Child  
Death Review

Statutory and Operational Guidance  
(England)2018.

**The Child Death Review Partners are:**

- The Gloucestershire Integrated Care Board
- Gloucestershire County Council (Public Health)

Under Working Together 2023 the GSCP are required to be assured of  
the efficacy of the CDR arrangements for the area.



Gloucestershire Safeguarding Children Partnership

## Children and Families Overview and Scrutiny Committee

1. Annual Report Presented to the Committee for information
2. Six monthly oversight of Serious Safeguarding Reviews Locally
3. Publication of serious safeguarding reviews communicated to members by GCC Comms Team

# Key takeaways for elected members....

- ✓ Keep yourselves safe – lean on the professionals to ensure that you and those you work with are safe and protected....
- ✓ Stick to the agreed processes where you think a child may need help or be at risk of harm...
- ✓ Take your responsibilities as a corporate parent seriously – think about our 760 children in care and 600 care leavers – we are their family...

## Contact Children and Families Services

For information on support available, you can contact the Children and Families helpdesk in either of the following ways:

For information on support available, you can contact the Children and Families helpdesk in either of the following ways:

### Telephone

01452 42 65 65

### Email

[childrenshelpdesk@gloucestershire.gov.uk](mailto:childrenshelpdesk@gloucestershire.gov.uk)

The Children and Families Front Door is open between **9am and 5pm Monday to Friday**

### Contacting the Children & Families services out of hours

Outside of office hours (as stated above) you can contact the Children & Families Services Emergency Duty Team on 01452 614194.

This is an answering machine and you will need to leave a message and your telephone number. Someone will then call you back. Please remember that this number is only for **situations that cannot wait until the next working day**.

Calls may be recorded for training, quality and service delivery purposes.



# Questions?

