**Cluster Minutes October 2020**

Thank you to everyone that came – was great to see you :)

Please see the minutes collated from the 2 sessions.

1. **Shilpa Patel – New Private fostering lead for Hillingdon –** Shilpa is happy to be contacted with any queries regarding private fostering or potential private fostering situations.

[Spatel@hillingdon.gov.uk](mailto:Spatel@hillingdon.gov.uk)

01895 277860 / 07720208327

1. **Anna DeSouza – MASH and Early Help Manager**

**MASH team layout**

Advanced Practitioner

Triage

Priyanka Yadav

Nicola Walker

Social Workers

Debbie Alexander

Deepti Guptar

Ellie Warren

Shreena Patel



Chelsea Aberu-Petit

Paulette Swaby

Agzai Fessehaie

Tammy Warren

Anjali Dhokia

Reena Mehta

TAF Co-ordinators

(Currently re-deployed)

Housing Social Workers

Grace Allen

Melaine Ware

Tracy Ann Mark

Nicola Williams

Anna screens and signs off on every referral

**MASH Updates:**

MASH Team currently working remotely. Apologies some people have struggled to get through on phones. This issue should now be resolved. But if this happens please keep trying and also send an email to [lbhmash@hillingdon.gov.uk](mailto:lbhmash@hillingdon.gov.uk) and request someone make contact with you.

There has been a significant increase in referrals since September which is not surprising given children returning to school after a long time. Usual referral rates are 12-1300 contacts per month. April saw the lowest rates around 800 - September referrals up by 40% well over 2000 contacts. Anna has to sign off all referrals and increases the amount of referrals that go through to an assessment – so things are very busy! Referral conversion to assessment up from around 20% to 26%.

Egress no longer used by MASH. Hillingdon now use Microsoft Teams which has automatic secure email function built in so any emails sent and received are secure.

**Early Help Update:**

Early Help and prevention services are undergoing a restructure. This was delayed due to covid however, now back underway. It will be relaunched as **‘stronger families’** hopefully by the end of the year. The consultation process is currently underway (which will include school representation). Updates will be provided via Hannah.

When it is relaunched, there will be one simplified referral form where you will then select early help or safeguarding MASH referral which will replace the current IRF (initial referral form) rather than at times having to fill in 2 referrals.

Stronger families will consist of locality teams based out in communities.

Currently the early help workers are re-deployed. Schools can make an early help referral if they feel it cannot wait until December (still use current form) – MASH will still look at all referrals and explore if support can be offered in the meantime. Hannah can also offer advice in regards to these cases.

**Questions:**

**Q. When schools ring for advice sometimes MASH ask for child’s details straight away – do we have to give these and do parents therefore, have to have consented at this stage?**

**A.** *Parents’ consent doesn’t have to be sought if just ringing MASH for advice. MASH will ask for the child’s details, you don’t necessarily have to give them at this stage but, this means that MASH can look up the child and there may be historical information which is relevant to the advice then given by MASH. For example, if similar historical disclosures had been made by the child in the past this may be more of a concern. No record will be kept on the discussion at this stage. If MASH then request a referral is made they will advise that this is submitted on a referral from with the full details. At this stage parents’ consent would need to be sought unless it is considered to do so would place the child at more risk. MASH will be able to advise on this if unsure.*

*Schools can contact Hannah for more general advice on a situation without providing details on the child.*

**Q. Sometimes DSLs are asked to tell a parent about a child making a physical abuse disclosure – is this right? How do we have this conversation?**

**A.** *Where a child has a mark of any kind and makes a disclosure that this has been caused by a parent/carer or where they make a disclosure that they have been hurt with any kind of implement or weapon (belt, slipper, wooden spoon etc) it is important to refer this straight to MASH without speaking to parents first. Where a child makes a clear disclosure they have been hurt by a parent however, there is no visible mark it is also appropriate to contact MASH for advice on next steps. In these cases the response from MASH may vary depending on the context of the situation and also any prior history on the child (which may include information school is not currently aware of).*

*MASH may ask for schools to follow this up by having a discussion with parents or request that schools inform parents about the referral. This can be a very difficult conversation to have with parents as they can be very upset or angry. However, the important thing to remember is that in most cases honesty is valued by parents and by being upfront with them they can continue a more positive working relationship with you in the future. Ultimately it is likely someone is going to make contact with them about the referral and if this comes from social care first they may feel like schools have gone behind their back so to speak. It may be helpful to remind parents that as a school you are not making a judgement about what has happened but have statutory duties to make a referral in certain cases, you can refer them to your child protection policy and explain that every situation is treated the same regardless of the child or parent.*

*MASH will always be happy to give advice about how to manage informing a parent. Equally Hannah is available to offer guidance with this and ongoing support with difficult conversations.*

**Q. If a parent comes to school and discloses they have been subject to domestic abuse what do we do?**

***A.*** *In the first instance try to encourage and support the victim to contact the police there and then especially if there is any indication the risk remains i.e. if the perpetrator is still in the home. The police have the ability to put safeguards in place that MASH do not.*

*If a parent makes a disclosure of having received threats to seriously harm or kill them you should report this to the police with or without the parent’s consent. If a disclosure of this kind hasn’t been made but you still feel the victim is at further risk of serious harm and is not wanting to contact the police themselves you should make a third party referral to the police. This means you make contact with the police and report what you have been told. Police will then decide if immediate action is required.*

*If you are unsure if any information given to you warrants a third party police referral you should contact Stella Anaxagorou (Hillingdon domestic abuse lead for Education) or the Hillingdon HIVDA service to discuss the risks. Aside from this you should also explore with the victim if they would consent to support from a specialised domestic abuse service. You can make a direct referral to HIDVAS or contact Stella. Stella can often offer immediate advice and support to the parent if they consent or liaise with yourselves around any concerns you may have, other specialist services available and discuss safety planning.*

*If the parent discloses that the child has been witness to violence or this is disclosed by the child you should refer this to MASH. Where is it unclear you would weigh up the level of concern based on the information, context and history known as to whether you need to make a referral to MASH. Hannah can also offer advice in these situations.*

**Q. Who is responsible for children transferring in from another area on a Child Protection plan?**

***A.*** *The Local Authority from which the child is moving in from remains responsible for the child until a transfer in child protection conference is held. The Local Authority should notify Hillingdon LA of the move and a transfer in child protection conference will then be arranged by Hillingdon which the prior school and new school should be invited too. You would expect the allocated social worker from the prior local authority or the prior school to make contact to share relevant information with yourselves before the move. However, if you don’t you should follow this up to make sure you have the relevant information.*

1. **Allyson Keith – Chief of Safer Schools Police**

Please see attached powerpoint presentation.

Allyson and her team generally support secondary schools however, Allyson is happy for Primary schools to contact her for advice if needed.

**Tel:** 07766 497676   
**Email:** [Allyson.Keith@met.police.uk](mailto:Allyson.Keith@met.police.uk)

Ian Benjamin - [Ian.R.Benjamin@met.pnn.police.uk](mailto:Ian.R.Benjamin@met.pnn.police.uk) is the youth engagement officer for schools and can be contacted by primary also about lessons/presentations for pupils.

**Sexual Image sharing**

Children sending sexual images is a criminal act **even** if image is of themself however, Allyson wants to reassure schools that police will still treat more from a safeguarding perspective than a criminal one.

If a child has sent one image of themselves (i.e. topless/genitals) to someone else (i.e. boyfriend/girlfriend) and this seems consensual with no aggravating factors (see slides) or safeguarding concerns Allyson advised that schools can look at this image and delete it off the child’s phone. They do not need to make contact with the police. This matter can be dealt with by the school.

If there are numerous images or any aggravating factors present including if the image has been shared outside of the person it was intended for this needs to be reported to the police. School should check the image to make sure it requires contact to made with the police i.e. that an image does exist. Schools have the powers to do this. Schools only need to check one image meets this criteria. School should **not** forward/download/make copies of the picture/s but contact police who can advise next steps. Police have the powers to seize phones.

A crime report will be made. However, police are able to use an outcome code 21 – approval not to investigate if actually there doesn’t seem to be anything untoward. This prevents young people being criminalised and will not flag up on future checks unless something similar occurs.

**Knife Crime**

Always report any knife/weapon possession to police please unless school deem purely innocent. If can’t get through to allocated safer school officer call 101.

**RSE (Relationship Sex Education)**

You may be aware in other areas such as Birmingham the changes to the curriculum has caused some community tensions including protests. Any immediate threat schools should dial 999, any other threat report to 101. If any advice is required or schools are aware of tensions arising within a community please contact Allyson or Fiona Gibbs (see later section) to discuss. Allyson and Fiona want to be informed in order to track what is happening locally.

1. **Mandy Gibbons – Hillingdon Child Protection Conference Chair**

**Update from service**

THANK YOU – for DSL’s amazing contribution to continuing to keep children safe through the pandemic – especially attending conferences and providing reports during holidays – schools information is often the most vital and informative in conferences as well as schools having the opportunity to hear all of the information from other agencies.

Conferences will continue by phone for the time being. This appears to have worked well and professionals found attendance easier as less time-consuming. Initial conferences will return to face to face meetings at some point however, professionals will still have option to join by phone.

There are 4 conference chairs – each has taken on a specific category as the lead in that area and are happy to be contacted by schools to provide advice and support on child protection cases.

07580577073

[agibbons@hillingdon.gov.uk](mailto:agibbons@hillingdon.gov.uk)

Mandy Gibbons

Neglect

Sinead McEniry

Sexual

07960607145

smceniry@hillingdon.gov.uk

Agnes

Forster

07943329783

aforster@hillingdon.gov.uk

Physical

Emotional

Navida Khanum

07850075826

nkhanum@hillingdon.gov.uk

Conference chairs appreciate that schools often bear the brunt of parents frustrations before/after conference and this makes being open and honest about concerns difficult. However, honesty is important and parents in the long run do value this. Chairs and Hannah can offer support. Also follow your policy around acceptable behaviour to school staff. School staff shouldn’t feel threatened by parents. Dealing with parents can be very exhausting and emotionally draining so please feel you can ring Hannah even just to offload!

Hannah will look at putting together some training to support with managing difficult conversations with parents.

Any issues with other professionals not performing their actions as part of the plan can be raised with the conference chair.

Conference chairs and Hannah plan to put on some bitesize training events in future to share good practice around conferences and reports. More info to follow.

1. **Fiona Gibbs – Stronger Communities and PREVENT manager**

**Meet the Team**

Carla and Rehman offer work with schools around awareness raising regarding Prevent and hate crime workshops free of charge so please feel free to make direct contact with them to explore the needs of your school.

Fiona Gibbs

[fgibbs@hillingdon.gov.uk](mailto:fgibbs@hillingdon.gov.uk)

01895 277035/ 07946714637

**New Prevent Referral:**

A new prevent referral was sent round to DSL’s by Hannah in May (please also see attached). Hillingdon are piloting this new referral which will hopefully become the national process. The referral goes straight to Prevent policing team for checks and then to MASH for safeguarding checks. Fiona also receives an alert. Put details of siblings in prevent referral if concerned about them also. Any advice or queries around prevent please contact Fiona.

**Training:**

Fiona usually runs prevent training in Civic. All face to face training on hold. However, Fiona feels covered most schools over the last year and so is confident most schools have up to date training. Please get in touch if any concerns.

New school staff should complete Home Office E-learning on Prevent – <https://www.elearning.prevent.homeoffice.gov.uk/>

And DSLs/senior leadership team should complete additional e-learning on prevent referrals –<https://www.elearning.prevent.homeoffice.gov.uk/preventreferrals>

**Far Right Concerns:**

The biggest current concern in Hillingdon is the emergence of far right and that these groups are using the pandemic to also push their message. Most new referrals coming through to PREVENT regarding radicalisation of young people link to the far right.

Mayor of London funding has been granted to Exit UK <https://exituk.org/> to provide virtual training to professionals regarding the far right.

**Training session available to schools on Thursday 5th November at 3:30pm (one hour long)- virtual session. Please email Fiona who can book you on.**

It is vital that frontline staff working with children and young people understand this emerging threat and can recognise signs that young people are potentially being radicalised.

**RSE (Relationship Sex Education)**

Hillingdon has produced some guidance for the consultation process with parents round the RSE curriculum. Access these [here](https://gbr01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fdrive.google.com%2Fdrive%2Ffolders%2F1V64i06qsBWhQxsA1qd-8u58UTCc7wKkx%3Fusp%3Dsharing&data=04%7C01%7C%7C96c4c5154fea4c31f88008d87a8cca85%7Caaacb679c38148fbb320f9d581ee948f%7C0%7C0%7C637394092389064145%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C1000&sdata=8kH6azFYEq637fZoSU3NrJLWlD0%2BeoKPw7Yx20Qqou4%3D&reserved=0) via google shared drive – please get in touch if you can’t access and you would like these. Please see attached document regarding managing community concerns. There is also free training being delivered by Brook for teachers delivering the new curriculum – see training information below.

Please share any issues with Allyson Keith (Schools police) or Fiona.

1. **AOB**

**Encompass notifications** – Please make contact with Stella Anaxagorou (Domestic Abuse Lead for Education) if any issues. - [sanaxagorou@hillingdon.gov.uk](mailto:sanaxagorou@hillingdon.gov.uk)

Stella able to deliver Domestic abuse training virtually please get in touch (free of charge).

1. **KEY TRAINING DATES FOR THE DIARY**

* Training regarding the far right from Exit UK- Thursday 5th November 3:30pm - email [fgibbs@hillingdon.gov.uk](mailto:fgibbs@hillingdon.gov.uk) to book on
* Governors Safeguarding and LADO overview Training – Wednesday 11th November 6-7:30pm – run by Rob Wratten (LADO) and Hannah. Information will be sent directly to Governors but please encourage yours to come along. They can join using the link below.

Microsoft Teams meeting

[Click here to join the meeting](https://teams.microsoft.com/l/meetup-join/19%3ameeting_NzgzOGI0ZTctYzY0Yy00ZGQxLWFiYzktOTY4NWM2NjVhOTFi%40thread.v2/0?context=%7b%22Tid%22%3a%22aaacb679-c381-48fb-b320-f9d581ee948f%22%2c%22Oid%22%3a%2207cc00cc-ffee-4116-8778-7d98dad41a94%22%7d) - <https://teams.microsoft.com/l/meetup-join/19%3ameeting_NzgzOGI0ZTctYzY0Yy00ZGQxLWFiYzktOTY4NWM2NjVhOTFi%40thread.v2/0?context=%7b%22Tid%22%3a%22aaacb679-c381-48fb-b320-f9d581ee948f%22%2c%22Oid%22%3a%2207cc00cc-ffee-4116-8778-7d98dad41a94%22%7d>

**Or call in (audio only)**

[+44 20 3855 6003,,573990888#](tel:+442038556003,,573990888# )   Phone Conference ID: 573 990 888#

* **Prepping for Mandatory RSE for teachers training -** With compulsory RSE being introduced in schools in England in September 2020, it is vital that educators get the support they need to implement successful relationships and sex education. Discuss how to approach sensitive issues such as consent, pleasure and sexual identity.

Dates: 18th November - 3.30-5pm (online)

7th December 4-5.30pm (online) Provided free of charge by Brook

Places can be booked via Learning Zone.  Any teaching staff who need an account set up, please email [learninganddevelopment@hillingdon.gov.uk](mailto:learninganddevelopment@hillingdon.gov.uk)