

1. Commitment of the Authority to Children and Young People					
Requirement	Current Position	Risks	Action	Timescale	Owner
a. The Authority has nominated a Lead Member or dedicated group to 'champion' children and young people. The Lead Member or group should have a clearly defined role	The Authority has appointed a Lead Member and Officer, Angela O'Boyle (AO'B) and Debbie Mullis (DM)	-	-	-	-
b. The Authority is knowledgeable of the age groups and diversity of the children and young people within its area	The Authority has gathered information on the age groups and diversity of the young people in Warwickshire	-	-	-	-
c. The Authority has a clear statement of how it will meet the objectives of Every Child Matters (ECM) as set out in the local Children and Young People's Plan(s). This will include considering ECM/RTA aims in all Authority functions and working in partnership to safeguard, promote welfare and improve the well-being of children and young people. The Authority should demonstrate the impact of Authority decisions on children and young people in all Authority committee reports	<p>A Police Authority Commitment to Children and Young People has been published, which details how the Authority will meet the ECM objectives and will work in partnership</p> <p>The Authority report cover sheet includes a heading for diversity issues. It has been proposed to consider children and young people as part of the age strand of diversity</p>	Lack of clear direction for the Authority and individuals	<p>To review the Commitment to Children and Young People annually</p> <p>To seek agreement for children and young people to be considered through the age strand of diversity in committee reports</p>	<p>October 2009</p> <p>March 2009</p>	AO'B/DM

HIGH

MEDIUM

LOW

<b>2. The Authority Effectively Monitors, Scrutinises, Challenges and Supports the Force to Fulfil its Duties Under the Act</b>					
<b>Requirement</b>	<b>Current Position</b>	<b>Risks</b>	<b>Action</b>	<b>Timescale</b>	<b>Owner</b>
a. The full Authority receives regular updates from the force on the progress of the commitment to children and young people	The Authority will receive updates via the Warwickshire Partnerships and Local Policing Governance Stream at Full Police Authority meetings	-	Ensure reports are received on timely basis	21/01/09 29/07/09 25/11/09	AO'B/DM
b. The Authority monitors, scrutinises, challenges and supports the force using the Template for Oversight of Force Activity	The template will be updated regularly and progress reports will be provided to Full Police Authority to scrutinise	-	-	Ongoing	DM/Nigel Jones
c. The Authority is represented on the force's children and young people group	Force implementing group Single Point of Contact (SPOC) meetings	-	Stay updated on Force progress in implementing this group	June 2009	AO'B/DM
d. The Authority receives accurate and clear plans of the resource implications from the force	The Authority receives this information via the Resources Stream of the Authority	-	-	-	-
e. The Authority's complaints committee has oversight of complaints made by children and young people against the force	Currently this information is scrutinised by the Authority's Professional Standards Committee	-	Consider how complaints by young people can be separated and analysed	October 2009	AO'B with Professional Standards Committee

HIGH

MEDIUM

LOW

<b>3. A Clear Statement of the Authority’s Responsibilities towards Children and Young People is Available</b>					
<b>Requirement</b>	<b>Current Position</b>	<b>Risks</b>	<b>Action</b>	<b>Timescale</b>	<b>Owner</b>
a. A clear plan is in place to promote and raise awareness of the ECM/RTA objectives, and the Authority’s approach to these to all staff	A Police Authority Commitment to Children and Young People has been produced, which details how the Authority will meet the ECM objectives and will work in partnership	-	To review the Commitment to Children and Young People  To ensure that Members and Officers are aware of the Commitment	October 2009  Ongoing	AO’B/DM
b. The Authority has an effective Community Engagement Strategy that reflects the commitment of the Authority to children and young people	The Authority has a Community Engagement strategy for 2008-2011	Children and Young Peoples’ views are not reflected  Authority Commitment is not seen	-	-	
c. All Members, staff and Custody Visitors are aware of their own responsibilities to children and young people in carrying out their duties	The Commitment document will assist with informing Members, staff and Custody Visitors of the ECM objectives and work taking place in the Authority and nationally. Speakers for sessions are being sourced	Members, staff and Custody Visitors do not take ECM outcomes into consideration when carrying out their duties	Develop an awareness session for Members, staff and Custody Visitors	Awaiting timescales in the Member Training Plan	AO’B/DM

<b>4. The Authority Listens and Responds to the Views of Children, Young People and their Families</b>					
<b>Requirement</b>	<b>Current Position</b>	<b>Risks</b>	<b>Action</b>	<b>Timescale</b>	<b>Owner</b>
a. The Authority ensures it engages and listens to the views of children and young people to inform its work	The Authority has a Community Engagement strategy for 2008-2011	-	Establish a process for consulting with children and young people through the strategy	May 2009	AO'B/John McPhail working in partnership with other organisations

<b>5. Effective Partnership Working to Safeguard, Promote Welfare and Improve Well-being of Children and Young People</b>					
<b>Requirement</b>	<b>Current Position</b>	<b>Risks</b>	<b>Action</b>	<b>Timescale</b>	<b>Owner</b>
a. The Authority, as a Relevant Partner, engages with the Local Children Services Authorities	Links have been made with various officers at the Local Children's Services Authority, including the Partnerships Officer, Members and Officers of the Warwickshire Safeguarding Children Board and officers from the Youth Offending Service	-	Make sure that the existing links continue and further links are made	Ongoing	AO'B/DM

<b>1. Senior Management Commitment to Safeguarding and Promoting the Welfare of Children with a Clear Line of Accountability within the Organisation</b>				
<b>Requirement</b>	<b>Current Position</b>	<b>Risks</b>	<b>Action</b>	<b>Timescales</b>
a. Having an identified ACPO or senior officer lead on children issues	ACC Lewis Benjamin/ACC Bill Holland	-	-	-
b. Having a strategy setting out internal implementation and development taking into account the objectives of ECM/RTA into all policing functions	Action Plan initiated. A Steering Group has been identified to take forward ECM actions to ensure service compliance	Officers treat a case (or cases) in an inappropriate way	Being led through Action Plan	Complete
c. Having a clear partnership strategy setting out how the police force can and will contribute to the objectives of ECM/RTA in cooperation with external partners	The force has a partnership strategy through the Warwickshire Safeguarding Children Board. A Detective Superintendent sits on the Board. Social Services, Health, Education, Probation and the County Council also sit on the Board	Future failure of the group through a lack of commitment or a lack of clear shared objectives regarding outcomes	Partnership Strategy in place through Safeguarding Board	Complete
d. All strategies reflecting the force contribution to ECM reflects relevant HMIC thematic and baseline inspections	HMIC inspection graded Warwickshire Police 'Good' in respect of child protection services. Any areas for improvement have been included in PIERO and Violence Reduction Group activity that takes account of ECM	Harm to victim. Failure to meet national standards	Strategy takes full account of HMIC inspections	Complete

<b>2. The Police Force Should Ensure that all Officers and Staff are Familiar with the Force Commitment and Responsibilities under ECM</b>				
<b>Requirement</b>	<b>Current Position</b>	<b>Risks</b>	<b>Action</b>	<b>Timescales</b>
a. An appropriate risk-based training programme is in place for police staff. Safe recruitment – vetting standards are secure	Training for Specialist Officers and new recruits in place. Awareness training being developed for non-specialist staff and specific ECM training being scoped. Audit of safe recruiting and vetting indicates compliance and secure processes	Police staff not having necessary skills and failing to provide a professional service to children victims of crime. Harm to victims and damage to public confidence in the force	Is a feature of Initial officer training & multi-agency child protection training. Agreement reached to incorporate training for non-specialist staff into officer development days	Review March 2009
b. A clear plan to promote and raise awareness of the ECM/RTA objectives, and the force's approach to these, to all police staff is in place and implemented	Specific ECM awareness training is currently being scoped along with an ECM Communication Strategy	Police staff not having necessary skills and failing to provide a professional service to children victims of crime. Harm to victims and damage to public confidence in the force	Agreement reached to incorporate training for non-specialist staff into officer development days. Marketing through PVP intranet site and Bear Facts	Review March 2009
c. Every member of police force staff are aware of their own responsibilities to safeguard and promote the welfare of children in carrying out their duties. Forces should demonstrate a proactive approach to ensure all staff are aware of their responsibilities	Marketed via Internal Communications and reflected in Procedures. Will be re-enforced in b above	Police staff not having necessary skills and failing to provide a professional service to children victims of crime. Harm to victims and damage to public confidence in the force	Is a feature of Initial officer training & multi-agency CP training. Agreement reached to incorporate training for non-specialist staff into officer development days. Marketing through PVP intranet site and Bear Facts	Review March 2009

<b>3. Service Development Takes Account of the Need to Safeguard, Promote Welfare and Improve Well-being of Children and Young People and is Informed, Where Appropriate, by the Views of Children and Families</b>				
<b>Requirement</b>	<b>Current Position</b>	<b>Risks</b>	<b>Action</b>	<b>Timescales</b>
a. Ensure the implications of ECM/RTA are reflected and considered in all force policy as it develops	Force policy impact assessment procedures comply with the NCPE Guidance in investigating Abuse. This focuses on policies relating directly to the investigation of abuse EIA assessments of all force policies take account of children issues ECM is integrated into the Child Protection Policy & Operating Procedures	Policies not primarily concerned with the investigation of abuse impacting on this area of business without having been checked for ECM/RTA compliance		Complete
b. Processes are in place to consider, gather and reflect the views of children, young people and their families in all policies where there is considered to be implications in respect of ECM/RTA	A Young Persons Group has been established whose terms of reference include this requirement. Meets quarterly	Failure to act in best interests of children through a gap in our knowledge		Complete

<b>4. Effective Inter-agency Working to Safeguard, Promote Welfare and Improve Well-being of Children</b>				
<b>Requirement</b>	<b>Current Position</b>	<b>Risks</b>	<b>Action</b>	<b>Timescales</b>
a. Forces to be compliant with ACPO & Working Together guidance. A clear protocol for interagency working at strategic & operation level established and ACPO lead to ensure the force is represented at Children’s Trusts and LSCBs. Frequency of police attendance at the Board is to be agreed by all partners (including police)	This is complied with	Moving away from the guidance over time if it is not monitored		Complete
b. Identified shared aims, objectives, targets and priorities for interagency working that clearly identify the anticipated contribution of the police force	Performance Framework has been established through Quality & Information Sub-Committee, agreed by Safeguarding Board	Lack of joined up indicators/targets leading to conflicting priorities		Complete

<b>5. Effective Inter-agency Working to Safeguard, Promote Welfare and Improve Well-being of Children</b>				
<b>Requirement</b>	<b>Current Position</b>	<b>Risks</b>	<b>Action</b>	<b>Timescales</b>
a. Have clear information sharing protocols with national and local partner agencies	In place	Failure to share relevant information resulting in a child being subjected to abuse		Complete
b. Ensure effective information sharing systems are established	Requirement to implement information sharing agreements with voluntary sector	Failure to share relevant information resulting in a child being subjected to abuse	Quality & Information Sub-Committee of the Safeguarding Board is currently developing sharing of information links with the voluntary sector	June 2009
c. Health	In Place			Complete
d. Policies to work in partnership to divert children and young people away from crime	Children's Strategic Partnership and LSCB effective in this area. Linked in with the Safer Schools initiative, Youth Offending Service and Young Persons Forum overseen by Children's Boards	Failure to direct children away from crime at an early stage leading to entrenched criminality later in life		Complete
e. Work in partnership to educate children and young people on issues such as substance misuse, anti-social behaviour and the prevention of crime	Children's Strategic Partnership and LSCB effective in this area. Safer Schools initiative also focuses on this	Lost opportunities to engage with children if partnership not turned into action	This is now a key feature of the Safer Schools initiative	Complete

<b>6. Operational Policies: Working with Individual Children/Forces to have Processes in Place to Consider the Following:</b>				
<b>Requirement</b>	<b>Current Position</b>	<b>Risks</b>	<b>Action</b>	<b>Timescales</b>
a. Children under the age of 18 suspected as having committed an offence are recognised as vulnerable	Developed links with Youth Offending Team (YOT)	Failure to address offending/reasons for offending leading to more serious problems later in life	Procedures to recognise vulnerability of offenders under 18 established	Complete
b. Identifying vulnerable children at harm in domestic violence, substance misuse and missing persons cases	Good protocols in place between Police and Social Services re domestic violence and missing persons. Further work required re substance misuse	Potential for serious mental and physical injury	Established through multi-agency procedures. CAF training rolled out to Safer Neighbourhood Team PCSOs to assist in recognition. Awareness to be raised of expectations in general	April 2009
c. Identifying, understanding and protecting children as victims and witnesses	Compliance achieved	Children's needs not considered, subsequent loss of evidence and threats to their safety follows	Monitor compliance	Complete
d. Policies regarding using police powers to take children into protective custody	In place	If not communicated/monitored there will be a failure to protect children in vulnerable situations	Monitor compliance	Complete
e. Prioritising the investigation of crime and the protection of children from harm	In place through the revised control strategy	Failure to prioritise action in line with the force vision to protect people from death or injury	Monitor compliance	Complete