



Report to Scrutiny

Item Number: 7

Contains Confidential Or Exempt Information

No

Subject of Report:	Ealing Children & Families - Risks and Responses to Violence Against Women and Girls (VAWG)
Meeting:	Scrutiny Review Panel 1 – Violence Against Women and Girls 16 November 2017
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Brief:	The report considers how effectively violence against women and girls is being tackled by Ealing Children & Families. The report provides the Panel with an over view of risks and responses to VAWG. This is particularly with regard to FGM including the work of the Health Improvement Team (HIT) with schools.
Recommendations:	It is recommended that members: Consider and comment on the information provided and identify any areas of development and good practice.

1. Introduction

Violence Against Women & Girls continues to be a priority for Children & Families (C&F). Domestic abuse, Child Sexual Exploitation (CSE) and Female Genital Mutilation (FGM) are strands of particular focus. For the purposes of this Scrutiny Panel CSE and training will not be included. CSE was the subject of a dedicated Scrutiny Panel in 2016/17 and the VAWG training offer to C&F was the subject of a previous committee meeting during this Panel.

2. Effective Partnerships and Service Improvement

C&F has clear governance arrangements in place and actively contribute to the partnership response to VAWG. C&F are involved at a strategic and operational level being members of the Safer Ealing Partnership, VAWG Strategic Group, VAWG Task Group, Multi Agency Risk Assessment Conference (MARAC) and FGM Group. The Ealing Safeguarding Children's Board (ESCB) has clear links to the VAWG Strategic Group as well as an ESCB action plan inclusive of Domestic Abuse. The ESCB conference in November 2017 is focused on DA and the Serious Case Review sub group has oversight of all Domestic Homicide Reviews.

The VAWG offer to Ealing children and families from C&F is provided by Supportive Action for Families in Ealing (SAFE), Children Centres, CSC, & YOS. There is dedicated resource to support schools and the Health Improvement Team (HIT) are the main vehicle for this safeguarding work. Services are also commissioned by C&F to enhance the offer which are outlined later within this paper.

Quality assurance activity is incorporated in all areas of C&F including mechanisms such as audits, feedback, evaluation forms and commissioning monitoring meetings. VAWG is considered within these frameworks and the quality of practice, services, training and child and family views inform service improvement.

3. Prevention, Protection and Support

The prevention, protection and support strands of VAWG within C&F are evident in all aspects of the work, from the universal and Early Help offer, to support with schools, training, Youth Services and Statutory Services. There are clear referral pathways to ensure safeguarding concerns are referred to the Ealing Children's Integrated Response Service (ECIRS) where risks are assessed and threshold decisions are made. Specialist tools are used within ECIRS to assess VAWG risks including the Barnardo's Female Genital Mutilation (FGM) risk assessment tool (Ealing currently piloting this tool) and the Barnardo's Risk Matrix and SafeLives Dash used for Domestic Abuse. For children and young people (CYP) at greater risk and where threshold is met for a statutory response a Child and Family Assessment is completed by Children's Social Care and if child protection concerns are evident a Child Protection Plan is considered. For CYP who are affected but risks are at a lower level, support is available through children centres, schools and SAFE.

C&F invest in additional resource to work with perpetrators and to provide therapeutic support to survivors of DA. Two services are commissioned; The SPACE project (Space for Parents And Children in Ealing) which provides a joined-up support service to children, young people (CYP) and parents affected by DA. It is a partnership between Domestic Violence Intervention Project (DVIP) & Victim Support; DVIP offer therapy support to 40 CYP per year with high support needs, Victim Support offer 1-2-1 emotional support and advocacy to CYP with less immediate support needs. DVIP are also commissioned to deliver perpetrator work for CSC which is will reported in the February 2018 Scrutiny meeting.

There are two dedicated VAWG leads positioned within the Safeguarding, Review and Quality Assurance Service with an overview of C&F. A Child Protection Advisor has additional responsibility for MARAC (representing social care), is part of London FGM champion network, provides FGM consultations, supports risk assessments and chairs FGM strategy meetings where appropriate. There is also a dedicated and specialist CSE and Missing Co-ordinator who provides support to C&F and the wider partnership. These posts both support the work of Children's Social Care (CSC) to embed good practice and achieve consistency in identifying, assessing and planning to minimise and manage VAWG risks.

4. Supportive Action for Families in Ealing (SAFE)

SAFE is a multi-disciplinary service delivered from two locality teams based in Acton and, Greenford. The service works with children and young people from 0-18 years requiring a targeted service response. Typically, these needs would lie above thresholds for universal services but below the threshold for a statutory intervention.

The following interventions are offered by the service

- Individual work with children and young people focusing on social, emotional and behavioural needs where domestic abuse has impacted. There are two Family Safety Officers in the service specialising in work with children and young people who have experienced domestic abuse. However, a wide range of SAFE workers also undertake individual work relating to domestic abuse often with active consultation from the two specialist workers.
- Family work aimed at improving relationships between non-abusive family members where this is indicated to be a safe strategy
- Parenting skills work within family homes – aiming to re-establish parental roles and boundaries.
- Group work – focused on building parenting skills and strategies to support children with social, emotional and psychological issues.
- NVR (non-violent resistance model) – primarily a group based intervention supporting parents to work in a non-confrontational manner with children and young people who have experienced trauma
- Freedom Programme – a group based pilot programme in partnership with the Penny Appeal charity targeting women who have experienced violence within their own family

Interventions with families can vary in duration depending on the issues identified but will generally be limited to a maximum duration of six months.

Performance & Outcome

SAFE received 256 children and young people referrals through Ealing Children's Integrated Response Service (ECIRS) citing domestic violence as a presenting need for the year 2016/17. This has been a consistent figure for several years at between 17-18% of all referrals to the service. It is likely that the numbers underestimate the full picture as domestic abuse as an issue often arises some way in to work with families.

Challenges & Barriers

The service has experienced a rising volume of referrals in the past year whilst at the same time identifying an increase in the complexity of issues faced by families. This has produced a challenge in terms of maintaining appropriate thresholds of need for an early help and prevention service whilst seeking to develop a wider range of interventions to meet this need. Achieving an effective throughput of work has become more challenging as the impact of violence and conflict within family settings may require interventions for increasing periods of time to achieve a level of resolution.

5. Children Centres

Ealing has a network of 27 children's centres (6 lead and 21 linked centres) aligned to Ealing's integrated Health Visiting Service Early Start delivering universal, targeted and specialist services across the borough. The centres provide a wide range of open access services for children and families together, support for parents through: parenting groups, adult education, training, volunteering, and steps towards employment, midwifery and child health clinics appointments; and early education and childcare. Centres also provide a range of targeted and referral only services.

Children's Centres provide services for children across the threshold of need from universal, to children subject to a child protect plan and work jointly with staff in SAFE and social care where children either attend universal or targeted services or have been provided a funded nursery place at a children's centre.

Interventions provided by Ealing Children's Centres to support children and parents affected by domestic violence / abuse, Children's centres provide:

- An open access welcoming and safe place in the community where families can seek advice or support, build positive relationships with staff and peers and as such may disclose information to staff about difficulties in their lives including domestic abuse.
- a child focussed setting with early years qualified and trained staff who promote positive outcomes for children, which acts as protective factor often in contrast to their home circumstances.
- Information about LBE, national and local voluntary sector services to support women/adults affected by domestic abuse
- Support to women/parents by making appropriate referrals through ECIRS, and domestic violence related voluntary sector services.
- practical support to enable parents to access domestic violence services and additional follow on services due to the impact of domestic violence on their

personal situation e.g. fleeing to a Refuge, legal advice, housing, immigration status, parenting skills, employment support, childcare.

- Access to the Early Start Health Visiting Service who identify and receives referrals which are screened by the Early Start Senior Social Worker and Health Visiting Teams to ensure appropriate referrals are made according to thresholds of need where domestic violence is known or indicated and work closely with children's centres to support child and parents.
- Funded Children in Need Nursery places in children's centre settings

These interventions in children's centres are supported by:

- Locality Early Help Meetings and High Needs meetings when practitioners and managers can review support for vulnerable children and families within a multidisciplinary framework.
- The Early Years Nominated Safeguarding Persons Network which provides information, workshops and practice guidance to support the Nominated Safeguarding Persons (NSPs) for Ealing's children's centres and locality nursery providers in their role. Responding to domestic violence/ abuse has been a key part of the networks programme. A 'Building Skills and Confidence- Domestic Violence' survey of early years NSPs was undertaken in June 2017 and the outcome of this is informing the agenda for the Early Years Domestic Steering Group e.g. developing further training on the use of the Barnardo's Domestic Violence Matrix.
- Establishing in April 2017 an Early Years Domestic Steering Group with Early Start Ealing. The rationale for this group is to bring together key staff in partner agencies to share information, expertise and good practice in relation to the impact of domestic violence on young children and their families: in order to; support Early Start and early years staff in developing their skills and practice to safeguard and support young children and their families affected by domestic violence In addition the following domestic violence/abuse specific services are offered to children and parents affected by domestic abuse through Ealing's Children's Centres:
 - Commissioning three Survivors Groups (10 weeks per group) per year for women affected by domestic violence (funded by the Children's Centre budget) · An Uplift group for women to understand the difference been positive and negative relationship and build confidence and self-esteem delivered through one of our children's centres (funded through local commissioning to a voluntary sector children's centre provider) · Specialist Therapeutic individual support for children aged 3 plus delivered by the Domestic Violence Intervention Project (DVIP) in one of the Children's Centres (funded through children's services commissioning)

Performance & Outcome

Nominated Safeguarding Persons Network, up to 50 NSPs attend this network which meets 5 times for year. Evaluations (and continued high attendance rates) highlight the effectiveness of this group in supporting these key staff in their safeguarding role. For example, the June 2017 network which focussed on the impact of domestic violence on children 79% of the staff graded it between 8 and 10 out of 10 for being useful in supporting practice.

The Survivors group – in 2016/17, 30 women attended one of 3 x 10 week groups held over the year. With 83% attending 3 sessions or more and 63% 6 sessions or more. This group is monitored and evaluated per 10 week session e.g. May-June Group 14 joined the group of which – 7 (50%) were referred by Social Care, 2 by SAFE, 2 by Health Visitor, 1 x Psychotherapist, and 2 by the DV victim's friends, the evaluation highlighted an increase confidence, self-esteem, boundaries, stress, anger, relationships, Goal and DV awareness

Therapeutic Group – in 2016/17, 11 children attended individual sessions of which 82% attended 3 or more times and 82% attended 6 or more times. Number of sessions and evaluations are on an individual case by case basis.

Uplift – in 2016/17 – 22 women attended a group of which 77% attended 3 or more sessions and 14 % 6 or more sessions. Parent report increased awareness of activities and services available to them, improved self-esteem, a better understanding of anger, boundaries and relationships, and that the centre/group provided an inclusive and safe environment.

Funding

Children's Centres are funded through the core children's services budget support for children and parents affected by domestic violence is prioritised centrally. However continued budget pressures, the level and annual review of children's centre budgets places pressures on children's centres to balance the need for universal services that engage with families and, targeted and specialist services. The success of the children's centre offer in engaging with vulnerable children and families is predicated on open access to services in a safe and supportive environment.

Challenges & Barriers

Maintaining and developing the specialist services – which are seen as a valuable resource for practitioners across the threshold of need to refer children and parents too whilst ensuring access for early intervention and preventative provision.

Funding Crèche provision to enable parents to attend the specialist Domestic Violence groups.

Ensuring a borough wide open access services in children's centres is maintained. Parents and families affected by domestic violence are often engaged with children's centres through universal services prior to any disclosure. They are more able/likely to sustain contact with targeted and specialist services and continue to access universal services for themselves and their child/children as part of a wider package of support. This is also the case after specialist services are stepped down.

6. Working with Ealing Schools – FGM & Domestic Abuse

The Ealing health improvement team (HIT) are a trusted and qualified team of experts, providing support and training in safeguarding prevention, mental health and emotional wellbeing, nutrition and exercise, Relationships and Sex Education and Personal, Social, Health and economic Education (PSHE) to help improve children and young peoples' health and achievement.

HIT work with primary, special and high school across the borough of Ealing to support them in improving the health and wellbeing of their pupils. HIT offer support is a wide range of health and wellbeing topics, for the purposes of the report the focus is on Domestic Abuse and Female Genital Mutilation.

HIT currently offer 3 services to schools:

Universal service: This is free to all schools in Ealing, it includes:

- An annual health in school visit: A member of the team will visit schools, meet with PSHE lead and a member of the senior leadership team to discuss the schools health priorities, share school data and discuss support and resources available to support them in addressing their health priorities
- Access to the Health Related Behaviour Survey: This health survey is completed every 2 years with year 4, 6, 8 and 10 pupils in primary and high schools in Ealing. This survey is based around health and wellbeing and asks pupils to answer a wide range of questions relating to their own health and wellbeing. The results of this survey are then shared with schools during their health in school visit. HIT also provide each school with comparison data which compares their own results to Ealing wide results. The next HRBS is taking place in September/October 2017 with results expected in November 2017.
- Annual conference: each year HIT run a free annual health and wellbeing conference for teachers, PSHE leads and senior leaders in primary, special and high schools. HIT invite schools, key notes speakers and key organisations to speak at this conference.
- PSHE network: A network meeting that allows PSHE leads across the borough receive updates, participate in school based learning walks and share best practice.

Healthy schools awards and training package:

This package offers an extra layer of support for schools. It is a buyback service and costs £995 per year.

Schools who buyback the healthy schools awards and training (HAT) package receive six practical workshops to help schools achieve their healthy schools London award (Bronze, Silver Gold or Platinum), a celebration event and the end of the year to share best practice across schools and free, unlimited access to over 40 training workshops for any member of staff.

HIT training workshops are split into different areas: Relationships and Sex Education, PSHE, Healthy Schools London, mental health and emotional wellbeing, exercise and nutrition, safeguarding (including CSE and FGM) and prevent. Schools who do not buyback the HAT package can also access any of the trainings through Ealing CPD online.

Bespoke package:

This package provides specific support for school to support them in addressing their health and wellbeing needs. It is a buyback service and costs £1,750 per year.

The HIT four day bespoke service provides schools with four days of comprehensive bespoke work, surveys to measure impact and an impact report. Schools receive

support in identifying their health priorities and the team then works with the school to create a bespoke package of support.

General information relating to DA and FGM:

In Ealing there are currently 8,839 girls potentially at risk of FGM, this is based on data collected in the May 2017 census by combining language spoke at home and country of origin combined as risk factors. 3,045 of these girls are in high schools, 117 are in nurseries, 5,516 are in primary schools, 18 are in a PRU and 143 are in special schools settings.

The HIT team have recently worked with Perivale Primary School to apply for funding from the John Lyons Trust. Perivale have already worked with Norbury School in Harrow, a pioneer school in raising the awareness of FGM, to embed their own approach to raising the awareness of FGM.

This funding will be used to develop a community led approach to raising the awareness of FGM. The funding will be used to employ a project leader who will support local primary schools in developing a community led approach to raising the awareness of FGM involving parents, staff, pupils and the community. In the first year of the project (2017/2018) HIT will be recruiting 3 primary schools.

In year 2 and 3 HIT will continue recruiting new schools of the project. HIT have recruited Hoda Ali, a survivor of FGM and prominent campaigner against FGM as the project manager for this project.

Once this project is up and running HIT also hope to engage high schools, however as FGM is most commonly practised on girls under the age of 10 HIT are prioritising primary schools.

Performance & Outcome

DA:

In relation to domestic abuse, HIT do not deliver staff training specifically focused on domestic abuse, however this falls within the safeguarding aspects of the Personal, Social, Health and Economic (PSHE) curriculum. PSHE is not a statutory subject within schools, however in order for schools to meet their statutory safeguarding duties, effective PSHE is essential.

Last year HIT re-developed the PSHE scheme of work for primary schools. HIT worked with 6 local schools to re-design the scheme of work to ensure that it was up to date and relevant to our pupils. Currently, over 98% (90/92) of primary schools in Ealing use this scheme of work. Safeguarding is the golden thread throughout this scheme of work; children learn how to keep themselves safe in a variety of situations and safeguarding message are firmly embedded within this. The NSPCC PANTS rules is also embedded within the scheme of work, the PANTS rule is a tool schools can use to help children understand appropriate and inappropriate touch, it also explains who children can speak to if they are worried or scared. The PSHE scheme of work helps children build the skills and knowledge they need in order to keep themselves safe e.g.:

- Assertiveness
- Knowing who to talk to if they are worried

- Exploring appropriate/inappropriate touch
- Keeping 'bad' secrets
- Healthy relationships
- What makes a good friend
- Respect for all
- Exploring gender stereotypes
- Being able to say no
- Peer pressure

In primary schools, the NSPCC also delivers the Speak Out, Stay Safe programme. This programme offers free workshops and assemblies educating pupils about the different types of abuse. Currently all but 12 primary schools have had this programme, making Ealing one of the top boroughs for engagement in the programme.

In high schools, pupils also learn about domestic abuse and healthy relationships through their PSHE curriculum. High schools deliver this curriculum in a variety of ways, drop down days, tutor time, lesson time and assemblies. The scheme of work high schools use varies depending on the school; however even though the curriculum varies, the skills and knowledge remain the same e.g.:

- Healthy relationships
- Different types of abuse
- Being assertive
- Saying no/ consent
- Knowing who to talk to
- Unsafe secrets
- Peer pressure/pressure from others
- Respect for all
- Exploring gender stereotype

HIT are currently working with 6 local high schools to redevelop and redesign their existing PSHE scheme of work to ensure it meets the needs of their pupils.

Last year HIT delivered pupil sessions based on healthy relationships/safeguarding in 5 high schools. These sessions varied in length and year group however all sessions focused on identifying healthy relationships, understanding what consent means and explain how to keep yourself safe. It is estimated that over 1,800 pupils were reaching during these sessions and all feedback from schools has been extremely positive. HIT hope to work with these schools again next year, although this will depend on school finances.

In all PSHE lessons, boys and girls are taught these topic areas/lessons together unless the school requests otherwise. We feel it is important that both boys and girls have the same lesson content and receive the same messages in relation to healthy relationships, relationships and sex education, assertiveness, abuse and keeping themselves safe.

On top of the content of the PSHE lessons many schools also take part in national themed weeks which address keeping safe, abuse, healthy relationships etc. some examples of these include Anti Bullying Week 13 – 17 November, International Day of the Girl 11 October, Child Sexual exploitation Awareness day 18 March, International Women's Day 8 March, International Day for the Elimination of Violence against Women, also known as White Ribbon Day 25 November and Domestic Violence

Awareness month which takes place in October. Schools will raise the awareness of these themed events in a variety of ways including additional pupil assemblies, extra workshops, specific PSHE lesson content relating to the theme, tutor time designated to the theme or having external speakers in.

FGM:

Last year (2016/2017), the HIT team's training workshops were well attended. HIT delivered 39 workshops and 339 participants from 75 schools attended our trainings, an increase of 115 participants compared with the previous year. According to the most recent school effectiveness survey completed by 52 head teachers, 96% rated the quality of our trainings as 'good' or 'outstanding'.

In relation to FGM HIT delivered 3 trainings last year, attended by 23 members of staff, 100% of attended rated the training as useful/extremely useful. This training is offered to all school staff and helps ensure that all staff are able to identify girls who might be at risk of FGM or who might have undergone FGM. It also ensures they understand the safeguarding procedures in relations to FGM including the mandatory duty to report.

HIT also delivered a bespoke FGM training session in two primary schools, 100% of staff found this training useful.

HIT also use Relationships and Sex Education (RSE) training to explain the importance of raising the awareness of FGM. During staff INSETS on RSE, HIT explain one of the reasons that RSE is so important, is that it explains what a body should look like, explains about appropriate and inappropriate touch and explains how to keep yourself safe. Last year HIT delivered 8 bespoke staff trainings on RSE in primary schools, 100% of participants found this useful/extremely useful. HIT also delivered 10 RSE parent sessions where the same messages were delivered, 89% of parents found the sessions useful/extremely useful. Schools have anecdotally reported that there has been an overall reduction in the number of parents withdrawing their children from RSE lessons as there is now a shared understanding between parents and staff about what RSE is and its importance.

Funding

The current income streams are Public Health, Ealing Council and through the money HIT generate through school buyback (2 packages HAT & bespoke, as well as ad hoc school support).

Under the council's current savings round, members have asked that the services currently provided by HIT be reviewed as part of the council and schools' contribution to the Ealing Learning Partnership. The overall income for ELP (and therefore HIT) is subject to school decision-making in December 2017.

HIT have also started to sell packages to schools outside of Ealing, HIT currently offer HAT and bespoke package to Hounslow and Ealing Independent schools. HIT also sells Primary PSHE scheme of work to schools outside of Ealing, as this scheme of work is well planned and fully resourced there is a great demand for it, currently HIT have sold the scheme of work to 7 schools outside of Ealing and to 1 London borough.

As schools budgets become more strained, there is a risk the level of buyback will reduce during the coming year.

In order to fund the 'Community led approach to tackling FGM' project, HIT sourced additional funding. HIT worked with Perivale Primary School to apply for John Lyons funding. HIT were successful in this bid and have now secured funding to run this project for three years.

Challenges & Barriers

In order to maintain the high level of support and resources HIT have to continue to look at ways to generate income. The scheme of work has been a successful way of generating income however HIT does not know if schools will have the finances to continue to buy this scheme of work or if Ealing schools will continue to have the finances to buy back the packages.

Engaging with schools can be another challenge; although HIT has been very successful in engaging the vast majority of schools. This year, 69 schools received a health in school visit, representing 75% of schools, and this is up 45% compared with the previous year. According to the 2017 team survey, 100% of schools said they found their 'health in school visit' useful.

The HIT team has also successfully reduced the number of schools not engaged with the team from 36 in 2015/16 to 17 in 2016/17 out of 92 schools. (Disengagement includes not attending our conference, 'health in school' visit, trainings workshops or buying back our services.)

7. Conclusion

There is a significant amount of work taking place within Children & Families to identify VAWG risks and safeguard children, young people and their families. This report reflects the key strands of the work stream from a universal, Early Help and Statutory perspective. The offer of prevention, protection and support all endeavour to be inclusive of children and parents/carers in managing, minimising and where possible eliminating the risk. This report does not capture the important work with perpetrators as this will be reported separately at the Scrutiny meeting in February 2018. Other strands of the VAWG response such as the training offer to practitioners and the governance arrangements have been more fully explored in earlier meetings within this Scrutiny Panel.

8. Legal Implications

There are none arising directly from this report.

9. Financial Implications

There are none arising directly from this report.

10. Other Implications

There are none.

Pre-publication sign-off

Name	Department	Date sent	Date response received	Comments appear in report paragraph:
Internal				
Carolyn Fair	Interim Director Children and Families	06/11/17	06/11/17	

Report History

Decision type: Non-key decision	Urgency item? No
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Authorised by Cabinet member:	Date report drafted:	Report deadline:	Date report sent:
Not applicable			

Report no.:	Report author and contact for queries:
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