



## *South Gloucestershire Children's Partnership*

### Section 11 Audit Report 2023-24

Sarah Taylor

November 2023

## Introduction

The Section 11 self-assessment audit tool was circulated to all partners across Bristol, South Gloucestershire, North Somerset, Somerset and Bath & North East Somerset in August 2023 to assess, monitor and evidence progress and achievements in relation to meeting safeguarding requirements.

Some organisations work across more than one local authority and completed the audit once to cover all relevant areas. There were a total of 20 completed audits received for South Gloucestershire. The names of these organisations are included in [Appendix One](#).

This report has been produced for the South Gloucestershire Children's Partnership and has drawn on the themes identified in the audit process from the Organisations who work in South Gloucestershire.

Organisations were required to make a judgement as to how well each question is being achieved based on a Red, Amber or Green rating.

There were six sections of questions and a total of 19 questions within the audit, as well as self-auditing for a numerical score, organisations were asked to give examples and provide evidence for their score and the system gave the opportunity to create an action plan based on responses.

## What is Section 11? (from [Working Together to Safeguard Children 2018](#))

### Section 11 of the Children Act 2004

Places duties on a range of organisations, agencies and individuals to ensure their functions, and any services that they contract out to others, are discharged having regard to the need to safeguard and promote the welfare of children.

**Section 11** places a duty on:

- local authorities and district councils that provide children's and other types of services, including children's and adult social care services, public health, housing, sport, culture and leisure services, licensing authorities and youth services
- NHS organisations and agencies and the independent sector, including NHS England and clinical commissioning groups, NHS Trusts, NHS Foundation Trusts and General Practitioners
- the police, including police and crime commissioners and the chief officer of each police force in England and the Mayor's Office for Policing and Crime in London the British Transport Police
- the National Probation Service and Community Rehabilitation Companies Governors/Directors of Prisons and Young Offender Institutions (YOIs)
- Directors of Secure Training Centres (STCs)
- Principals of Secure Colleges
- Youth Offending Teams/Services (YOTs)

These organisations and agencies should have in place arrangements that reflect the importance of safeguarding and promoting the welfare of children, including:

- a clear line of accountability for the commissioning and/or provision of services designed to safeguard and promote the welfare of children

- 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/agency's safeguarding arrangements
- a culture of listening to children and taking account of their wishes and feelings, both in individual decisions and the development of services
- 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
- clear escalation policies for staff to follow when their child safeguarding concerns are not being addressed within their organisation or by other agencies
- arrangements which set out clearly the processes for sharing information, with other practitioners and with safeguarding partners
- a designated practitioner (or, for health commissioning and health provider organisations/ agencies, designated and named practitioners) for child safeguarding. Their role is to support other practitioners in their organisations and agencies to recognise the needs of children, including protection from possible abuse or neglect. Designated practitioner roles should always be explicitly defined in job descriptions. Practitioners should be given sufficient time, funding, supervision and support to fulfil their child welfare and safeguarding responsibilities effectively
- 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
- appropriate supervision and support for staff, including undertaking safeguarding training
- creating a culture of safety, equality and protection within the services they provide

In addition:

- ✓ employers are responsible for ensuring that their 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 should be given a mandatory induction, 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
- ✓ all practitioners should have regular reviews of their own practice to ensure they have knowledge, skills and expertise that improve over time

## Section One: Safeguarding Structure

*How do you share information on who is your safeguarding lead?*



0% of organisations rated RED (requires improvement)

10% of organisations rated AMBER (good)

90% of organisations rated GREEN (outstanding)

## Analysis

75% of organisations include information about safeguarding leads in induction. 50% of organisations told us that they include this information on their intranet or website. 45% of organisations include this information in their single agency training.

The use of newsletters (25%), posters in the building (20%), supervision (35%) and inclusion in policy (45%) were also given as ways of promotion of the safeguarding lead/s.

In terms of being able to check that this information is being retained by practitioners 35% of organisations told us that they check this out in supervision and 30% have undertaken audits of staff to check awareness of the safeguarding structure and knowledge of the safeguarding lead.

**Recommendation 1: Where information about the Safeguarding lead is not included in induction this should be added by all organisations.**

*How do you share information about guidance, policies, and procedures? How do you check that this information is known and understood?*



0% of organisations rated RED (requires improvement)

15% of organisations rated AMBER (good)

85% of organisations rated GREEN (outstanding)

## Analysis

The answers to this question mostly focussed on the first part of the question, about how information is shared and there was less evidence of how organisations check policies and procedures are understood:

Key methods described in the audit returns to share information about policies and procedures were through:

- induction (55%)
- training (60%)
- newsletters/emails/alerts (60%)
- intranet/website (50%)
- Team meetings/forums (50%)

---

*Finding a way to evidence how we know someone has taken in and understood key aspects of policy and procedure is an area of development.*  
*The Green House*

---

Some of the ways organisations have tried to evidence policies being used in practice are through staff surveys, supervision, and monitoring completion of training. One piece of excellent practice from 1625 Independent People was to speak to young people about how safe they feel and checking with them policies are being used in practice based on their experiences of the organisation.

One of the responses mentioned multi agency training and how difficult it is for staff teams to attend as there is a 2-person limit per organisation per course. This is not a South Glos Policy and so this raises the issue of organisations being aware of the multi-agency safeguarding training available across the partnerships that they work across. Many organisations cover more than one partnership footprint. Progress for the Children’s Partnerships would be to include a review of ‘terms of booking’ in the current regional training group and to consider publishing a cross boundary training document to make access easier for practitioners wherever they work to access training.

**Recommendation 2: Regional Workforce development group to review terms of booking places on training with a view to creating as much standardisation as possible. Consider publication of an online document that includes safeguarding training across the region.**

*How are you ensuring practitioners in your organisation are making effective use of the escalation policy (including whistleblowing and LADO)?*



0% of organisations rated RED (requires improvement)

45% of organisations rated AMBER (good)

55% of organisations rated GREEN (outstanding)

#### Analysis

The responses to this question were more mixed, just over half of the respondents scored their organisation Green for this section. For two of the submissions there was information in the text to suggest they should not have scored green – and if these were taken into account then amber would have been the dominant response.

Although 70% of organisations said staff are aware of the Escalation Policy (in South Gloucestershire this is called the [Resolution of Professional Differences Policy](#)) it is difficult to evidence the effectiveness of it’s use. Very few escalations come through to the Strategic Safeguarding manager, which may mean that any differences are resolved quickly at a lower level, but the Section 11 returns do not provide evidence for this. Only 15% of returns indicated that they have evidence of effective use.

Most organisations were not reflective of this as an issue although Avon & Somerset Police did highlight an area for development.

---

*There can be a lack of challenge or escalation when requests to social care for a strategy discussion are not agreed. This could be more robust.*

---

South Gloucestershire Children’s Partnership undertook a benchmarking exercise following publication of Child Protection in England, the National Review<sup>1</sup> following the deaths of Arthur Labinjo Hughes and Star Hobson. One of the actions identified was to check whether decisions about strategy discussions by Children’s Social Care were being challenged. For the purpose of the action

---

<sup>1</sup> [Child Protection in England - May 2022 \(publishing.service.gov.uk\)](#)

plan this was seen as a positive, and that appropriate decisions were being made. However this comment from Avon & Somerset Police suggests that there is a lack of robust challenge from a key partner.

60% of responses reported that they have information about the LADO included in policy, this indicates that the partnership should promote the role of the LADO to ensure information is widely known.

Eastwood Park Prison did not score for this question as they felt it is not applicable for them. Specific information needs to be shared with them to ensure local routes for escalation and allegations are understood.

**Recommendation 3: Promotion of LADO role through Newsletter and consideration of a Bitesize session to increase understanding of this role**

**Recommendation 4: Information about Escalation and LADO to be shared with Eastwood Park Prison**

**Recommendation 5: Lack of evidence for use of the Escalation Policy has been a recurring theme in Section 11 audits. Include a section about this policy at the next Partnership Development day.**

*Tell us about how you incorporate safeguarding into induction?*



0% of organisations rated RED (requires improvement)

20% of organisations rated AMBER (good)

80% of organisations rated GREEN (outstanding)

#### Analysis

95% of organisations said that their induction included safeguarding training.  
60% include safeguarding in an induction pack  
25% include a meeting with the safeguarding lead as part of induction  
2 organisations mentioned that they also have safeguarding induction for volunteers.

## Section Two: Learning and Development

*Tell us about the single agency or in-house training available to your organisation. How is it quality assured?*



0% of organisations rated RED (requires improvement)

40% of organisations rated AMBER (good)

60% of organisations rated GREEN (outstanding)

#### Analysis

All organisations provide single agency training for their staff. Half of the responses indicated that the training is quality assured at a National level. Only one organisation did not have any quality assurance in place but they did have an action in place to ensure this happens going forward.

*How well do staff engage with the multi agency training available? How do you decide who will attend, and how do you monitor this? How do you conduct safeguarding training needs analysis and are there any safeguarding themes your organisation has identified that your staff need training on?*



5% of organisations rated RED (requires improvement)

35% of organisations rated AMBER (good)

60% of organisations rated GREEN (outstanding)

#### Analysis

Although 60% of organisations rated good for this question a third of those organisations did not reference any multi agency training in their evidence and only included information about single agency provision. One organisation said that their in-house training is enough for staff but still rated themselves green for engagement with multi agency training. This indicates the programme of training available is not well understood by all organisations.

There was some feedback about a decrease in accessing multi agency training since the Covid-19 lockdowns. Some submissions said that it can be difficult to attend due to working patterns, and that the cancellation policy is a barrier for those in critical roles, where a decision may have to be made to maintain safety – for example in Hospital ED, and then incur a fee if there is a late cancellation.

Several organisations included that they have a lack of information and data from multi agency training and don't have an understanding about how many people have attended and that they would like feedback to help them with their planning.

**Recommendation 6: Each agency to receive a data report about their staff attendance at multi agency training over the last 12 months**

**Recommendation 7: The Children's Partnership to provide a promotional campaign about the multi-agency training package and to consider the requirements for a cancellation fee when there is an emergency for an organisation.**

*Tell us about the Safeguarding Supervision available to staff working in your organisation.*



0% of organisations rated RED (requires improvement)

35% of organisations rated AMBER (good)

65% of organisations rated GREEN (outstanding)

#### Analysis

80% of organisations reported that they provide monthly 1:1 supervision for their staff. A small number reported that safeguarding staff have regular supervision and other depending on their roles received less but that supervision is available on an ad-hoc basis when needed. Two organisations reported that they offer group supervision for staff in addition to the 1:1 regular sessions. There were other examples of less formal supervision arrangements including drop ins and development days.

*How is learning from training and events embedded into practice and shared with colleagues?*



0% of organisations rated RED (requires improvement)

25% of organisations rated AMBER (good)

75% of organisations rated GREEN (outstanding)

Analysis

The most common practice for sharing learning with colleagues is by using a cascade model in team meetings (50%) Checking that learning is being embedded was captured through supervision, audits and development days was reported by 50% of responses. There was mention of using learning briefs and newsletters to share information by 40% of responses.

*How do you know that learning from local Child Safeguarding Practice Reviews(CSPR) is impacting practice?*



10% of organisations did not rate this

5% of organisations rated RED (requires improvement)

30% of organisations rated AMBER (good)

55% of organisations rated GREEN (outstanding)

Analysis

Two organisations marked this question as not being applicable to them. A further two organisations reported that they don't have a mechanism to share/don't currently share learning from CSPRs. This equates to 20% of the responses and should be considered a risk for the Children's Partnership.

Most organisations share learning within their training and in team meetings. Several mentioned the use of learning briefs.

There was less evidence of how reviews are impacting practice. Some organisations ask about this in supervision (10%) but there is no effective measure from this Section 11 audit about how CSPR learning is impacting practice.

**Recommendation 8: Direct contact with the four organisations who are not sharing learning from CSPRs to request that they start doing this.**

**Recommendation 9: Children's Partnership undertake a closing the loop exercise with partners in January 2024 in a 'One Year On' exercise for Family A.**



*How has your organisation responded to the change in the Domestic Abuse Act 2021 to recognise children as victims?*



0% of organisations rated RED (requires improvement)

10% of organisations did not rate this

30% of organisations rated AMBER (good)

55% of organisations rated GREEN (outstanding)

---

*Our new children's team partnerships with Off the Record and 1625, play therapy, schools healthy relationship services and has a dedicated children's IDVA and ISVA. [Next Link](#)*

---

Almost all organisations have responded to this question to say they have introduced new training, or updated existing training and updated their policies and procedures.

---

*Barnardo's nationally lobbied for this change to be part of the Domestic Abuse Act 2021. [Barnardo's](#)*

---

Two organisations did not rate this question, as not relevant to them. The partnership will need to engage with them to ensure they are up to date with their knowledge of the Domestic Abuse Act.

**Recommendation 10: Direct contact with the two organisations who did not rate this question to ensure they are up to date with the legislation.**

## Section Three: Listening to Children

*Describe how your organisation has effectively engaged with children and young people and how this has directly improved services and outcomes*



10% of organisations rated RED (requires improvement)

20% of organisations rated AMBER (good)

65% of organisations rated GREEN (outstanding)

### Analysis

Examples of good practice of engaging with children included:

- Use of young people's representatives
- Engagement in recruitment process
- Online pupil survey

- Well established forums to engage young people/ Children’s Council
- Welcome packs designed by children for children
- Next Link Children’s group wrote to a local charity to ensure every child gets a cake on their birthday
- Employment of participation workers to hear children’s views directly
- Co-produced resources

### 1625 Independent People

At Board level the 1625 board of trustees has recruited 2 young people as trustees. The 1625 Shadow Board attend the main board twice a year to present their priority work plans. The main board has standing agenda items about how their work has made a difference to young people’s lives.

1625 secured funding to undertake a full refurbishment of the head office, young people are embedded in all stages of this work including representation on the project board.

Young people conducted audits to improve the quality of accommodation, creation of a new welcome checklist, updating managing safety in the home guidance and 1625’s Indy Kits Home Starter packs were rebranded.

Future plans include developing information for young people about cost-of-living resources.

For those organisations who scored lowest in this section it was mainly reported that they do not work directly with children or young people, but with parents.

**Recommendation 11: Based on the good practice (85% good or outstanding) identified about hearing the voice of children and young people, consider ways that this can be used by the partnership to shape the work of the partnership across South Gloucestershire.**

*How do you know that practitioners in your organisation know what a child’s lived experience is (understanding a day in their life)?*



10% of organisations rated RED (requires improvement)

15% of organisations rated AMBER (good)

65% of organisations rated GREEN (outstanding)

### Analysis

Organisations responded to this question by giving examples of their child centred and holistic approaches, including the use of models such as Signs of Safety to help them capture the lived experience of a child. Methods to check this within organisations were by use of audit and supervision.

---

*New maternity documentation prompts maternity staff to consider the newborn's daily experience in their parent's care.*  
*North Bristol Trust*

---

Organisations who rated themselves as red shared that they plans in place to improve. For two organisations who do not work directly with children this question was not answered.

*Equality & Diversity: How does your organisation consider racial, ethnic and cultural identity and its impact on children and families' experiences?*



0% of organisations rated RED (requires improvement)  
25% of organisations rated AMBER (good)  
75% of organisations rated GREEN (outstanding)

#### Analysis

55% of organisations documented that their staff attend mandatory training. In addition organisations gave examples of their practice as evidence including:

- Equality and diversity action plan in place
- Consultation with young people
- Demographic data collection
- Equality impact assessments in all policies
- Setting up specific minority groups to hear their views
- Recruitment to increase diversity of staff
- Appointment of an Equality and Diversity Lead
- Provision of documents in variety of formats as needed

## Section Four: Information Sharing

*Describe the systems you have in place to support effective information sharing*



0% of organisations rated RED (requires improvement)  
20% of organisations rated AMBER (good)  
80% of organisations rated GREEN (outstanding)

#### Analysis

90% of organisations reported that they have information sharing policies or protocols in place. 45% of organisations reported that they have training in place. 25% of responses referred to having a dedicated Information governance lead or team. Attendance at multi

agency meetings was a common answer as was close multi agency working arrangements. 30% of responses talked about the importance of staff understanding consent.

*What are the barriers you face to effective information sharing and how do you try to overcome them?*



0% of organisations rated RED (requires improvement)

35% of organisations rated AMBER (good)

65% of organisations rated GREEN (outstanding)

### Analysis

A barrier has been identified by non-statutory agencies who report being missed from key meetings and who don't have the right information shared with them. Several agencies including Barnardo's Next Link, Diocese of Bristol, The Greenhouse, Avon Fire and Rescue Service and Vinney Green referenced this and included that what they offer and how they are organised is not always clearly understood by other organisations. Avon Fire and Rescue feel that they are underused by other organisations and they offer free training for partners and visits to homes when there are concerns about hoarding or other risks.

Other barriers to sharing information include:

- Different processes for every Local Authority
- Different IT systems that do not communicate with each other
- Problems with secure emails
- Refusal of consent to share by young people or parents
- Professional anxiety (35%)
- Time constraints or shift patterns
- Understanding the faith and voluntary sector organisations.

---

*Social Care did not want to share a safety plan with us, the family did not have a copy of the plan and gave consent for social care to share with us.*

*The Greenhouse*

---

Organisations did give solutions they are using to try and address these barriers including the use of manager support and supervision and use of the manager-to-manager conversations and the escalation policy.

## Section Five: Regional Themes

*Tell us how you are ensuring that the voice of Fathers is heard in your work with families?*



0% of organisations rated RED (requires improvement)

25% of organisations did not rate this

25% of organisations rated AMBER (good)

50% of organisations rated GREEN (outstanding)

### Analysis

Five organisations did not rate this question as they felt it was not relevant to the work that they do. (for example a women only service)

For some of the audits there was weak evidence to support the choice of a green rating. Green represents being 'outstanding' and the evidence presented did not reflect this. It is a theme that needs to have further work undertaken by the children's partnership as multi agency audits and reviews have not shown this to be an area of strength.

Organisations gave examples of having a Think Family approach and that the assessments undertaken have a requirement to include the father. Probation has men as a majority of their case loads and responded that they are often in a unique position of being able to both hear and represent the voice of fathers. The promotion of ICON<sup>2</sup> messaging was referenced in some of the returns and the promotion of DadPad<sup>3</sup> to families following a recent conference held in South Gloucestershire.

The Youth Justice Service highlighted two examples of how they have challenged omission of fathers as part of their evidence. For one of these a change was made to ensure equity with the mother.

**Recommendation 12: Children's Partnership to have a priority theme of working with fathers for 2024-25 business plan**

*What are you doing about neglect?*



0% of organisations rated RED (requires improvement)

5% of organisations did not rate this

25% of organisations rated AMBER (good)

70% of organisations rated GREEN (outstanding)

### Analysis

Organisations reported that they have staff training about neglect (60%) and 45% have a policy about neglect.

<sup>2</sup> [Home - ICON Cope](#)

<sup>3</sup> [DadPad | The Essential Guide for New Dads | Support Guide for New Dads \(thedadpad.co.uk\)](#)

25% referred to the Neglect Toolkit<sup>4</sup>, although multi agency audits are not finding evidence that this is being routinely used. Health organisations referenced their 'was not brought/child not seen' policies about missed appointments.

*How do you ensure smooth transition for children and families? (This could be between services or transitioning into adulthood)*



0% of organisations rated RED (requires improvement)

15% of organisations did not rate this

30% of organisations rated AMBER (good)

55% of organisations rated GREEN (outstanding)

### Analysis

Organisations referred to ensuring there is a clear handover and time to help a child transition between service or into adult services. Being able to meet and get to know the new worker was key to a good transition.

Young people told Barnardo's that they would like 'warm transitions into other services' as going from working with someone you know well to someone new can be a very cold experience.

Eastwood Park Prison Mother and Baby Unit have weekly meetings where they discuss any potential transitions for babies and children and work with external nursery placements prior to children moving out of the prison environment.

Some organisations have transitions workers or staff who cover the 18-25 period to bridge the gap between childhood and adulthood.

---

*Services that support long term health conditions have a Ready Steady Go approach that begins at age 12 onwards as a long term approach that includes planning with the child and their family, joint appointments with both teams and longer appointments to support through transition.*

*North Bristol Trust*

---

## Section Six: Children's Partnerships

*Do you have any feedback for your Children's Partnership?*

Not every Section 11 audit provided feedback for the partnership, those that did are summarised here:

**1625 Independent People:** Gave feedback about the Keeping Bristol Safe Partnership (KBSP), more general feedback about wanting data from multi agency training to help prioritise this for staff. Would like to be involved more in Voice of the Child Work

---

<sup>4</sup> [Neglect - Information, tools and links to support practice | SafeguardingSouth Gloucestershire Safeguarding \(southglos.gov.uk\)](#)

**You said we will:** Invites 1625 IP to become a member of the new Lived Experience sub group in South Gloucestershire. Provide feedback about attendance at multi agency training.

**Avon Fire and Rescue Service:** Request for co-ordination of partnership meetings in the region to avoid clashes.

**You said we will:** AFRS do not currently attend meetings in South Glos. Will invite them and Business manager will liaise with other partnerships to check dates – in particular for Partnership Development Days. Consider this as part of BNSSG Transformation Project.

**Avon & Wiltshire Mental Health Partnership:** Would like more focus on transition and Neglect. Also would like focus on adolescent to parent Domestic Abuse.

**You said we will:** Will consider adolescent to parent abuse as a multi agency audit theme. There is a transition action plan that needs to be revisited and there will be a meeting to review this. The Neglect toolkit will be due for review in 2024 and will consider how this can be improved then.

**Barnardo's:** We feel less connected since the LSCBs became Children's Partnerships.

**You said we will:** Invite Barnardo's to sit on Best Start for Vulnerable Children workstream.

**BNSSB ICB:** Streamline the three arrangements across BNSSG

**You said we will:** Take part in the Transformation Project across BNSSG.

**Bristol Diocese:** Greater recognition of the role of faith organisations. There is inconsistent contact and the wealth of support provided to families is not appreciated.

**You said we will:** Business Manager will meet with representative from the Diocese to look at ways the partnership and diocese can work better together.

**North Bristol Trust:** Continue with online and face to face events to update on key topics and reviews. Consider repeating or recording events so that more people/people on shifts can view the content. Offer a spotlight on the needs of the unborn child and multi agency working in the pre-birth period.

**You said we will:** Look at setting up a YouTube channel for the Partnership to host recordings in the way that KBSP do. Hold two face to face partnership development sessions every year. Ask the Best Start in Life group to consider a bitesize session on pre-birth period as part of their priority on the first 1001 days.

**Sirona:** Greater join up between the three BNSSG partnerships. Standardised approach to processes and paperwork. Eg. Multi agency audit requests, conference reports, strategy requests. More joined up approach to multi agency audits would provide more equitable and consistent approach to Quality assurance processes. Standardised assessment tool for neglect across BNSSG. A barrier to information sharing is the infrastructure, numerous health recording systems that don't link.

**You said we will:** Take part in the BNSSG transformation project. Neglect toolkit is due to review in 2024 and will arrange to meet with KBSP and North Somerset SCP to review alongside their tools. Business manager will meet with KBSP and NSSCP to review multi agency audit processes.

**South Gloucestershire Children's Social Care:** We have identified actions in areas we need to improve.

**You said we will:** Offer partnership support in any required areas relating to multi agency working

**The Greenhouse:** The response given was to the KBSP

**You said we will:** Invite The Greenhouse to join one of the workstreams in South Gloucestershire

**UHBW:** Majority of response given was for the KBSP. Would like increased support for in house complex case meetings and peer review. Better partnership working in perplexing presentation cases.

**You said we will:** Make contact with UHBW Safeguarding lead to seek assurance about South Gloucestershire response to the request.

**Avon and Somerset Police:** The majority of the feedback was only for Somerset which was disappointing. The feedback for the whole region was to include focus on online abuse and exploitation and Honour Based Abuse and Forced Marriage in the next Section 11 audit.

**You said we will:** Consider these themes for the next audit and seek feedback about the South Gloucestershire Children's Partnership.

## Conclusion

There was a good response rate for the Section 11 audit.

There was a wide variation in the quality of the Section 11 returns. Some give examples and evidence to support their rating and some do not. Some rate themselves green and then give evidence about the plan to improve in the area which indicates the rating should have been amber or red. Avon & Somerset Police completed their return using the Somerset online tool and this made it more difficult to compare responses as the format was not the same.

It is a concern that some organisations mark questions as not relevant to them, particularly about the dissemination of learning from Child Safeguarding Practice Reviews. This demonstrates a lack of clear understanding of the purpose of reviews.

There was also a lack of understanding about the multi agency training offer and the Executive should consider reinstating a learning and development sub group to sit underneath the Senior Officer group, even if for a short period to be able to consider the issues and improve multi agency engagement.

Several responses referred to greater cohesion between partnerships across the BNSSG region, although it is evident that for those organisations who span more than one part of the region their responses were Bristol focussed, which raises a concern for South Gloucestershire and North Somerset. The transformation programme should make some recommendations about how we can work better together across the region.

Organisations should be taking action to ensure their compliance with Section 11, and this will in practice mean they should hold action plans for elements of the self-audit where they identified opportunities for improvement. The children's partnership Executive should consider how it can be assured that this is happening in South Gloucestershire.

Every organisation will have their own recommendations based on their Section 11 submission. The thematic recommendations based on all submissions for the 2023-24 Section 11 audit are as follows:



Number	Recommendation
1	Where information about the Safeguarding lead is not included in induction this should be added by all organisations
2	Regional Workforce development group to review terms of booking places on training with a view to creating as much standardisation as possible. Consider publication of an online document that includes safeguarding training across the region
3	Promotion of LADO role through Newsletter and consideration of a Bitesize session to increase understanding of this role
4	Information about Escalation and LADO to be shared with Eastwood Park Prison
5	Lack of evidence for use of the Escalation Policy has been a recurring theme in Section 11 audits. Include a section about this policy at the next Partnership Development Day.
6	Each agency to receive a data report about their staff attendance at multi agency training over the last 12 months
7	The Children's Partnership to provide a promotional campaign about the multi-agency training package and to consider the requirements for a cancellation fee when there is an emergency for an organisation
8	Direct contact with the four organisations who are not sharing learning from CSPRs to request that they start doing this.
9	Children's Partnership undertake a closing the loop exercise with partners in January 2024 in a 'One Year On' exercise for Family A.
10	Direct contact with the two organisations who did not rate the question about the Domestic Abuse Act to ensure they are up to date with legislation.
11	Based on the good practice (85% good or outstanding) identified about hearing the voice of children and young people, consider ways that this can be used by the partnership to shape the work of the partnership across South Gloucestershire
12	Children's Partnership to have a priority theme of working with fathers for the 2024-25 Business Plan

## Appendix One

### Organisations who submitted a Section 11 Audit for South Gloucestershire Children's Partnership

Organisations scored themselves for every question Red, Amber or green. A summary of the responses is available below:

Inadequate
Requires improvement
Outstanding

Organisation	Heat Map
1625 Independent People	16 1
Avon & Somerset Police	n/a
Avon Fire and Rescue	5 11 2
Avon & Wiltshire Mental Health Foundation Trust (AWP)	12 6
Barnardo's	14 3
BNSSG Integrated Care Board (ICB)	11 6 1
Compass Fostering	11 2
Diocese of Bristol	7 8 1
Eastwood Park Mother & Baby Unit	15
North Bristol Trust (NBT)	23
Next Link	13 3
Probation Service	14 2
Somerset and Avon Rape and Sexual Abuse Support (SARSAS)	16 1
Sirona Care & Health	15 3
South Glos Council - South Glos Children's Social Care	9 8
South Glos Council - Public Health	11 7
The Green House	7 10 1
UHBW	14 4
Vinney Green Secure Children's Home	11 2
Youth Offending Service	15 3