

Safeguarding Leaders' Assembly

Thursday 27th April 2023
The MAC, Birmingham

This Morning's Agenda



9:15	Independent Chair's Introduction
9:30	Independent Chair's Accountability Report 2022/23
9:50	Organisational and Partnership Improvement – <i>How far have we come and how far have we to go!</i>
10:30	Business Improvement Plan 2023-25
10:50	Comfort Break
11:05	Facilitated Workshop – 'How do we collectively and individually deliver on the priorities set out in Year 1 of the Business Improvement Plan 2023-25?' Plenary Session.
11:50	Any Other Business

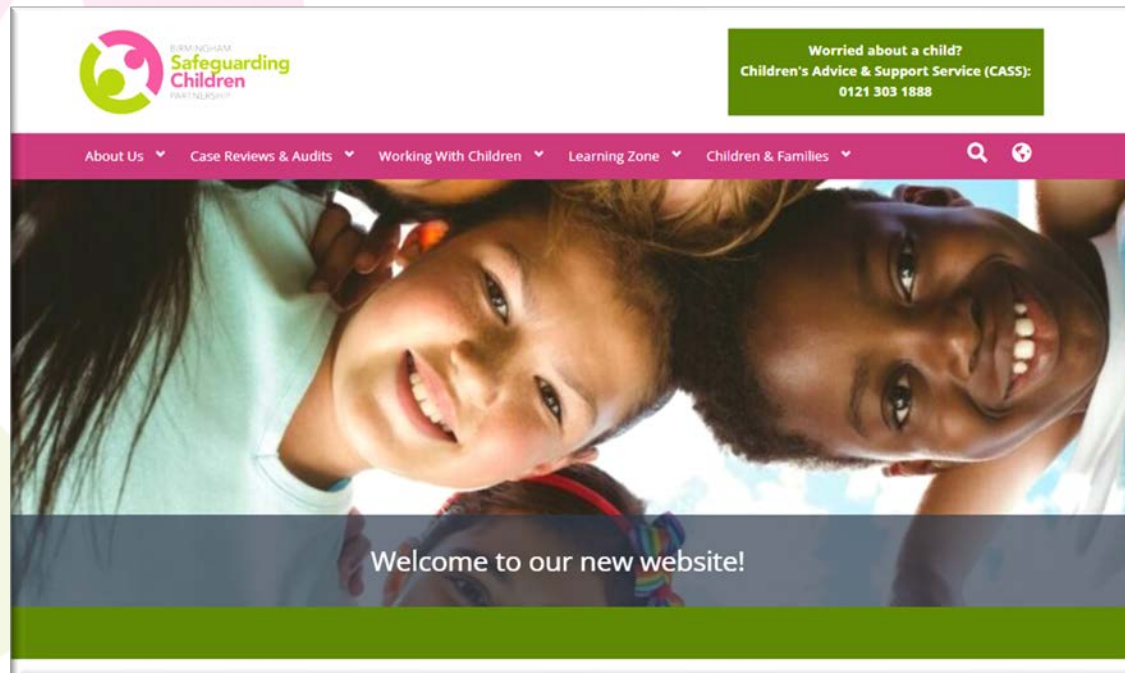
Independent Chair's Introduction and Update

**Penny Thompson CBE
BSCP Independent Chair
27th April 2023**

Independent Chair's Introduction & Safeguarding Update



- a. Launch of the BSCP Website – April 2023
- b. Right Help, Right Time Refresh & E-learning module – May 2023
- c. Child Protection Medical Assessment Pathway – Toolkit for Practitioners – 2023
- d. 'Stable Homes; Built on Love' – Tri-Ministerial Letter 24.03.2023
- e. Partnership response to the impact of domestic abuse on children and families – Ofsted ILACS – 18.04.2023
- f. [National Review - Safeguarding children with disabilities and complex health needs in residential settings](#) – 20.04.2023



Independent Chair's Accountability Report 2022-23



1. Introduction to my 7th Accountability Report
2. Convening, Assurance and Accountability
3. Review of the Year 2022-23
4. Review of partnership priorities
 - 4.1 Strong Leadership & Strong Partnership demonstrating effective accountability
 - 4.2 Continuously Improve Child Safeguarding Practice across the system and in all agencies
 - 4.3 Developing an effective multi-agency response to Child and Adolescent Neglect
 - 4.4 Evaluating and addressing the consequences of the Covid-19 pandemic on safeguarding children.
5. Conclusions



Business Improvement Plan 2023-25



Our Shared Ambition:

“Birmingham is a great place for us to grow up.”

Our Shared Priorities:

Priority 1: Ensuring effective implementation of ‘Working together to Build Strong Family Foundations’. (Childhood Neglect Strategy 2022-2026)

Priority 2: Assuring a coordinated and coherent inter-agency response to children impacted by domestic abuse and violence in families

Priority 3: Developing a joint approach to understanding and responding to children who are, and who become, invisible to services

Priority 4: Enhancing cultural competency and confidence, by improving partnership focus on the work we do, in the context of equality, inclusion and diversity

Priority 1: Ensuring effective implementation of ‘Working together to Build Strong Family Foundations’ Strategy 2022-2026 (Childhood Neglect Strategy)



Key Action (Year 1 & 2)	Desired Outcomes
<ol style="list-style-type: none"> 1. The BSCP to ensure effective - implementation of ‘Working Together to Build Strong Family Foundations (Birmingham Neglect Strategy 2022-2026). The strategy sets out our shared focus on children suffering, and at risk of, Neglect, emphasizing the importance of partnership working and early intervention. (Year 1) 2. Neglect Operational Group to co-ordinate partnership collaboration and review progress on the four-year Delivery Plan. 3. The Neglect Operational Group to be Co-Chaired by different safeguarding agencies to provide requisite strategic leadership. (Year 1) 4. The BSCP Independent Chair to incorporate progress Neglect Strategy within the Annual Report presented to the Safeguarding Leaders Assembly in November 2023. (Year 1) 5. L&D Sub-Group to embed the Neglect Toolkit within the multi-agency training offer to enhance understanding of childhood neglect. (Year 1) 6. L&D Sub-Group to oversee the commissioning and evaluation NSPCC Graded Care Profile 2 Training. (Year 1) 	<ul style="list-style-type: none"> • Published Childhood Neglect Strategy. Leadership oversight of progress on Neglect Delivery Plan. • Co-Chairing and membership of Neglect Operational Group in place. • Transparent strategic accountability for progress on Delivery Plan. • Children’s Workforce can access good quality training and practice guidance. • Effective delivery of GCP2 Training. • Evidence of good safeguarding practice. • Learning from Pilot embedded. • Evidence of effective delivery of the Neglect strategy. • Raise public awareness of Neglect and how to access support.

Priority 1: Ensuring effective implementation of ‘Working together to Build Strong Family Foundations’ Strategy 2022-2026 (Childhood Neglect Strategy) (Continued)



Key Action (Year 1 & 2)	Desired Outcomes
<ol style="list-style-type: none"> 7. QIO Sub-Group to evaluate the implementation of learning from multi-agency audits in respect of neglect and relevant findings from the Ofsted Inspection of children's services. 8. QIO Sub-Group to oversee effective assess the impact of early intervention and support for vulnerable families at risk of neglect. 9. Ensure that the independent evaluation on the neglect pilots conducted by the Child Centre for Research in Early Childhood informs the development of partnership practice. (Year 1) 10. Executive Board to receive formal update on progress year 1 of the Neglect Delivery Plan 21st September 2023. (Year 1 & 2) 11. The BSCP to continue funding for Neglect Lead Manager for a third year. (2023-2024) (Year 2) 12. BSCP to develop and launch Childhood Neglect campaign. (Year 2) 13. Neglect Operational Group to review and refresh of Neglect Toolkit and Guidance. (Year 2) 14. L&D Sub-Group in conjunction with Birmingham Children and Young Peoples Partnership to develop and deliver bespoke training for the 'Lead Practitioners' role in supporting '<i>Our Family Plans</i>' by April 2024. (Year 2) 	

Priority 2: Assuring a coordinated and coherent inter-agency response to children impacted by domestic abuse and violence in families



Key Action (Year 1 & 2)	Desired Outcomes
<ol style="list-style-type: none">1. The BSCP to contribute to the review and consultation on the new of 'Domestic Abuse Reduction Strategy' being led by the Birmingham Community Safety Partnership in 2023, to ensure that safeguarding of children is promoted and the resourcing of services. (Year 1)2. BSCP to receive assurance from the CASS & MASH Partnership Board on the quality of request for support, assessment of risk, application of RHRT and appropriateness of decision-making regarding children living in violent households. (Year 1)3. QI&O Sub-Group to develop and oversee a multi-agency audit to examining the quality of assessments, management of risk, effectiveness of partnership decision making and intervention for children living in violent households. To provide assurance that children are seen as victims in adherence to the Domestic Abuse Act 2021. (Year 1)4. L&D Domestic Abuse training module to promote the use of DASH/Barnardos assessment tools as part of a holistic risk assessment. (Year 1)	<ul style="list-style-type: none">• Evaluation of the effectiveness of partnership intervention to tackle Domestic Abuse• Reduction in the number of children assessed at risk of violence within the home.• Enhance safeguarding practice for children at risk of violence within the home.• Better assessment of risk to children living in violent households.• Evidence of effective implementation of Domestic Abuse Strategy and learning from case reviews.• Effective identification and prioritisation of partnership intervention based on risk.

Priority 2: Assuring a coordinated and coherent inter-agency response to children impacted by domestic abuse and violence in families (Continued)



Key Action (Year 1 & 2)	Desired Outcomes
<p>5. The BSCP to receive assurance from the Domestic Abuse Board on the effective implementation of the City's 'Domestic Abuse Reduction Strategy'. (Year 2)</p> <p>6. BSCP to effectively embed learning and practice improvement emerging from CSPRs, DHRs and audit activity through a series of Webinars and Learning Lessons Bulletins. (Year 2)</p> <p>7. QIO Sub-Group to receive assurance of the effectiveness of the new MARAC and MAPPA arrangements in reducing risk to victims and children living in violent households. (Year 2)</p> <p>8. L&D Sub-Group to work in collaboration with Domestic Abuse Board to develop a comprehensive Training Offer focused on children living in violent households. (Year 2)</p> <p>9. BSCP to seek assurance from the Domestic Abuse Board on the accountability arrangements for leadership, engagement of safeguarding partners in the effective implementation of the Domestic Abuse Reduction Strategy. (Year 2)</p>	<ul style="list-style-type: none">• Well trained children's workforce.• Evidence of effective leadership and partnership engagement in tackling domestic abuse.

Priority 3: Developing a joint approach to understanding and responding to children who are, and who become, invisible to services



Key Action (Year 1 & 2)	Desired Outcomes
<ol style="list-style-type: none"> 1. BSCP to establish 'Children Out of Sight Group' reporting to QIO Sub-Group, Co-Chaired by Education and Health. (Year 1) 2. 'Children Out of Sight Group' to review current universal offer to develop proposals to improve the early identification and intervention for these vulnerable children. (Year 1) 3. BSCP to receive bi-monthly update from DCS on the Elective Home Education Improvement Plan. (Year 1) 4. BSCP to review and refresh 'Right Help Right Time' threshold guidance to include invisible children. (Year 1) 5. L&D Sub-Group to refresh RHRT eLearning Module to take account of new guidance on invisible children. (Year 1) 6. BSCP to effectively embed learning and practice improvement emerging from CSPRs and audit activity through a programme of webinars and Learning Lesson Bulletins focusing on children hidden from view. (Year 2) 7. QIO Sub-Group to receive bi-monthly update on progress from the 'Children Out of Sight Group'. (Year 1 & 2) 8. Children Out of Sight Group supported by QI&O Sub-Group to develop and oversee a multi-agency dip sampling process to examine the areas identified as areas of concern where children become invisible to universal services. To identify learning and improve practice to support identification and support for children who have become invisible to services. (Year 1) 	<ul style="list-style-type: none"> • Enhance understanding and partnership intervention for those children invisible to universal services. • Robust safeguarding arrangements for children Electively Home Educated. • Evidence that learning from audits and reviews are effectively embedded. • Enhanced guidance for safeguarding practitioners. • Strategic accountability for safeguarding 'invisible children.'

Priority 4: Enhancing cultural competency and confidence, by improving partnership focus on the work we do, in the context of equality, inclusion and diversity



Key Action (Year 1 & 2)	Desired Outcomes
<ol style="list-style-type: none"> 1. Safeguarding Leaders Assembly to be convened twice yearly to focus on systemic improvement of safeguarding practice, within the context of equality, inclusion, and diversity. (Year 1) 2. BSCP Independent Chair to act as Equality, Inclusion and Diversity Champion to provide independent scrutiny and challenge of the safeguarding arrangements. (Year 1) 3. BSCP Independent Chair to attend the City Board and Birmingham Children and Young People's Partnership to provide support and challenge on behalf of children and young people. (Year 1) 4. The BSCP in close collaboration with the national Child Safeguarding Practice Review Panel to host a webinar for front-line practitioners to enhance cultural competency and understanding around Intersectionality and Adultification. (Year 1) 5. That Equality, Inclusion and Diversity are core elements of the Quality Assurance Programme (2023-24) for approval by the Executive Board in May 2023. (Year 1) 6. The BSCP to launch its new Website by April 2023 to improve engagement with children, families and practitioners, ensuring compliance with 'Web Content Accessibility Guidelines'. (Year 1) 7. The BSCP Executive Board to present its Triennial Report to the Birmingham Children and Young People Partnership, Health and Wellbeing Board and the Education and Children Social Care Overview and Scrutiny Committee by September 2023. (Year 1) 8. L&D Sub-Group Training Offer 2023/24 to enhance understanding and agencies response to children, where religion and culture are a feature. (Year 1) 	<ul style="list-style-type: none"> • Effective engagement of all 'Relevant Agencies' in the City's safeguarding arrangements. • Independent scrutiny of Equality, Inclusion and Diversity of the safeguarding arrangements. • Enhance front-line practitioners understanding and confidence in supporting and working with families from different cultural and religious backgrounds. • Assurance that Equity, Inclusion and Diversity embedded within the within the safeguarding partnership arrangements. • Improved customer experience and accessibility through the new BSCP website.

Priority 4: Enhancing cultural competency and confidence, by improving partnership focus on the work we do, in the context of equality, inclusion and diversity (Continued)



Key Action (Year 1 & 2)	Desired Outcomes
<p>9. BSCP to fund Faith Project Coordinator post for an additional period 2023/24. (Year 1)</p> <p>10. BSCP to work in close collaboration with the Birmingham Council of Faiths to develop Safeguarding Toolkit, bespoke training to support the establishment of a Designated Safeguarding Leader (DSL) Network for all places of worship in Birmingham to access safeguarding advice and support. (Year 2)</p> <p>11. BSCP to work in collaboration with the West Midlands Violence Reduction Partnership and Faith Alliance to create a regional training repository for Faith based organisations to access to safeguarding training. (Year 2)</p> <p>12. BSCP to become members of the Birmingham Faith Covenant Partnership to assist in delivery of the safeguarding commitments set out in the Faith Covenant. (Year 2)</p> <p>13. BSCP to Co-Chair the West Midlands MASA Network to develop, share and disseminate regional good practice around Equality, Inclusion and Diversity. (Year 2)</p> <p>14. BSCP to contribute to the continued development of the Regional Safeguarding Procedures Group consortium to deliver on-line safeguarding policies, procedures, and guidance where Equality, Inclusion and Diversity are central components. (Year 2)</p> <p>15. The BSCP to work in close collaboration with Birmingham Council of Faith on the delivery and evaluation of the 'Safeguarding in Faith Communities Project. (Year2)</p>	<ul style="list-style-type: none"> • Transparent Governance and accountability arrangements for safeguarding children. • Comprehensive Safeguarding Training Offer for front-line practitioners. • Established DSL network for places of worship in Birmingham. • Faith DSL across the region have access to safeguarding guidance and training. • BSCP representation on Birmingham Faith Covenant Partnership. • Regional collaboration on sharing good practice on Equality, Inclusion, and diversity to improve safeguarding practice. • Project Evaluation to be shared to help inform develop similar Faith based projects across the region.

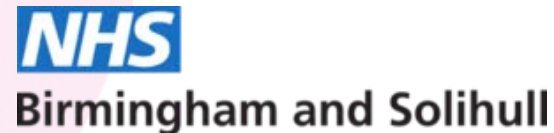
Keynote:

Organisational and Partnership Improvement – How far have we come and how far have we to go!

Andy Couldrick
Chief Executive
Birmingham Childrens Trust



Lisa Stalley-Green
Deputy Chief Executive Officer &
Chief Nursing Officer
NHS Birmingham & Solihull ICB



Razia Butt
Director of Thriving Children
and Families
Birmingham City Council



Richard North
Chief Superintendent
West Midlands Police

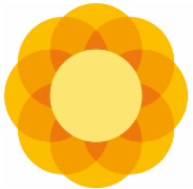




Birmingham Children's Trust

Ofsted Inspection

February-March 2023



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CHILDREN'S TRUST**

A Brief History of Time

- Children's Services (social care) judged Inadequate as far back as 2010, and consistently since up to Dec 2018
- High profile: picked on by previous Chief Inspector
- Challenges around consistency, effectiveness and impact
- Commissions and commissioners
- Low staff morale; recruitment and retention issues; leadership churn



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Recent History

- 2016: 'Secret Social Worker' documentary by Channel 4: another Birmingham exposure
- BCC decision to establish a Trust: voluntary rather than imposed
- 2017: Trust Chair and CEx recruited
- Apr 2018: Trust went live
- Dec 2018: Ofsted inspection: everything Requires Improvement



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Inspection 2023

Judgement	Grade
The impact of leaders on social work practice with children and families	Good
The experiences and progress of children who need help and protection	Good
The experiences and progress of children in care	Good
The experiences and progress of care leavers	Good
Overall effectiveness	Good



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CHILDREN'S TRUST



Impact of Leaders

- There are clear and effective governance arrangements between the council and the trust. The appointment of an experienced and permanent director of children's services (DCS) to the council in November 2021 has brought focus to improving those children's services delivered by the council. The chief executive and director of practice in the trust have a clear understanding of the main challenges they face and are working well with the DCS in meeting these. The trust has made strong progress in most areas which required improvement at the last inspection, and pace has been sustained through the pandemic and beyond. Political leaders give great priority to children in Birmingham. Despite the financial pressures the council faces, investment in strengthening services in response to increased demand is a continuing commitment.



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CHILDREN'S TRUST

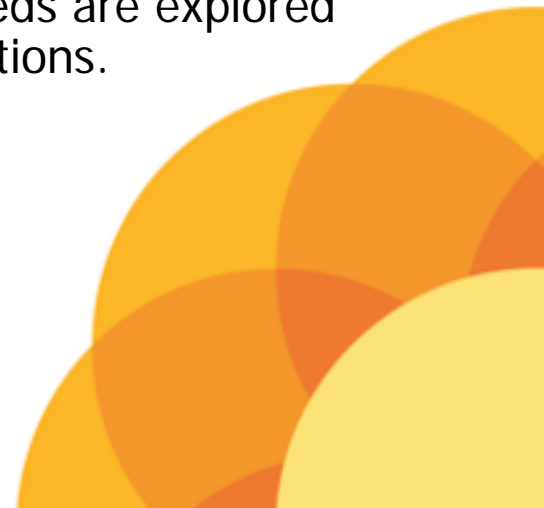


Children in Need of Help & Protection

- Child protection assessments provide a clear analysis of risks. Children are seen quickly when risks are identified. Views of children, parents and professionals are sought to inform assessments and, as a result, child protection enquiries are thorough and lead to children receiving the right level of support.
- Children and families benefit from the timely allocation of social workers, who commence assessments promptly. The views of children and adults are threaded throughout the assessment. Strengths and protective factors are clearly identified and inform analysis and appropriate decision-making. Management oversight consistently informs next steps.
- Social workers know their children well and develop strong relationships. Children are regularly seen in line with presenting needs. Children's experiences, diversity and cultural needs are explored through creative direct work as well as meaningful conversations to inform interventions.



**BIRMINGHAM
CHILDREN'S TRUST**



Children in Care

- Children enter care in a timely manner and when it is in their interests to do so. Decisions for children to come into care are appropriately overseen by a senior manager. There is a clear rationale and children reviewing their records would understand why decisions were made about them.
- Children's identity needs are well considered when seeking an appropriate placement match. Careful consideration is given to sibling relationships, with effective together or apart assessments helping to determine appropriate placement needs. This enables children to live with their brothers and sisters when it is in their best interests.
- Children leave care to return to their families when it is right to do so. Timely and purposeful parenting assessments are undertaken to ensure that it is safe for the child to return home. This allows children to be supported to live with their families whenever this is possible and in their best interests.



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Care Experienced Young People

- Care-experienced young people benefit from personal advisers (PAs) who make time to develop strong and supportive relationships with their young people, understanding their lived experiences and their needs.
- Care-experienced young people who are parents feel particularly involved in contributing their voice. They feel that what they say is listened to and makes a difference, such as the development of a pregnancy pathway. They value participation opportunities as social events and feel less isolated as a result. They feel connected to senior leaders and feel part of a large family.



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What needs to improve? Ofsted Recommendations

- The effectiveness of the Partnership response to domestic abuse.
- Earlier pre-birth assessments to support early permanence planning, and timely action to progress permanence plans for children in stable placements through changes to legal status.
- Earlier engagement of personal advisers for children leaving care.
- Consistency of written plans.



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What Next?

- We need a partnership response to the challenges around Domestic Abuse and Neglect
- We will get further Focused Visits from Ofsted
- Joint Targeted Area Inspection possible: Exploitation and Youth Violence perhaps?
- We need to retain strong collaboration: strategic and operational



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Birmingham & Solihull ICB Developments

ICB Safeguarding Leadership

Leadership / Governance/Risk

- Health safeguarding Board
- Accountable leadership – Chief Executives & Chief Nurses
- Care access, backlogs, Industrial action & workforce

Partnership

- As a principle not just in Safeguarding
- Improved strategic ownership
- Strong working relationships with Local Authority and Police

ICB Developments

Provider collaboratives – future NHS Model

- Understanding of resourcing and delivery issues / resilience
 - e.g. MASH / MARAC / CiC
- Children and Adult Mental Health Services, Acute & Community Integrators
- Safe services – practice standards

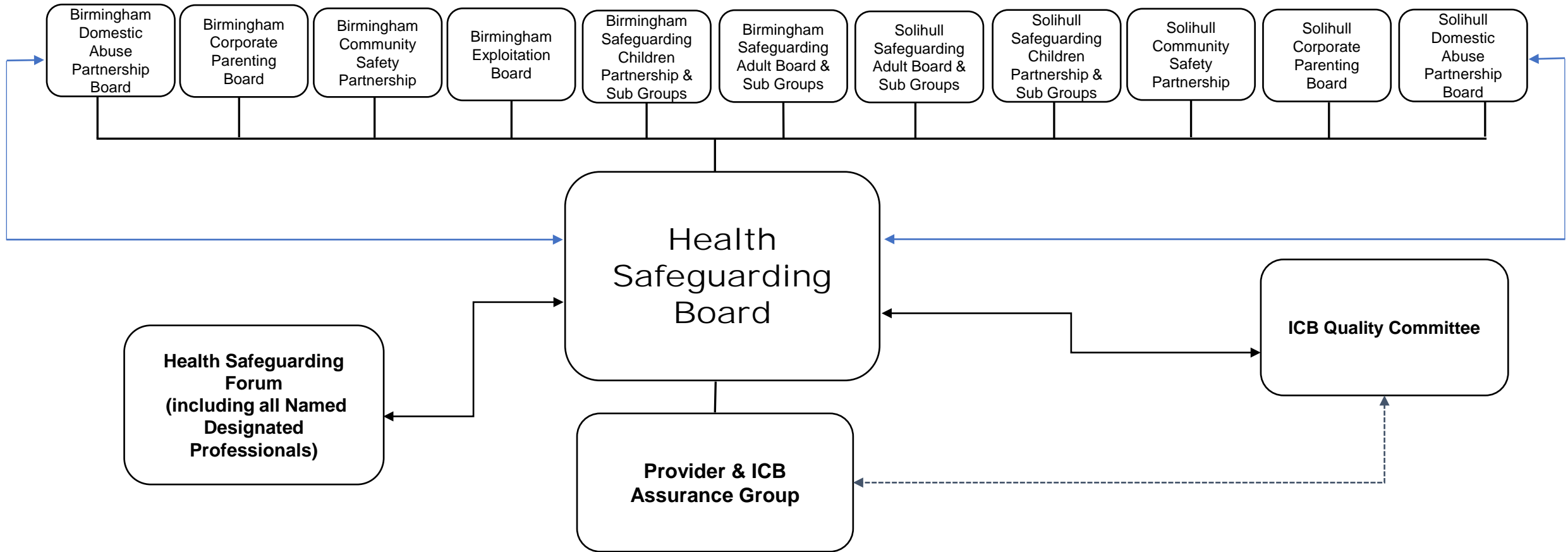
Safeguarding structure across Health

- Developing a Safeguarding Collaborative
- Place based focus – quality and improvement
- One vision – Safeguarding strategy for Health

ICB - Workplan

- Continue to improve and build relationships with partners
- Shared priorities with partners – not individual health priorities
- Training & development of practice
- Growing and developing the workforce – including the safeguarding workforce
- Developing the Early Help agenda
- Working with the Community Safety Partnerships to develop the Health aspect within the Violence agenda – including under 25 Violence, VAWG and Exploitation

ICB Safeguarding Governance Structure | April 2023



Children out of sight – a whole system response

Razia Butt

Director for Thriving Children and Families

Children and Families Directorate

Birmingham City Council



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Catalyst for change

- Practitioners know what works in applied practice
- Applied practice is challenging with high volumes of input, creating unintended silos
- Improvement planning takes time to implement in a complex landscape
- Significant incident involving a child in Elective Home Education in October 2022 forced us to look more closely at our practice
- Deep dive into practice, considering children's experiences through an integrated lens, offering a more effective way of working

Children missing education and out of sight

- EHCP/SEND
- Exclusions
- Part-time timetables
- Elective Home Education
- Poor attendance
- No school place
- Newly arrived, new to area
- Insecure immigration status
- Private fostering arrangements
- Transient groups
- Unregulated provision
- Temporary Accommodation
- Families living 'off-grid'
- No take up of EEE
- Risk of serious youth violence
- At risk of exploitation
- Abroad and out of contact
- Never been known to services

Reasons for children being out of sight of services

- Ideological or philosophical views, or different education to that provided in schools
- Religious or cultural beliefs
- Dissatisfaction with the school system
- Bullying of the child at school
- Health reasons
- School phobia
- Special educational needs
- Dispute with school
- Awaiting a school place
- Familial reasons
- Exploitation

Inclusion; silent voices, hidden lives

Children out of sight of services – get the basics right

- Deep dive into service areas to review leadership, processes, practice, culture
- Ensure services understand statutory guidance and are meeting responsibilities
- Appropriate governance, oversight and accountability, corporate safeguarding
- Strategic use of data across the partnership to improve visibility of children
- Construct environments for integrated assessment to wrap around families
- Review the outputs of the system and what is working well
- Follow children and young people across systems to ensure join up
- Maximise opportunities to listen to the views and experiences of children and families
- Capitalise on existing partnerships to extend opportunities for joint-working
- Build opportunities for learning and development, sharing of practice wisdom
- Instil reflexive practice through high support, high challenge, CPD & supervision
- Listen to the workforce, co-produce with partners

Place-based inclusion

- Aligning education facing services with BCT localities
- Bringing together all the teams that work directly with children and families to embed integrated working
- Making use of community capital, getting to know you
- Working smarter together, creating warm handovers
- Inclusion at the heart of the response, child at the centre
- Children don't need to see the wiring, they need a great service
- Build capacity with partners, support a seamless journey
- Component part of the Birmingham Child Friendly City journey



Our new Local Policing Model

Changing how we operate – March 2023

West Midlands
POLICE



A new vision and mission



OUR VISION

**Big enough to cope,
small enough to care**

A service that works for local people
Engaged communities
Employer of choice

Working in partnership, making communities safer





A new local policing model built on 7 Local Policing Areas (LPAs)

Proactive Policing

- Neighbourhood Policing Teams
- Offender Management Teams
 - Priority Crime Teams
 - Partnership and Early Intervention

Responding

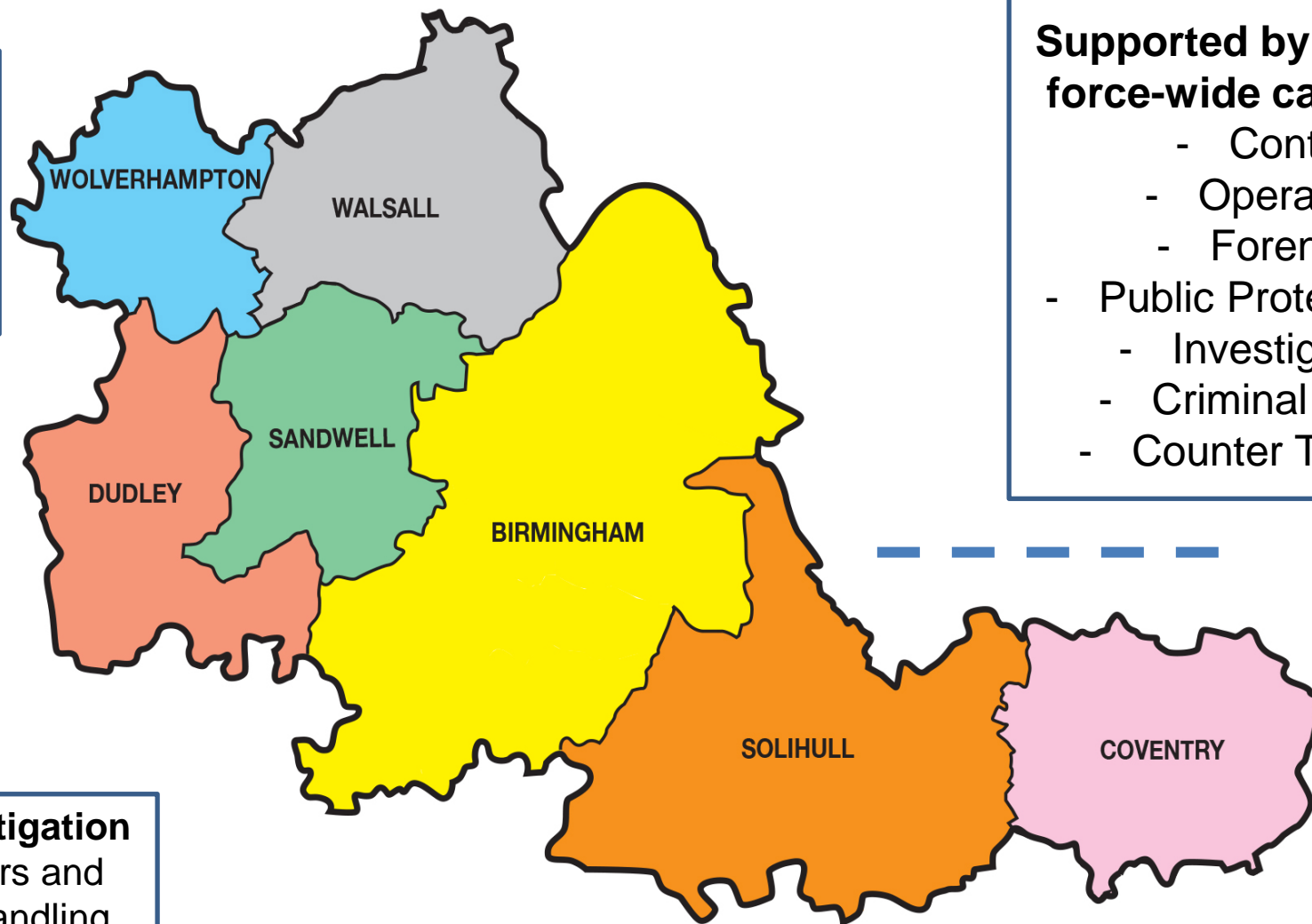
Frontline officers responding to calls for service

Locally aligned support

- Intelligence
 - IT&D
 - HR
 - Comms
- Shared services

Local Investigation

Investigators and Prisoner Handling Teams



Supported by specialist force-wide capabilities

- Contact
- Operations
- Forensics
- Public Protection Unit
 - Investigations
 - Criminal Justice
 - Counter Terrorism

Driven by strong values and ethics

Effective policing is built upon public trust and confidence. This depends on officers and staff serving the public with integrity, professionalism and compassion and fairness.



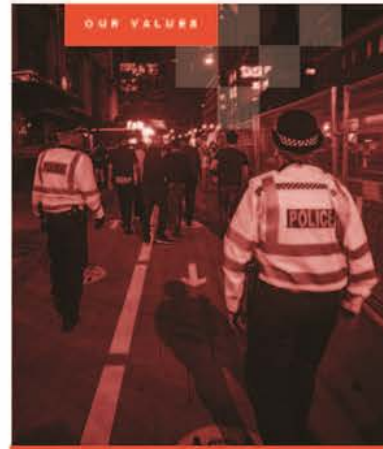
OUR VALUES

Service

– we put people first




Working in partnership,
making communities safer



OUR VALUES

Integrity

– we always do the right thing



Working in partnership,
making communities safer



OUR VALUES

Professionalism

– we lead by good example



Working in partnership,
making communities safer



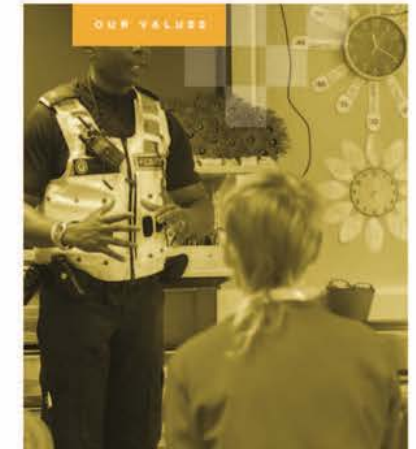
OUR VALUES

Compassion

– we see the person needing help



Working in partnership,
making communities safer



OUR VALUES

Equality, diversity and human rights

– we treat everyone fairly



Working in partnership,
making communities safer

A Service that works for local people

- Each LPA Commander will have authority and control of resources to meet local needs most effectively.
- Investigations, response, offender management and neighbourhood policing come together locally, optimising contact, resource allocation and incident management.
- Each LPA will also have a Priority Crime Team as a proactive resource to tackle local issues.
- This will include the acquisitive and violent crime which has the greatest day to day impact on communities, serious and organised crime and exploitation.
- We want this new way of delivering local policing to make communities safer, by making more arrests for violent crime, especially for domestic abuse.
- It will build on our renewed investigative focus on key crimes including burglary, robbery, vehicle crime and domestic abuse to bring more offenders to justice.
- We are opening two new custody suites as our arrest and investigative capacity grows to increase service.





Building engaged communities

- Engaged communities are the key to building public trust, confidence and legitimacy.
- Our new local model will help us get better at listening to communities and working with them to act on the issues they tell us matter to them.
- Continued investment in neighbourhood policing will drive problem solving around local issues to reduce crime and harm.
- We will prioritise working with partners, businesses and other agencies to invest in long term prevention and make best use of resources for the communities we serve.
- We are exploring opportunities to adapt our estate to ensure we remain accessible and visible in communities.
- We will be transparent and accountable to communities about what we are doing and why, and be open to scrutiny of the use of police powers.



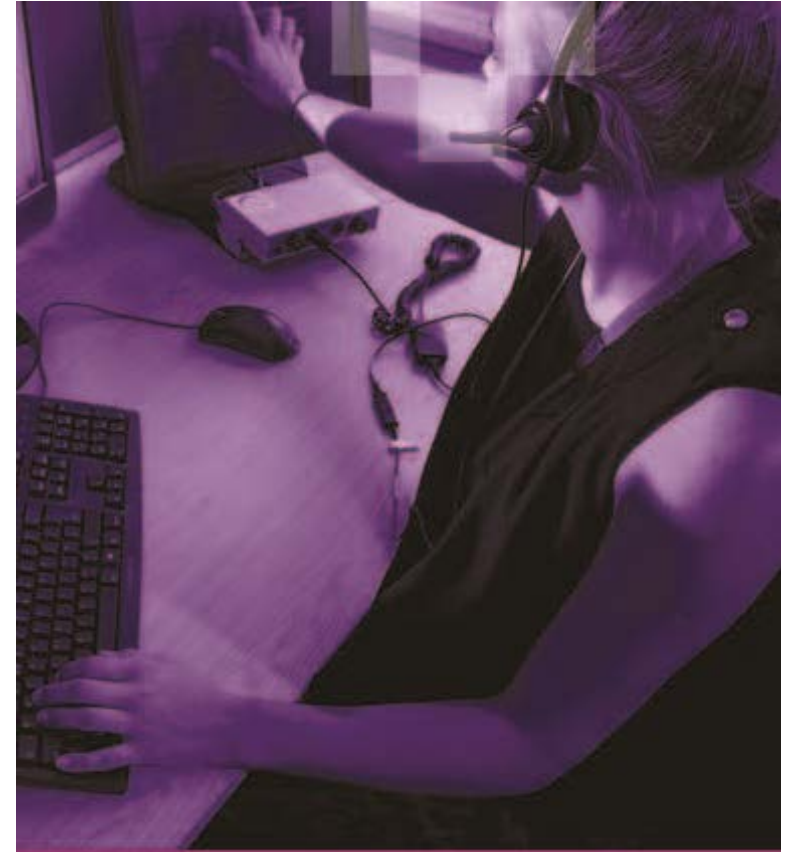


Specialist capabilities

- Our specialist capabilities and teams including Operations, Intelligence, Force Criminal Investigations Department and Public Protection Unit (PPU) will be an important part of the new model.
- This will ensure that we are 'big enough to cope' with everything that is asked of us and perform to consistently high standards.
- We remain focused on transforming our response to investigating domestic abuse (DA) and rape and serious sexual offences.
- From April the DA desk will move from Force Contact to being a PPU led function and the Safeguarding teams will be aligned under the direction of the Adult Investigation teams.
- Specialist training and support will be provided for colleagues in the LPAs to enable them to handle some DA investigations once they have been triaged by specialists within the PPU team.
- This will enable the specialist domestic abuse Adult Investigations team in the PPU to lead on more complex domestic abuse cases, and a dedicated team will lead on investigations into rape and serious sexual offences.
- This approach will lead to increased capacity, increased specialism in support of victims and increased capacity to be able to further investigate cases and improve outcomes for victims.

Investing in Force Contact

- Providing a service that works for local people also means ensuring the public can contact us easily and that we can respond quickly with the most appropriate resource.
- We are making a significant investment in Force Contact, recruiting and training additional staff and exploring options to improve resilience and the working environment.
- We are already seeing a sustained improvement in performance for emergency call handling which has seen the force transition move to the top quartile when compared nationally.
- The planned changes will help us to achieve improvements in non-emergency call contact handling.





Being an employer of choice

- West Midlands Police continue to thrive on the outstanding work of our officers and staff.
- The new model will prioritise investment in our front-line police officers and staff because they are the ones that keep people and communities safe.
- We will place a renewed focus on ensuring the force is representative of our local communities so we have the skills, cultural awareness and talents we need to serve the public as criminality changes and adapts across communities.





Working in partnership, making communities safer

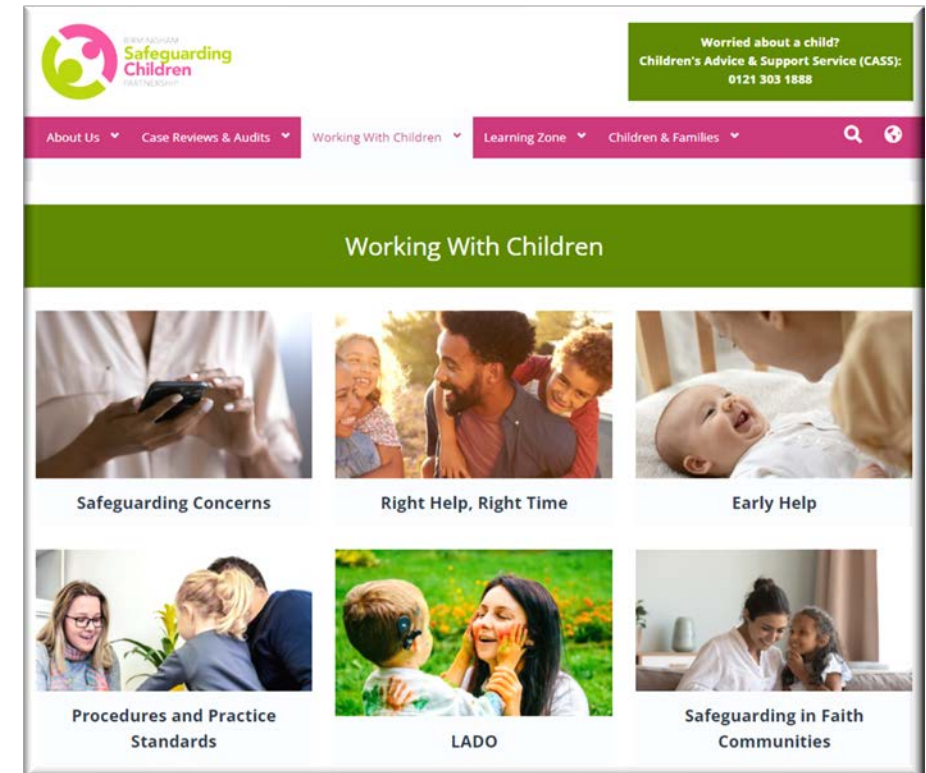
west-midlands.police.uk

Comfort break



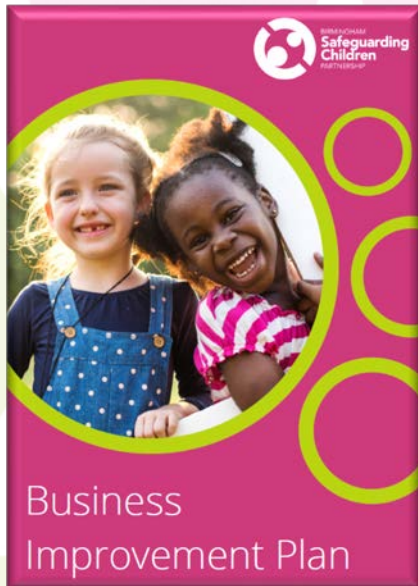
Back in 15 minutes!

Check out the new Partnership website



Workshop:

How do we collectively and individually deliver on the priorities set out in Year 1 of the Business Improvement Plan 2023-25?’



Priority 1: Ensuring effective implementation of ‘Working together to Build Strong Family Foundations’ (Childhood Neglect Strategy 2022-2026)

Priority 2: Assuring a coordinated and coherent inter-agency response to children impacted by domestic abuse and violence in families

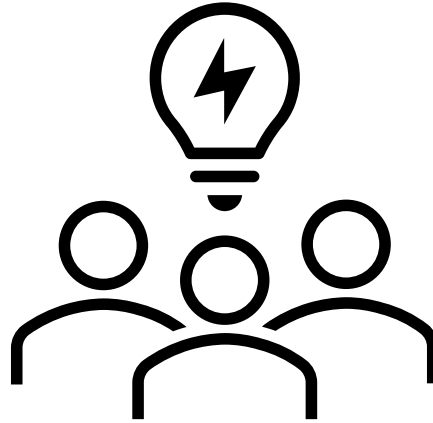
Priority 3: Developing a joint approach to understanding and responding to children who are, and who become, invisible to services

Priority 4: Enhancing cultural competency and confidence, by improving partnership focus on the work we do, in the context of equality, inclusion

Plenary Session

- Any gaps – 2 year delivery plan?
- Assurance and evidence of progress
- Building on agency safeguarding self-assessment
- Re-introduction of agency annual reports
- Annex A

Final Thoughts



Please put the date in your diary!

**Next Safeguarding Leaders' Assembly
Thursday 23rd November 2023**