

Hillingdon Safeguarding Children Partnership Annual Report 2024-2025



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1. Living in Hillingdon



Hillingdon is the most westerly London borough and the third-least densely populated of all London boroughs. Home to Heathrow Airport and RAF Northolt, the borough has large areas of green space with 67 Green Flag Awards – the most held by any local authority. Hillingdon is the second largest of London's 32 boroughs covering an area of 42 square miles, over half of which is countryside including canals, rivers, parks and woodland, interspersed with historic towns and villages.

The borough includes more affluent areas (within the top 20 per cent nationally) as well as areas of deprivation (within the lowest 20 per cent nationally). Our overall population is diverse and growing, and people are living longer.

Between the last two censuses (held in 2011 and 2021), the population in Hillingdon increased by 11.7 per cent, to around 305,900. The population in the borough increased by a greater percentage than the overall population of London (7.7 per cent), and by a greater percentage than the overall population of England (up 6.6 per cent).

The ethnicity profile of the borough has also changed, and the data reveals a reduction of eight per cent in the number of residents born in England to just over 60 per cent. Meanwhile, there has been an increase of nine per cent in residents born in India, and two per cent those born in Pakistan.

We are a single local authority with 109 schools, one acute hospital trust (that has two sites in the borough), a GP confederation that includes 43 of the borough's 45 practices, a single community health and community mental health provider and an established consortium of the five larger third sector organisations in the borough.

2. The Child's Journey



23,413 Contacts

Source:

- 25% Police
- 21% Education
- 21% Health Providers

Main reason recorded:

- Socially Unacceptable Behaviour
- Domestic Incident
- Child Mental Health
- Neglect
- Early Help Notification

364 Stronger Families Plans**

4,432 Child and Family Assessments

132 Age Assessments

558 Child in Need Plans*

1777 Strategy Discussions

1447 Child Protection Enquiries

164 Initial Child Protection Conferences

242 Child Protection Plans*

Categories:

- 112 Neglect
- 10 Physical Abuse
- 0 Sexual Abuse
- 120 Emotional Abuse*

37 uses of Police Powers of Protection

23 families (33 children) where Public Law Outline initiated.

2 Emergency Protection Orders

50 Care Proceedings Initiated

1 Secure Accommodation Order

331 Children in Care*

79 of whom are Unaccompanied Asylum Seeking Children

88% of children eligible for a Health Assessment have one recorded within the year

65% of eligible children have had an SDQ completed during the year

4 children adopted into families

68 fostering households

9 new fostering households approved, 9 more currently in assessment

4 Residential Homes

766 Care Experienced Young People, 407 of whom were UASC*

8 Stay Put arrangements in place*

*As at 31.03.25

**Due to changes in reporting systems there may be some slight variation in figures

The Child's Journey: Family Help & Support

Family Help and Support

23,413 Contacts

Source:

- 25% Police
- 21% Education
- 21% Health Providers

Main reason recorded:

- Socially Unacceptable Behaviour
- Domestic Incident
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- Neglect
- Early Help Notification

364 Stronger Families Plans**

4,432 Child and Family Assessments

132 Age Assessments

558 Child in Need Plans*

Early intervention in Hillingdon is offered through the Stronger Families Service. Central to this initiative is the Stronger Families Hub (SFH), where a 24/7 service is available throughout the year. To streamline access to support services, the local authority has established a single point of entry for various resources such as social care, SEND, and the Attendance Support Team, accessible via one email, phone number, and online portal.

The Stronger Families Hub considers all requests for family help and support, identifying where early help can be provided through a Stronger Families Plan to prevent escalation in need, and to ensure that children and their families receive support at the earliest possible stage. The local authority currently operates two Family Hubs and plan to integrate eight children's centres into the Family Hubs Network. The centrally located Uxbridge Family Hub offers co-located services for children and families, including contact services, the Youth Justice Service, Multi Agency Psychology Service, Children's Centre services, and various health services. The introduction of Open Youth Work Sessions in 2023 has further solidified the hub's role in supporting young children and their families to reduce inequalities in child development and school readiness.

The most common reason for a 'contact' or concern being raised for a child is 'socially unacceptable behaviour' this is a broad category that encompasses the need to consider support arising from both the behaviour of a child, and where that behaviour might present for family members. Contact between a child and/or family member with the Metropolitan Police Service is the most common reason for a contact to be raised, this reflects the significance of domestic incidents, including domestic abuse, for children's welfare.

As a port authority Hillingdon continues to provide support to unaccompanied asylum seeking children, undertaking age assessments to inform decisions about ongoing support need.

The Child's Journey: Child Protection

1777 Strategy Discussions

1447 Child Protection Enquiries

164 Initial Child Protection Conferences

242 Child Protection Plans*
Categories:

- 112 Neglect
- 10 Physical Abuse
- 0 Sexual Abuse
- 120 Emotional Abuse*

37 uses of Police Powers of Protection

2 Emergency Protection Orders

23 families (33 children) where Public Law Outline initiated. 10 children were progressed to Care Proceedings.

50 Care Proceedings Initiated

1 Secure Accommodation Order

Where it is considered that a child is at risk of, or has suffered, significant harm a multiagency strategy discussion is convened to share information and decide next steps. A strategy discussion can be convened at any stage during the child and family's journey. In the year 1777 individual children were considered at a Strategy Discussion, with 1447 progressing to a child protection enquiry. Where child protection enquiries evidence a continued risk an Initial Child Protection Conference is convened, this would usually consider the needs of all children in a family. The Conference is a multiagency meeting, chaired by an independent social work manager. The primary functions are to share information, to make a plan to support and/or protect the child and to establish if the threshold is met for a child protection plan.

The most common reason for a child protection plan to be made in Hillingdon is due to concern about Emotional Abuse. This category includes where a child is a victim of domestic abuse.

Police powers of protection are implemented under s46 of the Children Act, 1989, where it is assessed by an attending police officer that a child is at imminent risk of significant harm, it is enacted for up to 72 hours. Where police protection is implemented this triggers consideration of the child's ongoing need for support, accommodation and protection. In the next year the Metropolitan Police Service will be undertaking London wide quality assurance to inform understanding of the lived experience of those children that are safeguarded using this measure. Hillingdon figures include 8 children who have been safeguarded at Heathrow Airport, so are travelling through, to, or from the UK, and 4 children who were visiting the borough, but have another area as their home authority.

*As at 31.03.25

**Due to changes in reporting systems there may be some slight variation in figures

The Child's Journey: Stable Homes

Stable Homes

331 Children in Care*
79 of whom are Unaccompanied
Asylum Seeking Children

88% of children eligible for a Health
Assessment have one recorded
within the year

65% of eligible children have had an
SDQ completed during the year.

4 children adopted into families

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9 new fostering households
approved, 9 more currently in
assessment

4 Residential Homes

766 Care Experienced* Young
People, 407 of whom were UASC

8 Stay Put arrangements in place*

Hillingdon partners provide safety, support and accommodation to a high number of asylum seeking children, including those who are eligible for support as care experienced young people. These children and young people are amongst the most vulnerable in society, separated from their parents and families, with many experiencing significant trauma in their earlier lives.

The emotional and physical health of children in care is considered through the completion of an initial health assessment, with reviews within 6 months for under 5s, and annually for children over 5. The Strengths and Difficulties Questionnaire is an evidence based tool to help identify where a child might need additional support with their emotional wellbeing.

The local authority remains committed to ensuring that all children in care receive high quality care, within their family networks wherever possible, and from skilled and experienced foster carers, and residential care workers.

To support timely assessment of proposed kinship carers the Metropolitan Police Service participated in a local pilot to deliver police checks locally. This means that assessing social workers are able to access relevant information quickly to progress with assessment of proposed carers, and decisions about children's accommodation are informed by detailed information.

The development of a new offer for foster carers seeks to deliver an increase in carers available in the borough, with a 15% increase in capacity in the last year.

In 2024 the local authority opened the first new residential provision that enables children who have been cared for out of area to return to their home borough, and to receive services and support that will enable them to return to family type care in a foster home.

3. Local Authority Designated Officer

281 contacts

Most common sector:

- Education
- Other
- Transport staff

Category of harm:

- Behaviour of concern
- Physical Harm
- Sexual Harm

114 contacts met the harm threshold

LADO Outcomes:

- 31 Substantiated
- 30 Unsubstantiated
- 21 Unfounded
- 9 False
- 1 Malicious
- 6 Risk Assessment
- 16 Ongoing

The Local Authority Designated Officer (LADO) oversees allegations against people in positions of trust with children, including both professionals and volunteers. Referrals to the LADO are made when it is alleged that a person has behaved in a way that has harmed, or may pose a risk of harm, to a child in their personal or professional life.

The majority of LADO referrals stem from the education sector, this is in common with the national picture and reflects the fact that school is where most of our children spend most of their time. The remaining referral sources are evenly spread across core services, indicating a good understanding of LADO processes across the partnership.

In 24-25 the LADO worked closely with safeguarding leads across the health sector to increase the number of referrals. This included updates to internal processes within CAMHS, CNWL and Hillingdon Hospital with amendments to staff training. This approach was successful with an increase in referrals across the year. There is a plan for increased engagement with the faith and voluntary sectors in 25-26.

Where it is necessary for police to lead a criminal investigation against a person in a position of trust these are often complex in nature, and take time to progress. In the last year the LADO has provided training to the local Child Abuse Investigation Team, developing a shared understanding of the process, and implementing effective strategies to minimise delay. This has helped to develop stronger links across the partnership, with improved response to escalation and progression of LADO casework.

4. Our Safeguarding Arrangements

Hillingdon Safeguarding Partnership is a joint arrangement across the adult and child safeguarding networks. In September 2019 the Hillingdon Safeguarding Children Partnership was launched in line with the statutory requirements set out in the Children and Social Work Act 2017 and Working Together to Safeguard Children 2023.

Under these arrangements The Local Authority shares responsibility with, the North West London NHS Hillingdon Integrated Care Partnership and Metropolitan Police Service, to safeguard children and young people. In 2024 we published an update to our Multi Agency Safeguarding Arrangements, naming our Lead and Delegated Safeguarding Partners.

The **Safeguarding Adult Board's vision** is for Hillingdon citizens, irrespective of age, race, gender, culture, religion, disability or sexual orientation to be able to live with their rights protected, in safety, free from abuse and the fear of abuse.

The **Safeguarding Children Partnership' vision** is for every child and young person to be and feel safe, enjoy good physical, emotional and mental health, have pride in their unique identities, feel that they belong and have opportunities to thrive. The three statutory partners work alongside other relevant agencies in achieving this goal.

Safeguarding Partner	London Borough of Hillingdon	Metropolitan Police Service	Integrated Care Partnership	Education
Lead	Tony Zaman, Chief Executive	Matthew Twist, Assistant Commissioner	Rob Hurd, Chief Executive Officer	Surjeet Johra, Primary Head
Delegated	Julie Kelly, Director of Children's Services	Jill Horsfall, Chief Superintendent	Jennifer Roye, Chief Nurse	

Safeguarding Arrangements



Hillingdon Safeguarding Partnership



Hillingdon Safeguarding Partnership is committed to ensuring that all our activities are underpinned by equality of opportunity, celebrating, and valuing diversity, eliminating unlawful discrimination, harassment, and victimisation, and promoting good relations. The Safeguarding Partnership Equality and Diversity Statement sets out how we will achieve this.

Our Communication and Engagement Strategy sets out how the Safeguarding Partnership interacts with individuals in receipt of services, the wider community, and professionals. One of the cornerstones of our local arrangements is an emphasis on understanding the lived experience of children, adults, their families, and carers.

The Safeguarding Partnership works directly with children and adults with lived experience, coproducing where appropriate and consulting on the development of strategies and policies. This ensures that we understand the impact of our work and provides a steer for future areas of priority and focus.

Safeguarding children and adults is a complex process requiring collaborative working across a range of professions and disciplines. At times there may be disagreement about the best course of action to take, and the need to resolve professional differences through proportionate use of escalation.

The purpose of our Escalation: Resolving Professional Differences policy is to provide a framework for escalation suitable for all practitioners and managers across agencies within Hillingdon Safeguarding Partnership, including statutory and non-statutory partners. This can include private and voluntary providers of any type of health or social care or education.

In addition to the core strategic documents there are a range of published partnership policies and strategies to inform specific areas of practice. In the last financial year all partnership policies and documents have been reviewed and updated to reflect the development of our arrangements, and those in national guidance.

5. Our Budget

In line with our arrangements the budget for the Safeguarding Partnership consists of contributions from the three statutory partners, and is shared across the child and adult safeguarding partnership.

These contributions fund the salaries of the Safeguarding Partnership Team, our multiagency training, and the delivery of the functions of the Safeguarding Adults Board and Safeguarding Children Partnership.

Where commissioned training is attended by employees of the local authority, the NHS, or the police then there is no charge. Other delegates pay a nominal fee towards the cost of the training. All agencies are subject to the Late Cancellation Policy, this aims to reduce non-attendance at training that has been booked to enable places to be offered to other practitioners.

Detail	Contribution	Expenditure
London Borough of Hillingdon	£332,800	
Metropolitan Police Service	£10,000	
North West London ICB	£67,200	
Salaries		£341,423
Training		£26,018
Independent Scrutiny		£5,058
Commissioned Reviews		£9,092
Preventing CSA Conference		£500
Websites and Graphic Design		£830

6. Voice of the Child



Kids In Care Awards 2024

This section of our Annual Report is based on feedback from the children in care councils, youth council and consultation across the wider network.

Amplifying the voice of children and young people with lived experience continues to be at the heart of the work of the Safeguarding Partnership. This is facilitated with the support of the local authority's Participation Team and relies upon the generosity of our children and young people.

In January 2025 Dillon, Catherine and Charlie attended the Partnership Board to provide direct feedback on the impact of the Partnership work in the last year, highlighting direct engagement with Partner Agencies with their 'We Said, You Did' presentation.

As a Partnership we seek to hear from children with a range of experiences, including those who have been supported through child in need, and child protection plans, those who are in our care, those known to our youth justice services, and those who are simply members of our community.

In 24-25 our children trained 1072 professionals through delivery of the Walking in Our Shoes Training



Attending the Partnership Board



WELCOME AND PURPOSE:

The aim of this presentation is to highlight the collaborative efforts between young people and various organisations in Hillingdon, working together to enhance safety and well-being across the community.

By fostering open dialogue, sharing experiences, and actively involving young voices in decision-making processes, these initiatives empower young people to play a central role in shaping a safer and more inclusive environment.

This approach demonstrates the power of partnership in addressing key issues and creating lasting, positive change.



On an annual basis the Partnership Board is attended by representatives of our children and young people to provide direct feedback based on lived experience. This year the Partnership Board was joined by Dillon, Catherine and Charlie.

The Voice of the Child: Impact



Working with Education

Our Children Said:

'WIOS is something we've been taking into colleges, and have provided to schools to help staff understand what it's really like to be in care. During training sessions, like on DSL days we share our own stories and experiences so teachers and staff can see things from our point of view. It's about helping them understand the challenges we face and showing them how they can support us better. By hearing from us directly, they can create a more caring and supportive environment for young people like us.'

Feedback from a DSL:

'Getting to know a student instead of asking the normal 'tick box' questions This will help try and build a relationship and allow the student to trust me... I'd love for the session to given to all staff in my school'

Working with Health Services

Our Children Said:

'We brought Walking in Our Shoes to Central and North West London NHS Foundation Trust. This gives health professionals a chance to hear directly from us. By sharing our stories, we're helping them understand the challenges we face and how they can better support young people like us.'

Feedback from a CAMHS Professional:

'Training that is co-developed and co-delivered is so powerful. Within my role, I have given consideration to something similar, however haven't been able to get this off the ground. Following attending this training it is definitely something I will pursue.'

Working with the Police

Our Children Said:

'The police panel sessions gave us young people a chance to talk openly with the police. It's a safe space to share concerns, ask questions, share and discuss issues that matter to us. These sessions help build trust and understanding, making it easier for young people and the police to work together for a safer community'.

Feedback from a Police Officer:

'It was so insightful, definitely gave me a better insight into how police could do better when coming into contact with youths'

The Voice of the Child: Looking Ahead



'We want to take police panels to more places across Hillingdon so more young people can have their say'

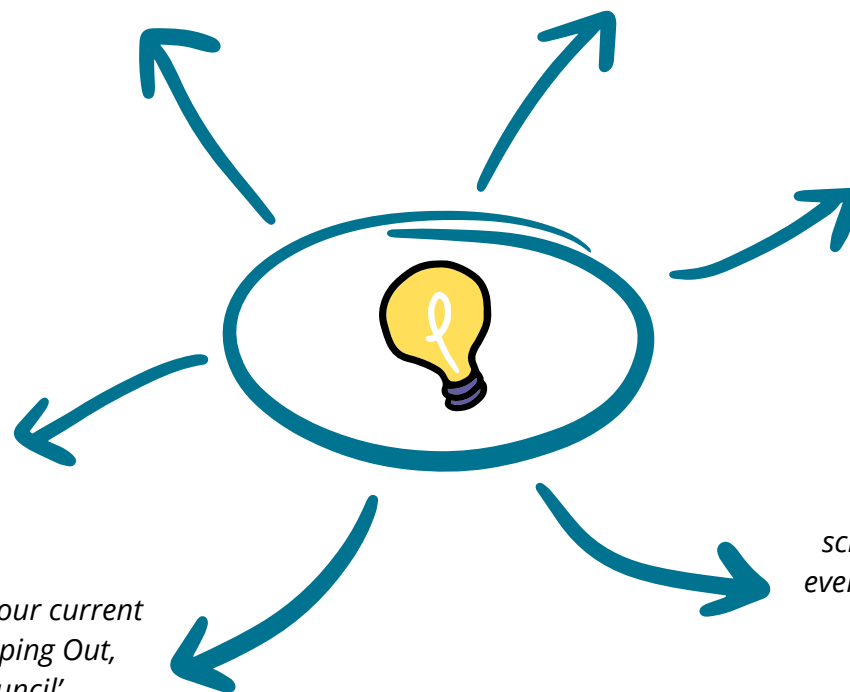
'Walking in our shoes could include mental health as a training topic, or provide this training to mental health professionals. This would align closely with the 'You Said:We Did document'

'Reaching more online: Not everyone can come to in-person sessions so setting up an online space where young people can share ideas or raise concerns would help us include more voices. It could also be a way to share updates about all the cool work we're doing'

'The Safer Hayes Project has been a great start and we would like to continue... nominating young people from different schools to work on the Project too, We can tackle local issues with young people leading the way'

'We want to continue to expand our current groups - Talkers, Step Up, Stepping Out, Youth Voice and Youth Council'

'We'd love to bring WIOS to more schools, colleges and organisations so even more professionals can understand what it's really like to be in care.'



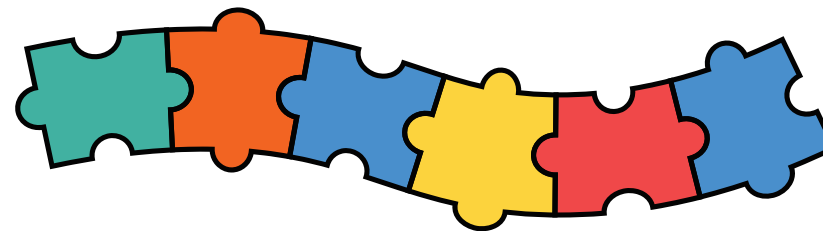
**Children and Young People's Priorities
2025-2026**

7. Independent Scrutiny

The Independent Scrutineer for Hillingdon is Alan Caton OBE. Alan is an experienced safeguarding professional and has worked as an independent chair and scrutineer for Local Safeguarding Children Boards and Safeguarding Adults Boards for the past 12 years. Prior to this Alan served as a police officer for Suffolk Constabulary for over 30 years, retiring as the senior officer in charge of the Public Protection Directorate.

Each year the scrutineer is commissioned to focus on a specific area of practice by the Executive Leadership Group. The scrutiny process includes revisiting progress against the areas of consideration previously made.

'It is very reassuring to see that the 'Areas for Consideration' following last year's scrutiny have been considered by the partnership along with being actioned and progressed where necessary'



The terms of reference for scrutiny were developed in line with the 'Six Steps to Independent Scrutiny' model, developed by the University of Bedfordshire, and focussed on the effectiveness and impact of:

- Child Protection Enquiries pursuant to s47 of The Children Act, 1989,
- Adult Safeguarding Enquiries pursuant to s42 of The Care Act, 2014.

This year scrutiny took the form of a multiagency audit, scrutinising a representative sample of child and adult protection enquiries. A comprehensive audit tool was developed, with a roundtable discussion chaired by the Scrutineer.

Children's Section 47 Enquiries

Child protection enquiries for eighteen children were subject to analysis and audit using an agreed standardised tool by the Safeguarding Partnership Team. The Scrutineer was provided with access to the entire sample, to assure the robustness of the audit. Following this, six representative children were selected for a multi-agency round table discussion led by the Independent Scrutineer.

There was good representation from the partnership involving senior safeguarding leads from the police, local authority children's services and education, Central and North West London NHS Foundation Trust, the Hillingdon Hospital and North West London NHS Integrated Care Partnership.

The Safeguarding Children Partnership Board has a dedicated plan in response to the areas for consideration. This includes developing and commissioning additional training around domestic abuse, working in conjunction with Central and North West London NHS Foundation Trust there needs to be clear and consistent arrangements, processes and guidelines for child protection medicals and seeking assurance around the protection of children at risk of extrafamilial harm.

To be assured that processes are in place to enable school attendance at strategy discussions during school holiday periods

To regularly review and monitor strategy discussions to ensure appropriate attendance from safeguarding partners.

To be assured there are clear and consistent arrangements, processes and guidelines to address any barriers to child protection medicals.

To be assured that frontline practitioners understand the impact of coercive control and that there is wide recognition of children as victims in their own right.

To be assured that all cases where children are experiencing extrafamilial harm and are deemed to be at risk of suffering or likely to suffer significant harm, are subject to enquiries under s47 of The Children Act, 1989

Areas for Consideration

Independent Scrutiny - Outcome



...there continues to be many strengths to the safeguarding arrangements for both children and adults across Hillingdon. I have found a strong partnership that is open to scrutiny and challenge and one that strives to continually learn and improve practice. As last year, I have not come across any areas of poor practice or weaknesses in service provision. The areas I have outlined for the partnership to further consider, are there to help the partnership on its journey to improve collaboration and coordination and therefore consequently, to improve outcomes for children, families and adults in Hillingdon.

There is strong leadership from the ELG and a clear sense of joint and equal responsibility from the three safeguarding partners. The partnership is one that is built on high support, high challenge and where difficult conversations are encouraged.'

Alan Caton, OBE, 2025

8. The Children's Partnership Board

In 2024-2025 the Safeguarding Children Partnership Board was chaired by Detective Superintendent Rebecca Reeves. This responsibility will transfer to the Integrated Care Board in the next year.

The Partnership Board is made up of senior safeguarding leads across the borough including:

- The London Borough of Hillingdon Children and Young Peoples Services
- North West London Integrated Care Partnership
- Metropolitan Police Service
- Central and North West London NHS Foundation Trust
- The Hillingdon Hospital
- Education (Primary, Secondary, and Further Education)
- The Safer Hillingdon Partnership
- Prevent and Stronger Communities Lead
- The Probation Service
- Voluntary and Community Sector Organisations
- Border Force

The Partnership Board meets four times per year and is generally well attended, with proactive engagement in the event of non attendance to identify and remove any barriers where necessary.

In October 2024 the Partnership Board held a reflective session focussing on the impact of various strands of strategic work on safeguarding practice. This included the effectiveness of awareness raising activity as a preventative tool, the impact of practice development activity and the value added by subgroups and multiagency Task & Finish Groups.

Feedback from members has been used to inform plans for the coming year, with a reduction in those areas deemed not to have the most impact (awareness raising activity, newsletters and webinars) and focus on those deemed as making the most difference (commissioned training, audits).

The chair of the Children's Partnership Board attends the Executive Leadership Group to provide a quarterly update of progress made.

In the coming year the Partnership will be developing some guidance around the roles and responsibilities of Chairs and members. It is anticipated that this will support the increased impact of strategic work.

Progress Against Priorities

Priority 1: To reinforce the Safeguarding Children Arrangements across the Partnership

Our Multi Agency Safeguarding Arrangements were updated and published in December 2024

All partnership strategies and practice guidance have been updated to reflect the changes in Working Together to Safeguard Children 2024

We have worked closely with related strategic boards to ensure that our work is collaborative and complementary, this reduces duplication and increases the effectiveness of strategic leadership. In respect of domestic abuse we have one delivery group led by the Domestic Abuse Steering Executive, with cross representation of senior safeguarding leads in adult and child services

We are continuing to build links with the community and voluntary sector, with representatives attending the Partnership Board and contributing to the work of subgroups

Through the year our Partnership Board forward plan ensured that every agency participates actively, with themed and focused discussions of specific issues as they arise.

Priority 2: To develop and strengthen quality assurance processes

In line with other Partnerships, we acknowledge that the development of a shared dataset continues to be a challenge for Hillingdon. The local authority has successfully implemented Power BI, a data analysis tool that allows for live identification of themes and patterns

Our Risk Register is updated and reviewed by the Executive Leadership Group, with actions assigned to reduce risk wherever possible to do so.

We have implemented a multiagency quality assurance schedule to provide a breadth of information about local safeguarding practice. In the last year we have audited compliance with s11 of the Children Act, 2004, undertaken the Education Safeguarding Audit, and reflected on compliance and engagement with our Equality, Diversity and Inclusion Statement. Independent Scrutiny focussed on the impact and effectiveness of Child Protection Enquiries.

Progress Against Priorities

Priority 3: To ensure that there are effective arrangements in place that reduce the risk of harm to children

This year our areas of priority focus were harm outside of the home, safeguarding in education, preventing and responding to child sexual abuse and the introduction of our local approach to transitional safeguarding

Our Multiagency Training programme provides a range of opportunities for practitioners from all disciplines, and is closely linked to learning from local audits and practice, and the progression of national priorities

We have continued to reinforce our 'think family' approach, so that child and adult practitioners both understand, and are equipped to respond to, the needs of all family members

Our awareness raising campaigns are designed to be accessible to frontline practitioners, with some resources suitable to be displayed in publicly accessible spaces, for example libraries, hospitals, schools and GP surgeries

Priority 4: To ensure that the voice of the child is heard and made central to safeguarding practice

In the last year the wider partnership engagement with children and young people has continued to gain strength and momentum

Our children and young people have delivered Walking in Our Shoes training to police officers, health professionals and at the Designated Safeguarding Lead Development Day, this is in addition to the regular provision of multiagency training

Where Children and Young People deliver Walking in Our Shoes Training to agencies external to the council they now receive payment in reflection of their status as experts by experience.

Young people have also participated in the Metropolitan Police Service' Young People Panels and engaged in focussed work as part of the Safer Hayes Project

10. Harm Outside the Home

The Strategic High-Risk Panel is mandated to develop a collaborative strategic response to children at risk of contextual risk factors. The group collates information from safeguarding partners and community intelligence, to understand the risk factors children and young people face outside of the family home. The overarching objectives are to prevent, intervene and disrupt child exploitation.

This subgroup is intended to be co-chaired by the local authority and Metropolitan Police Service. Due to a restructure and changes in responsibilities there have been some challenges in securing consistent representation from the police. This is now assured for the coming year.

In March 2025 Partners agreed to be part of a police led North West London pilot to develop consistency in the strategic response to harm outside the home. There is no substantive change to the focus of the subgroup, which will be renamed: Multi Agency Risk Outside the Home (MAROTH).

1

Supporting and scrutinising the Community Safety led Safer Hayes Project

2

Analysing the findings and local implications of the Jay Report, and the Children's Society Report about lived experience

3

Reviewing the local multiagency response to Child Sexual Exploitation

4

Contributing to the development of the Multi Agency Risk Outside the Home Pilot

In HMICRFS revisited the findings of the inspection of their 2023 Inspection of the Metropolitan Police Service response to sexual and criminal exploitation. Inspectors found evidence of positive progress, and have closed the three areas of concern identified. In Hillingdon MPS will be introducing a Local Missing Hub that will provide 24 hour coverage for missing person enquiries. In partnership with the London DCS network the Child Exploitation Protocol will also be updated in the coming year.

Child Exploitation - Impact

SAFER HAYES PROJECT

YOUTH INVOLVEMENT

The Safer Hayes Project is a community initiative focused on making Hayes a safer place for everyone. It brings together young people, from local schools to work on ideas and solutions that improve safety and well-being in the area. By working together, the project helps create positive changes in the community.

The vision of the Making Hayes Safe Project is to eliminate violence and exploitation in the Hayes area, and make communities feel safe. The project is underpinned by a comprehensive delivery plan, that seeks to tackle serious youth violence and exploitation through a lens of contextual safeguarding by empowering

the community to develop sustainable solutions. Anticipated outcomes include a reduction in volume and risk associated with exploitation and increased feelings of safety for children and young people.

279 children and young people have participated in the Youth Engagement aspect of the Safer Hayes Project.

Safe Hubs are being introduced into the Hayes area to provide support and a place of sanctuary.



In November 2024 the Partnership undertook a benchmarking exercise to establish shared understanding around the provision locally in respect of Child Sexual Exploitation (CSE). It served to provide a snapshot of current prevalence, awareness raising activity, professional development and resources for the assurance of safeguarding partners.

The exercise concluded with a range of recommendations to reinforce our prevention, identification and response to child sexual exploitation. A CSE specific action plan has been developed, and will be progressed within the subgroup.

11. Child Sexual Abuse

The remit of the Child Sexual Abuse (CSA) subgroup, was to consider multi-agency work on all forms of child sexual abuse (CSA), including within the family environment and outside the family home. The work of the subgroup was structured within the following three domains:

- Prevention: Children, young people, their families, and the community are appropriately informed about child sexual abuse.
- Identification: Professionals can recognize the signs and indicators of child sexual abuse
- Response: Children who are known, or strongly suspected, to have suffered abuse are well protected.

- 1 Multi Agency Quality Assurance
- 2 Prevention through the PANTS Campaign
- 3 Building capacity of practitioners to identify signs and indicators through resources and training
- 4 Increasing knowledge of perpetrator behaviour and disruption

Whilst our focussed Subgroup has concluded we will continue to raise awareness of child sexual abuse and drive practice improvements in this area. This will include a focussed audit in 25-26.

Hillingdon Children and Young People's Services now has three trained Child Sexual Abuse Leads.

Local partners have contributed to the development of the North West London CSA Hub project over the last four years. Unfortunately this is now on hold. Children impacted by sexual abuse continue to access specialist services through the Haven and Tigerlight project.

Preventing Child Sexual Abuse



The NSPCC Talk PANTS campaign is an initiative to empower children to understand their rights to safety and to recognise the potential risks of abuse. Talk PANTS aims to teach children how they can speak up if anything doesn't feel right. This campaign is a preventive campaign in efforts to stop children experiencing Child Sexual Abuse.

Talk PANTS is aimed at parents of children between ages 3-11, giving adults advice on how to talk to children in an age-appropriate way about sexual abuse, without using any scary words or even mentioning sex. We know that simple conversations can make a big difference, and that's what the Talk PANTS campaign is all about.

There was excellent engagement across the week with 56 schools participating, 28 of which achieved Gold Standard requirements. 55 Early Years settings also participated - this meant we engaged directly with 68% of all education settings for children aged 3-11 years.

The message was also reinforced through coordinated awareness raising in libraries, GP surgeries, and the hospital.

In total 329 practitioners in Hillingdon are now trained as Talk PANTS Champions, ensuring a sustainable and impactful project for years to come.



Preventing Child Sexual Abuse Conference

Our October conference was effective in reaching a broad audience across the Safeguarding Partnership, with 126 delegates from early years settings, primary schools, libraries, children's centres, community and acute health services, midwifery, the voluntary and community sector, integrated care board and children and young people's services.

The learning outcomes were:

- To improve understanding of perpetrators of child sexual abuse
- To learn about child sexual abuse by people in positions of trust, and organisational safeguarding
- To understand the impact of language choices on victims, and in the assessment of risk
- To share the NSPCC PANTS message

Feedback from attendees was overwhelmingly positive with delegates reporting an increase in their knowledge and understanding.



'What one thing will you take away with you following the conference?'

'To be much more aware of observing relationships in positions of trust. Understanding perpetrator behaviour and having an update on Talk Pants'

'The importance of language, very interesting presentation regarding understanding perpetrators and Talk Pants sounds like a fantastic way to start those conversations as young as possible in an accessible way'

'Thinking about the perpetrator and understanding their behavioursnever thought of it like that before and found it interesting informative and thought provoking'

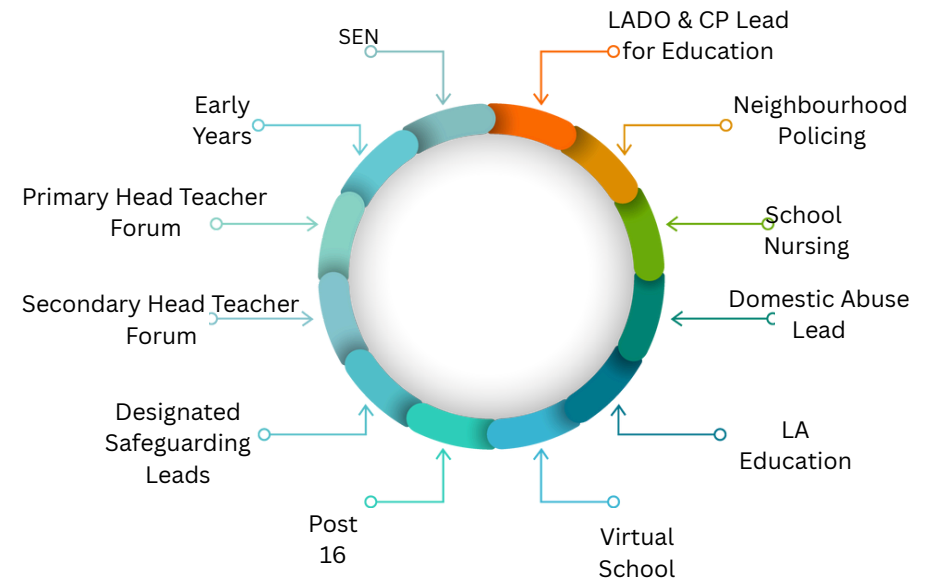
'We should not be afraid to speak out when we have concerns about Child Sexual Abuse and we should not blame children for any sexual abuse that they suffer'

12. Education Safeguarding

Our Education Safeguarding Subgroup was implemented in May 2023. The publication of Working Together to Safeguard Children 2023 prompted some reconsideration of the format of the subgroup with a refocus on the importance of a 'pure education voice' in our safeguarding arrangements.

In response we have worked with the Primary and Secondary Head Teachers Forums to identify representative head teachers to lead the subgroup, and ensure that the education perspective is represented fully at the Safeguarding Children Partnership Board and Executive Leadership Group.

The primary focus of the subgroup this year has been to embed the voice of education in the strategic arrangements.



The subgroup has links into all other education networks and fora, along with key representation from health, police and the local authority education service.

Our subgroup is chaired by Surjeet Johra, Primary School Head Teacher representative, and we have recently secured representation from the Secondary Head Teacher Forum, Antonio D'Onofrio

The two chairs also attend the Safeguarding Partnership Board, along with representatives of early years and further education. Surjeet Johra is a member of the Executive Leadership Group.

Education Safeguarding - Impact

The Education Safeguarding Audit is now scheduled for conclusion in the first quarter of 2025-2026. Early analysis shows variation in take up of the audit across schools, with some preferring to use their own, or their Multi Academy Trust, tools. A thematic analysis will be presented to the subgroup to inform ongoing development.

Operation Encompass, a direct information sharing process between police and schools is well embedded in the borough. There are ongoing discussions about how to broaden this to include our independent schools. The Domestic Abuse Lead for Education is a core member of the subgroup, providing a conduit between school leads, and domestic abuse specialist services. In the coming year there will be specialist domestic abuse support for children who are impacted by domestic abuse in their own relationships.

In the 2024-25 academic year to date 23 children have been permanently excluded from school, this is a 20% year-to-date reduction in comparison to last year. The most common causes recorded are Persistent Disruptive Behaviour and Physical Assault.

In the summer of 2025 we will be completing an exploratory analysis to understand what can be learnt about the lived experience of these children and how we can work together to reduce the risk of exclusion in future.

1

Embedding education in the strategic network

2

Improving links between MARAC and schools.

3

Reviewing education specific guidance and resources

4

Leading the Education Safeguarding Audit

The Safeguarding Partnership Neglect Policy is being updated to include specific guidance around Educational Neglect. This aims to provide schools and Children's Services with greater understanding of school attendance as a safety factor for children, as well as guidance around identification and multiagency response.

Strengthening Safeguarding Conference



The Education Safeguarding Team hosted a conference Strengthening Safeguarding: Best Practice for School Leaders. The aim was to provide an opportunity for safeguarding leads to come together, review the findings of the safeguarding audit, and think about creative and impactful ways to ensure comprehensive safeguarding practice in their settings.

The conference was attended by fifty of our schools. With delegates hearing directly from children and young people about their lived experience of safeguarding in education, and a guest speaker on the topic of harm outside the home.

"I have heard such great feedback about Friday already. I personally feel that it has been the most meaningful and impactful CPD that I have attended in a very long time. There was great networking, excellent discussions and meaningful reflections. The day in my opinion was a huge success!! Andrew Fuller (Hood Lessons – Guest Speaker) was inspirational!!!"

13. Transitional Safeguarding

In recognition of the need for cross partnership working our Transitional Safeguarding Task & Finish Group was developed collaboratively by the Safeguarding Children Partnership, the Safeguarding Adults Board and the Safer Hillingdon (Community Safety Partnership). This has ensured the availability and input of a broad range of expertise to support the evolution of transitional safeguarding in the borough.



The Transitional Safeguarding Task and Finish Group will develop a comprehensive framework to ensure effective safeguarding for individuals transitioning from adolescence (14–25 years) to adulthood, addressing risks, gaps, and service integration.

This group aims to:

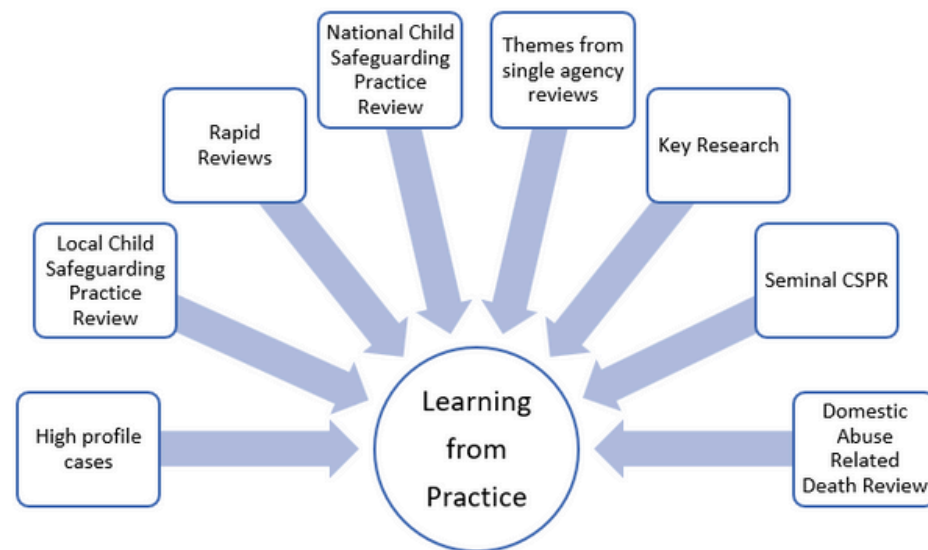
1. identify key transitional risks, including violence, exploitation, mental health, and criminal justice involvement.
2. Build capacity within services to support young people during their transition from youth services to adult services, such as YJS to probation, CAMHS to adult mental health, children's social care to adult social care, and education to employment.
3. Ensure that individuals falling outside statutory eligibility are not left unsupported and that there are adequate community resources for this group.
4. Establish a clear, coordinated protocol for supporting young people during transitions and mitigating risks, including crime, victimisation, and exploitation.

The work of the subgroup is informed by knowledge of local needs and services, and through the application of learning and recommendations within relevant reviews, inspection reports and knowledge of best practice. This group met for the first time in January 2025, therefore it is in infancy and will continue into the new year.

14. Learning from Practice

The Children's Learning from Practice Task and Finish Group coordinates the identification, consideration, and dissemination of learning from practice with children and families. The Task and Finish Group considers learning from a range of sources. This is used to inform our multiagency training offer, the focus of practice development activities, including briefings, newsletters and the content of the Safeguarding Partnership Information Webinar that is held regularly through the year. This webinar serves a dual purpose of providing an introduction and overview of the local Safeguarding Arrangements.

Discussion at Learning from Practice is not an alternative route for escalation, the focus is on practice development and wider system learning. In 2024-25 we undertook two reflective learning reviews, one in response to an incident of serious youth violence where there were no known, or suspected, issues of abuse and neglect and one to explore learning from the experience of supporting a child with highly complex needs to return to local residential care.

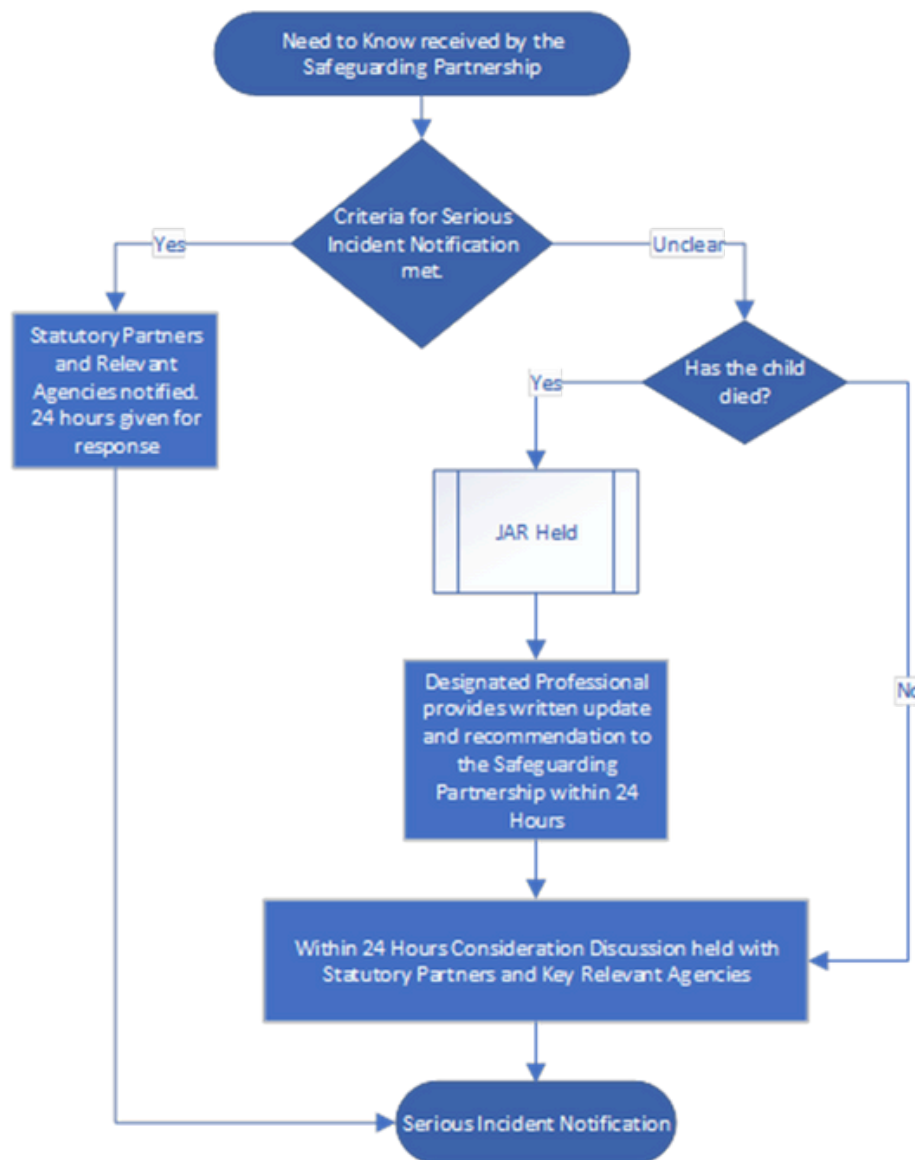


Learning from Practice Framework

Key Area of Learning: A trauma informed approach is fundamental to understanding the impact of a child's experiences, the context of current presentation, and the development of multiagency plans to support and protect children and young people.

Key Area of Learning: The application of professional curiosity across all disciplines and services enables practitioners to have an accurate understanding of lived experience. In the next year the Safeguarding Partnership will focus on this area of practice.

Learning from Practice



In response to the changes within Working Together to Safeguard Children we have updated our serious incident consideration process. Where there is a concern that child has died, or suffered serious harm, and abuse or neglect is known or suspected then a 'Need to Know' (NTK) proforma is completed. Any agency can complete a NTK, but in practice it is usually the local authority social work team.

The NTK is reviewed by the Directors of Children's Social Care, Education, and Safeguarding & Care and a decision made about sharing with Safeguarding Partners. Where the criteria are clearly met for a serious incident notification, partners are informed of this. Where there is a need for additional information a Consideration Discussion is held with attendance from the Metropolitan Police Service, Central and North West London NHS Trust, and the North West London Integrated Care Partnership. Where appropriate the child's head teacher will also be invited. If partners are unable to reach consensus then the decision is escalated to the Chair of the Safeguarding Partnership Board.

The Partnership has convened two consideration meetings in the last year, with neither resulting in a serious incident notification. As this is a new process we will continue to refine it in the coming months.




Learning from Practice

We convened a Mental Health Strategic Task and Finish Group following a local, and national, increase in child deaths by suspected suicide. There were no issues of abuse or neglect known, or suspected, to have impacted on the children affected, however in recognition of the significance of the loss of their lives and the impact this has on their families, friends and wider community it was agreed to establish any thematic learning and to identify any local or national resources to promote emotional wellbeing in adolescence.


A key area of learning was that there was a need to increase practitioner awareness of suicide prevention strategies. In May 2024 we held a focussed week of awareness raising activity. This included the development of practice resources, and webinars delivered in conjunction with Papyrus, sector leaders in suicide prevention, CAMHS services and referral pathways, and Youth Services around the relationship between movement and emotional wellbeing. 125 practitioners and managers across the partnership attended the webinars.

Suicide prevention now forms part of the core offer of multiagency training to support the sustainability of this work.






Mental Health Awareness 2024 Child and Adolescent Briefing



Mental Health Awareness Week is from 13 – 19th May. The Mental Health Foundation's theme for this year is movement. Movement is important for our mental health. But so many of us struggle to move enough. We know there are many different reasons for this, so this Mental Health Awareness Week there is a focus to help people find moments for movement in their daily routines.

In this briefing:

- Hillingdon's Focus
- Let's get talking about mental health
- Conversation tips and exam stress
- Responding to mental health concerns.
- Local support in Hillingdon
- 24 Hour Hopeline
- Resources.
- Further reading for professionals.




Hillingdon's Focus

In Hillingdon, this year, we're focussing on child and adolescent mental health. Why? Because it's time to shatter the stigma surrounding mental well-being. Let's engage in open conversations with children, normalising the topic and empowering everyone to seek support when needed. Remember, mental health is a conversation for all of us!

Free online lunch and learn - Book now!

- **Monday 13th May:** LINK - Children and young people's mental health and the relationship between movement and emotional well-being. [Book here](#).
- **Tuesday 14th May:** Papyrus - Spark Suicide Prevention Awareness, Resources, and Knowledge Presentation. [Book here](#).
- **Wednesday 15th May:** CAMHS and Eating Disorders Service Lunch and Learn. [Book here](#)

Wear it Green Day, Thursday 16th May. Wear green to show people you are available and welcome conversations around mental health.



I wanted them all to notice



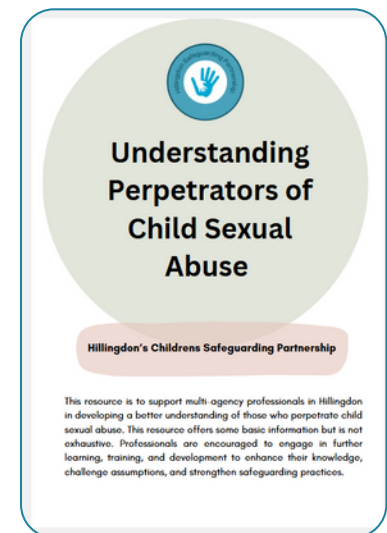
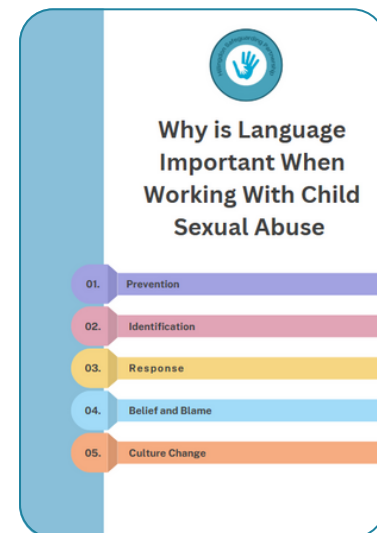
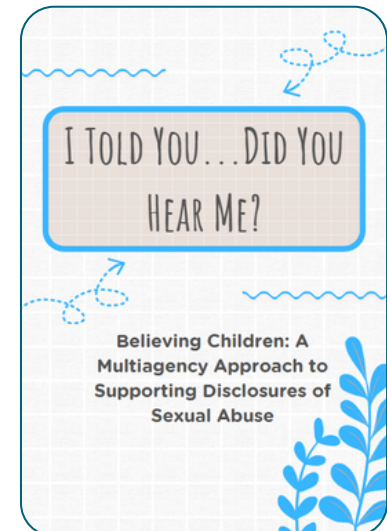
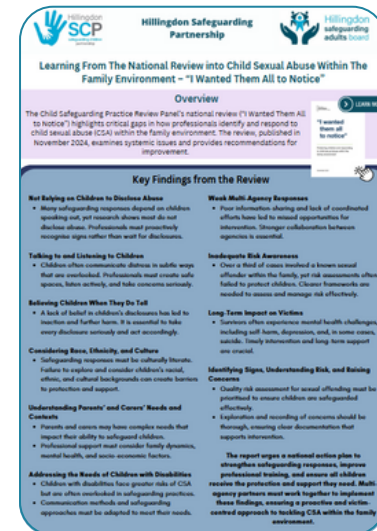
We reviewed the findings and recommendations of the National Child Safeguarding Practice Review against the work undertaken within our Child Sexual Abuse subgroup.

The Review highlights key areas of learning for safeguarding practice across all disciplines.

As a local partnership we have developed a multiagency action plan with focus on those areas most relevant for Hillingdon. To disseminate the learning in an accessible way to practitioners and managers we have circulated a summary, with resource guides in respect of listening to children, the impact of language and understanding perpetrators. A webinar summarising the review has also been delivered, with a recording available to support a range of learning styles.

Our Probation leads have helpfully agreed to provide a workshop for practitioners across all agencies, explaining their role, and the methods used to assess risk when working with perpetrators.

As a partnership we acknowledge that embedding learning, and changing practice, is an incremental process, and not one which is achieved through a tick box approach. We will continue to work through our plan over the coming year. This will include concluding our training needs assessment, and an audit of the multiagency safeguarding response to child sexual abuse.



15. Quality Assurance - s11 Self Assessment

Section 11 of the Children Act 2004 places duties on a range of organisations and individuals to ensure their functions, and those of any services that they contract out to others or license, are discharged having regard to the need to safeguard and promote the welfare of children. The application of this duty will vary according to the nature of each agency and its functions.

The Safeguarding Partnership has undertaken an audit of compliance with section 11 across relevant partnership member organisations for the period 2024-25. The last audit of section 11 compliance was undertaken in 2022-23. A number of recommendations were made and acted upon.

The findings from this year's audit have provided assurance the organisations that completed the self-assessments are, in the vast majority, discharging their duties with regards to the welfare of children and are therefore compliant with the duties set out in Section 11 Children Act 2004 and Working Together to Safeguard Children 2023.

93% of all organisations approached responded with completed audits. 53 out of 57 responding organisations met 80% or more of the standards required for compliance with section 11.

Primary care was the largest group of respondents, making up 44 of the 57 completed audits. This equated to 100% of the GP surgeries in the borough. 42 of 44 fully met 80+% of the required standards.

The local authority's responses were much more thorough this year than in 2022-23, which has produced valuable information. However, there remains a gap in assurance of compliance in sexual health services.

There has been an improvement in the robustness of the licensing process with regard to the welfare of children, however, there are still improvements that can be made through further dialogue between local authority departments.

Agencies should proactively share examples of good practice in respect of ensuring the voice of the child is heard and acted upon

There is a need to increase direct engagement with primary care in strategy discussions

There is a need to reinforce understanding of the role and function of the LADO

Quality Assurance - Equality Diversity & Inclusion

The purpose of this review was to explore the impact and application of Hillingdon Safeguarding Partnership's Equality, Diversity, and Inclusion Statement.

Hillingdon Safeguarding Partnership will:

- Work in partnership with children, young people, adults, and carers who have protected characteristics to ensure that their views are represented.
- Acknowledge, promote, and celebrate the value of diversity.
- Ensure that issues of equality and diversity are considered across all functions of the Safeguarding Partnership, including Boards, subgroups, and Reviews.
- Foster a culture of high support/high challenge to counteract any discrimination and/or oppression.
- Be honest about areas/incidents we need challenge and develop to ensure that we are proactively counteracting discrimination and oppression and promoting equality.
- Ensure that equality and diversity is considered in quality assurance frameworks to identify strengths and areas for development.
- Ensure that we have impactful training in place to educate and inform professionals around their responsibilities and duties in relation to issues of equality and diversity.

The review achieved a response rate of 66%, with 8 out of 12 agencies completing the self-assessment.

The self-assessments indicate multi-agency partners are actively considering EDI in their operations, highlighting several strengths, including a strong commitment to EDI and the integration of EDI considerations into agency practices.

Partners also identified areas for development:

"To work collaboratively as a partnership to meet the needs and celebrate diversity. Ensuring we are included in all religious and cultural celebrations. The organisation's approach to acknowledging and valuing diversity in the workforce. Ensuring we are including all celebrations."

"Review and refine existing policies and practices to ensure they are inclusive and responsive to diverse needs, enhance the representations of children's views and how these are obtained, and have better transitions for YP especially those with additional needs."

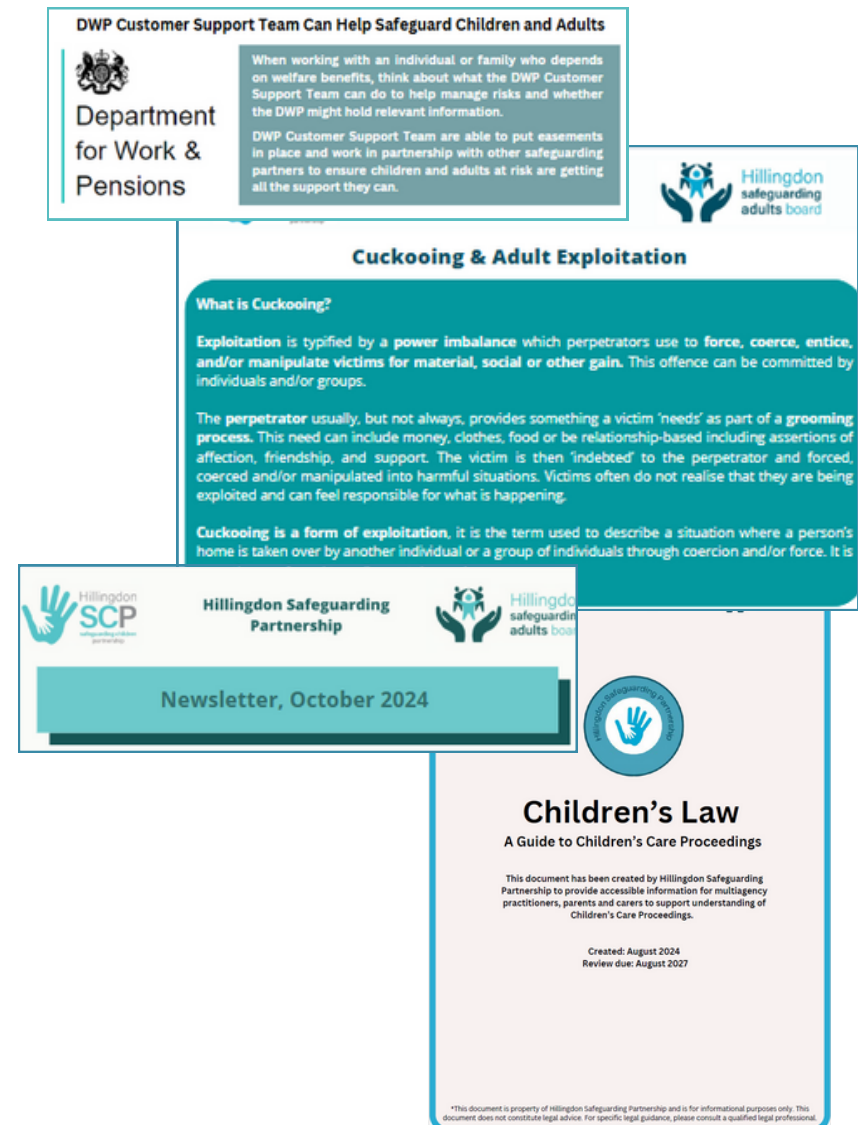
Participation in Self-Assessments: The self-assessment process is a valuable tool for understanding practice. However, its effectiveness depends on the level of participation. It is therefore vital that moving forward, all partners engage in these processes to enable a comprehensive review.

16. Practice Development Activity

The focus of the Practice Development Forum (PDF) is to ensure that learning from practice, is disseminated across the safeguarding partnership as required. The Practice Development Forum also considers learning from audits and other statutory reviews, including Domestic Abuse Related Death Reviews. The group has a core membership across both the child and adult partnerships, in recognition that learning usually has applicability across both sectors.

During the year, to help disseminate and share information in different ways, we published the Safeguarding Partnership Newsletter which continues to provide practitioners with an accessible overview of key practice developments, resources and learning from practice. The Newsletter is sent to members of the Safeguarding Boards to cascade through their organisations, and to those individuals who sign up to a dedicated distribution list. It is also used by partners and relevant agencies to disseminate key information about services

Due to the complexity of the organisational structures that make up the Safeguarding Partnership it is difficult to measure the impact of practice briefings and newsletters. In the coming year we will be developing a mechanism that allows us to do this effectively and minimises any additional administrative burden on busy frontline practitioners and managers.



Equality Diversity & Inclusion

Hillingdon SCP safeguarding children partnership **Hillingdon Safeguarding Partnership** **Hillingdon safeguarding adults board**

Cultural Literacy in Safeguarding

Cultural literacy in safeguarding practice with adults and children enables individuals and systems to intervene respectfully and effectively to safeguard people of all cultures, classes, races, ethnic backgrounds, religions, and other diversity factors in a manner that recognises the relevance of identity, culture and lived experience, and values all individuals, families and communities. It requires curiosity, openness, and humility.

In the Briefing:

- Safeguarding Through a Rights-Based Lens
- Intersectionality
- Diverse Community
- Adultification
- Learning from Practice
- Race and Culture in Mental Health
- Resources

Safeguarding Through a Rights-Based Lens

Cultural literacy includes the confidence to intervene to safeguard children and adults where it is needed. Sometimes practitioners find it difficult to challenge practices that are seen as cultural, or based on faith or belief.

Human Rights Act 1998

Approaching safeguarding decisions through a rights-based lens, with reference to the United Nations Convention on the Rights of the Child and the Human Rights Act can help to focus the mind on when 'cultural' practices, or those based on faith and belief, pose a risk to children and vulnerable adults and require a safeguarding response.

Intersectionality

This concept extends our understanding of cultural literacy to include an understanding and awareness of how one aspect of identity, such as ethnicity, can interact with other aspects of identity such as gender, disability, sexual orientation or class. For example, a black man with serious mental illness may face discrimination due to both his ethnicity and disability. Being curious and open to the realities of people's lived experience is hugely important to identifying and addressing intersectional disadvantages people face and how this affects their safeguarding needs.

LISTEN UP

Listen Up are committed to embedding intersectionality and systemic thinking into child safeguarding practice through research and making knowledge and best practice guidance available to practitioners

We recognise that an Anti Racist and Anti-Discriminatory approach is fundamental to safeguarding practice. This is threaded through our practice development activity, the work of our Boards, Subgroups and in our practice with individual adults and children.

As a partnership we have marked Show Racism the Red Card since 2022, producing resources that highlight the critical importance of an active stance of anti-racism.

We know that our global majority children and adults are impacted by structural inequalities, and strive to proactively challenge this. We recognise that our global majority colleagues are also impacted by societal inequalities.

WEAR RED DAY 24 **FRIDAY 18TH OCTOBER 2024** **#WRD24** **THEREDCARD.ORG/WEARREDDAY** **CHANGE HEARTS CHANGE MINDS CHANGE LIVES**

CELEBRATING 10 YEARS OF WEAR RED DAY

'There's a big difference between being not-racist and being anti-racist. I know it doesn't seem like it. I know that both of these things seem equally good, but they're not.'

John Amaechi, Psychologist

Awareness Raising & Prevention

Our Safeguarding Awareness Raising activity is designed to be suitable for practitioners working with both adults and children. This is to reinforce the principal of 'Think Family' and our endeavour to ensure that the needs of the entire family are considered, with any risks recognised, and action taken to mitigate these.

In the last year the Partnership has marked the following national and international awareness campaigns.

- Mental Health Awareness Week
- Child Exploitation Awareness Day
- International Day of the Girl Child
- Show Racism the Red Card
- Safeguarding Adults Week
- Internet Safety Day
- ICON Week
- World Suicide Prevention Day
- London Fire Brigade's ChargeSafe campaign

Each campaign is directly linked to one of our priorities, or to learning from local practice.

THINK TWICE ABUSE

National Child Exploitation Awareness Day is a time for organisations to raise awareness about all forms of exploitation. This includes modern slavery, criminal exploitation, sexual exploitation, and trafficking. The aim is to highlight and share good safeguarding practice and key areas for practice development linked to exploitation.

#ChargeSafe

ICON WEEK
23-27 September 2024
Let's make children safer, together

internet matters.org

NATIONAL FGM CENTRE

CHANGING THE NARRATIVE ON SUICIDE
World Suicide Prevention Day
10 September
Start the conversation

National Safeguarding Adults Week
18th-22nd November 2024

Here is a programme of free events and downloadable resources available to professionals across Hillingdon to mark National Safeguarding Adults Week

Hillingdon Safeguarding Partnership

17. Training Offer

The purpose of the Safeguarding Partnership training programme is to ensure that practitioners have the most relevant and up to date opportunities for ongoing professional development. To promote accessibility training is delivered through a range of methods, including online, face to face and via webinar. Training by our children and young people is delivered in person.

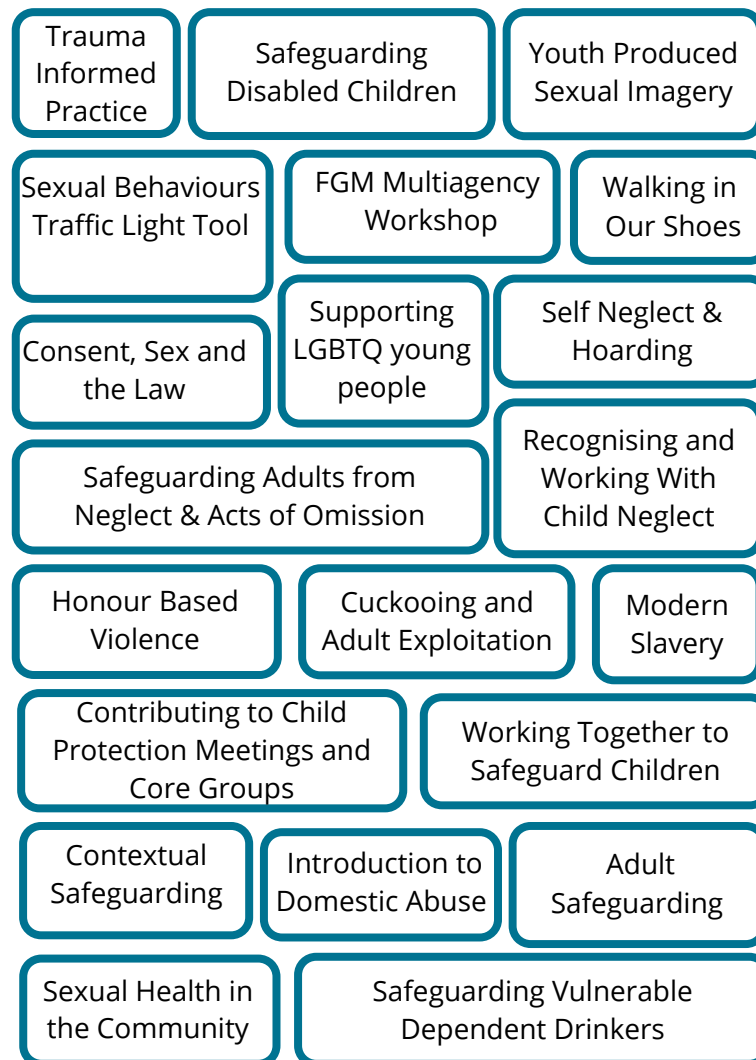
Our training programme is accessed by a range of professionals

In total, 2047 sessions of professional development activity have been facilitated by the Safeguarding Partnership in 2024-2025. This includes commissioned training, conferences, and that delivered via the webinar programme.

In 2021-2022 the partnership delivered 1191 sessions of professional development activity. This is an increase of around 70% in the last 4 years and reflects the success of the webinar programme, and increased focus on commissioned training in response to specific learning or need.

Webinar Programme:

- Suicide Prevention
- An Introduction to CAMHS
- Fire Safety
- Safeguarding & Pressure Sores
- Learning from the Carol SAR
- Cuckooing & Adult Exploitation
- ICON
- The NSPCC PANTS Programme



Training: Reach & Feedback

Multiagency training is accessed by a range of practitioners across the partnership, representing the breadth and scope of the partnership arrangements. Each attendee is asked to complete a feedback form, designed to provoke thought about how they will apply the learning to their practice. In the year 24-25 we received 771 completed feedback forms.

The most responses were received from the following agencies:

- 239 Children and Young People's Services
- 181 Schools and Colleges
- 119 Adult Social Care
- 62 Central and North West London NHS Children's Health
- 52 Early Years Services

Safeguarding Partnership training is delivered using a hybrid approach, where possible ensuring that commissioned professional development activity is available in a range of approaches to try to meet individual learning styles.

We know that practitioners value the focus and accessibility of webinars, with attendance across services varying according to the topic being addressed. All webinars are subsequently made available to access online.

Training Feedback

98% of respondents rated the quality of training as 'Very Good or 'Excellent

99% of respondents rated the extent at which they had gained new skills and/or useful tools applicable to their practice as 'Good to Excellent'.

97% of attendees stated that they thought the training would be beneficial to colleagues

Thematic areas for development included where IT issues had disrupted the planned session, and where delegates would have preferred the particular session to be held online, or in person.

Training: Examples of Impact

Introduction to Domestic Abuse: 'I work with young people of age of 16 - 25 years old. Therefore, the training will help me to deal with situation of DV that young people might experience. the training was very informative and broaden my knowledge'.

Cuckooing & Adult Exploitation Workshop 'I work in compliance and our team manages the electrical and gas contractors along with others. We have issues where tenants will not allow our contractors access to properties to carry out the safety checks. This could be for a number of reasons but we ask that our contractors look out for safeguarding concerns, hoarding issues, mental health etc and I will be sharing my knowledge from today's session to them to look out for any potential cuckooing cases. We will work in partnership with Housing and Social Care colleagues to bring any potential issues to their attention to investigate'.

Adult LADO Webinar: 'The webinar was very informative, giving clear instructions on how to address issues relating to persons in positions of trust and some challenging situations that they can find themselves as well as the support that can be provided'.

Adult Safeguarding 'Understand how other agencies view safeguarding and have a better understanding of aspects of how a social care model of supporting an individual which are very important and contributes to holistic care planning' .

Child LADO: 'This has given me a greater understanding of the LADO process and of broader safeguarding issues. As a new Chair of Governors and Safeguarding Link Governor the greater familiarity I have with this area the more confident I feel. This was extremely useful in explaining some of the terms and processes that I have heard about'

FGM Workshop: 'Able to understand the context behind FGM in greater detail. Be able to consider how to manage and hold conversations and follow relevant protocol/legislation'.

Safeguarding Disabled Children: 'I will be more proactive and vigilant when there are concerns around any of the children that I work with' .

Traffic Light Tool: 'Will help me to identify appropriate and inappropriate behaviour and what actions to take.'

WTTSC: 'The next day I had a disclosure from a child, and was able to apply some of what I learnt...and getting in contact with the parents'.

Honour Based Violence: 'Sharing key messages with our family services and DSL team. Underline the impact of the one-chance rule. Better understanding of potential family power dynamics - to be shared with staff.'

18. Smarter Targets 25-26

To ensure that children and families are receiving the right support, at the right time by reducing the rate of re-referrals to children's social care from 24% to under 20%.

To raise awareness of community-based emotional and mental health services for children and young people.

To engage in the North West London Integrated Care Partnership led children in crisis project.

To continue to reduce the number of children who are excluded from school through provision of early help and support.

To ensure parity of access to family help, support and protection for children from all communities through the analysis of demographic data and challenging disproportionality.

To address delays in children being provided with appropriate accommodation where police powers of protection are enacted. This will happen through engagement with police led pan-London reform.

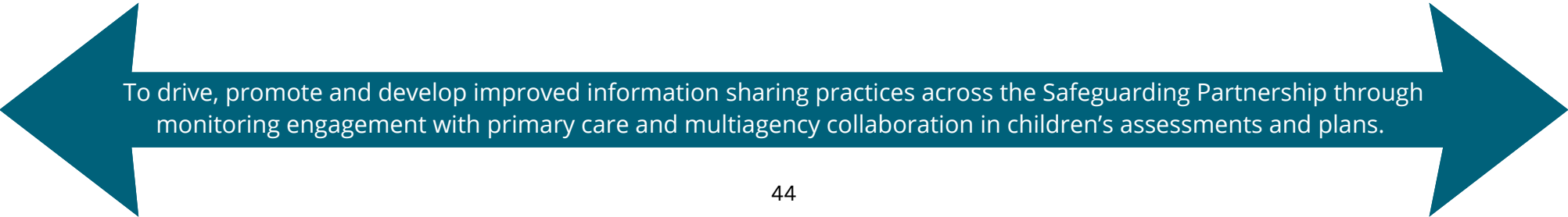
To ensure that children who need a child protection medical assessment have timely access through dip sampling compliance with agreed timeframes across the year.

To monitor the effectiveness of disruption activity for perpetrators of child exploitation through the development, maintenance and analysis of a police led dataset as part of the MAROTH pilot.

To increase the number of children identified as at risk of child sexual abuse and child sexual exploitation.

To ensure that the emotional and mental health needs of children in care are understood and met, through increasing the percentage completion rate of SDQs from 65% to 85%.

To ensure that the lived experience of children is understood, that it is recorded appropriately, and that their wishes and feelings inform the support and protection they receive, and the development of services and systems.



To drive, promote and develop improved information sharing practices across the Safeguarding Partnership through monitoring engagement with primary care and multiagency collaboration in children's assessments and plans.