**S.11 Audit Havering 2023**

Havering Safeguarding Children Partnership (HSCP) has a responsibility to oversee the multi-agency safeguarding work in the borough.  One way in which the HSCP discharges this function is by carrying out a Section 11 Audit on an annual basis.  The audit enables the HSCP to identify gaps, strengths, and weaknesses in safeguarding practice as well as identifying areas of improvement in line with its duties in s.11 Children's Act (2004).

This form should be completed by the most senior leader with ongoing responsibility for safeguarding children within the organisation. Note – this can be a Designated Safeguarding Lead – this does not have to be the ‘head’ of your organisation.

Please return your form to: [safeguardingpartnerships@havering.gov.uk](mailto:safeguardingpartnerships@havering.gov.uk)

**Person completing the S.11 Audit**

|  |  |
| --- | --- |
| First Name: |  |
| Last Name: |  |
| Job Title: |  |
| Organisation Name: |  |
| Contact Email Address: |  |
| Contact Telephone Number: |  |

**Standard 1: The organisation has an appointed designated practitioner for child safeguarding.**

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|  | Standard is met and has been reviewed in the last 2 years | Standard is partially met and is included in the action plan | Standard needs review and is included in the action plan | Standard is not met and is included in the action plan |
| The organisation has a senior board level lead with the required knowledge, skills and expertise or sufficiently qualified and experienced to take leadership responsibility for the organisation’s safeguarding arrangements |  |  |  |  |
| A designated practitioner is trained to recognise the needs of children, including protection from possible abuse or neglect and this is explicitly defined in their job description. |  |  |  |  |
| The designated practitioner is given sufficient time, funding, supervision, and support to fulfil their child welfare and safeguarding responsibilities effectively. |  |  |  |  |
| The organisations plans include references to safeguarding and staff are involved in the delivery of these |  |  |  |  |
| Senior managers demonstrate a good understanding of safeguarding |  |  |  |  |
| Annual monitoring of safeguarding practice is undertaken with action plans to address issues and this is communicated to staff |  |  |  |  |

**Standard 2: There is a clear line of accountability for the commissioning and/or provision of services designed to safeguard and promote the welfare of children.**

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|  | Standard is met and has been reviewed in the last 2 years | Standard is partially met and is included in the action plan | Standard needs review and is included in the action plan | Standard is not met and is included in the action plan |
| The named person has ultimate accountability for safeguarding arrangements |  |  |  |  |
| There are clear lines of accountability from staff through the organisation to named person & a flow chart of accountability is displayed and available to staff |  |  |  |  |
| Anyone who comes into contact with children or their families has their responsibility towards children’s welfare explicitly stated in job description. |  |  |  |  |
| Staff are aware of whom has overall responsibility for the organisations contribution, and are clear of their own responsibilities. |  |  |  |  |
| Effective supervision and monitoring is available to all staff. |  |  |  |  |

**Standard 3: The organisation has a culture of listening to children and taking account of their wishes and feelings, both in individual decisions and the development of services**

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|  | Standard is met and has been reviewed in the last 2 years | Standard is partially met and is included in the action plan | Standard needs review and is included in the action plan | Standard is not met and is included in the action plan |
| Service development has taken into account the need to safeguard and promote the welfare of children |  |  |  |  |
| Children & their families are actively involved in design, development & delivery of services & their involvement is demonstrated. |  |  |  |  |
| Different methods of communication are available to children to express their views. |  |  |  |  |
| Children & young people are involved in the development of equal opportunity policies |  |  |  |  |
| There is a responsive process in place to act on identified unmet need and the voice of the child is recorded on the child’s file. |  |  |  |  |
| Improved outcomes for children matched to agency / LSCP business plans are demonstrated as a result of service development |  |  |  |  |

**Standard 4: The organisation has clear safeguarding policies, procedures, and guidance in regards to safeguarding and protecting children**

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|  | Standard is met and has been reviewed in the last 2 years | Standard is partially met and is included in the action plan | Standard needs review and is included in the action plan | Standard is not met and is included in the action plan |
| There are clear escalation policies for staff to follow when their child safeguarding concerns are not being addressed within their organisation or by other agencies |  |  |  |  |
| There are clear whistleblowing procedures, which reflect the principles in Sir Robert Francis’ Freedom to Speak Up Review and are suitably referenced in staff training and codes of conduct, and a culture that enables issues about safeguarding and promoting the welfare of children to be addressed |  |  |  |  |
| There is an effective complaints system in place, which is in line with current statutory guidance, for children, staff & other people to make a complaint about non-compliance to procedures. |  |  |  |  |
| All staff are aware of the organisations safeguarding policies and procedures |  |  |  |  |
| All staff are familiar with procedures such as Working Together 2018, London Child Protection Procedures, HSCP Escalation Policy, Local Authority Designated Officer Protocol & Procedure, and the London Matrix (thresholds for intervention) |  |  |  |  |
| All staff are familiar with the use of Toolkits such as Safe Lives Risk Assessment Toolkit and the Neglect Toolkit. |  |  |  |  |

**Standard 5: Arrangements which set out clearly the processes for sharing information, with other practitioners and with safeguarding partners**

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|  | Standard is met and has been reviewed in the last 2 years | Standard is partially met and is included in the action plan | Standard needs review and is included in the action plan | Standard is not met and is included in the action plan |
| Staff are trained to use in practice the principles within the General Data Protection Regulations 2018, Data Protection Act 2018, and Working Together 2018 Information Sharing guidance |  |  |  |  |
| The organisation can evidence how this impacts on outcomes for children |  |  |  |  |
| Staff know where to seek advice on information sharing and have confidence in their professional judgement |  |  |  |  |

**Standard 6 : Safe Recruitment practices and ongoing safe working practices for individuals whom the organisation or agency permit to work regularly with children, including policies on when to obtain a criminal record check.**

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|  | Standard is met and has been reviewed in the last 2 years | Standard is partially met and is included in the action plan | Standard needs review and is included in the action plan | Standard is not met and is included in the action plan |
| The organisation has safer recruitment and selection procedures in place and these are in line with statutory guidance |  |  |  |  |
| The organisation can demonstrate that agencies commissioned to provide services have safer recruitment in place |  |  |  |  |
| Safer recruitment training is in place for managers involved in recruitment |  |  |  |  |
| The organisation has managing allegations against professionals procedures in place |  |  |  |  |
| A senior manager has been identified for the managing allegations process and knows who the LADO is and when to contact them |  |  |  |  |
| Support is available for staff who are subject to an allegation |  |  |  |  |
| Audit processes are in place to monitor safer recruitment and managing allegations |  |  |  |  |

**Standard 7: There is effective inter-agency working to safeguard & promote the welfare of children**

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|  | Standard is met and has been reviewed in the last 2 years | Standard is partially met and is included in the action plan | Standard needs review and is included in the action plan | Standard is not met and is included in the action plan |
| Multi-agency working is actively promoted |  |  |  |  |
| Early assessment tools are utilised to improve outcomes for children and are monitored for effectiveness |  |  |  |  |
| The agency contributes to the team around the child / family approach in practice |  |  |  |  |
| The organisation uses LSCP inter-agency protocols for specific needs |  |  |  |  |
| The organisation ensures effective contribution to Section 47 investigations and Child Protection Plans |  |  |  |  |
| There is participation in multi-agency planning at multi-agency meetings and this is monitored and non-attendance addressed |  |  |  |  |
| Outcomes identified though assessment of children are monitored to demonstrate improvement at all levels of intervention |  |  |  |  |
| Children and their families are consulted on regarding the effectiveness of inter-agency working. |  |  |  |  |

**Standard 8: All practitioners should have regular reviews of their own practice to ensure they have knowledge, skills and expertise that improve over time**

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|  | Standard is met and has been reviewed in the last 2 years | Standard is partially met and is included in the action plan | Standard needs review and is included in the action plan | Standard is not met and is included in the action plan |
| The organisation has a culture and provides training in regards to safety, equality and protection within the services they provide. |  |  |  |  |
| Staff are competent to carry out their responsibilities for safeguarding and promoting the welfare of children and creating an environment where staff feel able to raise concerns and feel supported in their safeguarding role. |  |  |  |  |
| Staff are given a mandatory induction (in a timely manner), which includes familiarisation with child protection responsibilities and the procedures to be followed if anyone has any concerns about a child’s safety or welfare |  |  |  |  |
| Staff receive appropriate safeguarding training & individual training plans are in place |  |  |  |  |
| The organisation can evidence training undertaken by staff through a database |  |  |  |  |
| The organisation can demonstrate impact of training on practice & improved outcomes |  |  |  |  |

**Learning and Development Needs’ Analysis**

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|  | The organisation provides or commissions this learning | The organisation relies on the HSCP for this learning | The organisation has individuals with expertise and extensive knowledge on this subject and can, with support, provide short briefings to others within the partnership |
| Safeguarding Children Level 1 (includes learning of significant harm such as neglect, physical, emotional and sexual abuse) |  |  |  |
| Safeguarding Children Level 2 |  |  |  |
| Safeguarding Children Level 3 - Designated Safeguarding Leads |  |  |  |
| Familial Child Sexual Abuse |  |  |  |
| Complex Neglect |  |  |  |
| Fabricated & Induced Illness Awareness |  |  |  |
| Learning from Child Safeguarding Practice Reviews |  |  |  |
| Local Authority Designated Officer (LADO) Awareness |  |  |  |
| Mental Health First Aid for Youth |  |  |  |
| Self-Harm & Suicide Ideation in Young People Awareness |  |  |  |
| Professional Curiosity & Information Sharing |  |  |  |
| Safeguarding Children Affected by Parental Substance Misuse |  |  |  |
| Safeguarding Children Affected by Parental Mental Health |  |  |  |
| Safer Recruitment |  |  |  |
| Working with Families, agencies struggle to engage |  |  |  |
| Safeguarding Young People from Extremism (Prevent Programme) |  |  |  |
| Domestic Violence & Abuse Awareness |  |  |  |
| Coercive Control Awareness |  |  |  |
| Harmful Cultural Practices (including forced marriage, FGM, and breast flattening) |  |  |  |
| Multi-Agency Risk Assessment Conference (DVMARAC) Awareness |  |  |  |
| Safeguarding Children Affected by Domestic Abuse |  |  |  |
| Understanding the Different Strands of Violence Against Women and Girls Awareness |  |  |  |
| Working with Perpetrators of Domestic Abuse Awareness |  |  |  |
| Unconscious Bias / Equality in Safeguarding Children / Cultural Competence |  |  |  |
| Child Criminal Exploitation |  |  |  |
| Child Sexual Exploitation |  |  |  |
| Safeguarding Sexually Active Young People |  |  |  |
| Children Who Go Missing |  |  |  |
| County Lines |  |  |  |
| Gaming & Gambling Harm Prevention |  |  |  |
| Online Safety |  |  |  |
| Serious Youth Violence |  |  |  |
| Modern Slavery & Child Trafficking |  |  |  |
| Contextual Safeguarding |  |  |  |
| Trauma Informed Approaches / Adverse Childhood Experiences |  |  |  |

**What actions have you identified for your organisation to undertake to meet all of the standards set out in this S.11 Audit?**

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| --- | --- | --- | --- | --- |
|  | Which Standard is this action attributed to? | What is the action to be taken? | By Whom? | By When? |
| Action 1 |  |  |  |  |
| Action 2 |  |  |  |  |
| Action 3 |  |  |  |  |
| Action 4 |  |  |  |  |
| Action 5 |  |  |  |  |
| Action 6 |  |  |  |  |
| Action 7 |  |  |  |  |
| Action 8 |  |  |  |  |
| Action 9 |  |  |  |  |
| Action 10 |  |  |  |  |
| Action 11 |  |  |  |  |
| Action 12 |  |  |  |  |
| Action 13 |  |  |  |  |
| Action 14 |  |  |  |  |
| Action 15 |  |  |  |  |
| Action 16 |  |  |  |  |
| Action 17 |  |  |  |  |
| Action 18 |  |  |  |  |
| Action 19 |  |  |  |  |
| Action 20 |  |  |  |  |