

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, Katherine King (KK) and Claire Thomas (Debbie Mullis at present) (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 as set out in the local Children and Young People's Plan(s)	Statement to be developed and agreed by the Authority	Lack of clear direction for the Authority and individuals	Develop a statement that encompasses elements of Partnership, Participation and Policy/ Process	June 2008	KK/DM

2. The authority effectively monitors, scrutinizes, challenges and supports the Force to fulfil its duties under the Act					
Requirement	Current Position	Risks	Action	Timescale	Owner
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	21/01/08 21/05/08 29/10/08 21/01/09	KK/DM
b. The authority monitors, scrutinises, challenges and supports the force using the Template for Oversight of Force Activity	The template will be completed and updated regularly and presented at Full Police Authority to scrutinise	-	-	21/01/08 21/05/08 29/10/08 21/01/09	DM/Nigel Jones
c. The authority is represented on the force's children and young people group	Force to consider group Single Point of Contact (SPOC) meetings	-	-	-	-
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	-	-	-	-

3. A clear statement of the authority's responsibilities towards children and young people is available					
Requirement	Current Position	Risks	Action	Timescale	Owner
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	-	-	Develop a plan to promote and raise awareness, working alongside the Warwickshire Children and Young People's Plan	July 2008	DM/KK
b. The authority has an effective community engagement and communication strategy that reflects the commitment of the authority to children and young people	The Authority is currently reviewing its community engagement strategy which is currently provided by the WCC consultation framework	Children and Young Peoples views are not reflected. Authority Commitment is not seen.	Review community Engagement Strategy	July 2008	KK/+1
c. All members, staff and custody visitors are aware of their own responsibilities to children and young people in carrying out their duties	-	-	Develop an awareness session for members, staff and custody visitors	October 2008	DM/KK

4. The authority listens and responds to the views of children, young people and their families					
Requirement	Current Position	Risks	Action	Timescale	Owner
a. The authority ensures it engages and listens to the views of children and young people to inform its work	The Authority is currently reviewing its community engagement strategy which is currently provided by the WCC consultation framework	-	Review community Engagement Strategy	September 2008	KK/+1 working in partnership with; Youth Forum; Youth Offending Team; Single Points of Contact; Pupil Reform Unit ; County Participation Forum And the Independent Sector
b. ECM/RTA aims are reflected and considered in all authority functions	-	-	Requirement to be integrated into action 1C	June 2008	KK/DM
c. Authority committee reports demonstrate impact of its decisions on children and young people	-	-	Requirement to be integrated into action 1C	June 2008	KK/DM

5. Effective partnership working to safeguard, promote welfare and improve well-being of children and young people					
Requirement	Current Position	Risks	Action	Timescale	Owner
a. The authority, as a Relevant Partner, engages with the Local Children Services Authorities	The Authority is represented on the Children and Young Peoples Partnership Forum	-	-	-	-
b. The authority has a policy to work in partnership to safeguard, promote welfare and improve the well-being of children and young people	-	-	Requirement to be integrated into action 1C	July 2008	KK/DM

1. Senior management commitment to safeguarding and promoting the welfare of children with a clear line of accountability within the organisation				
Requirement	Current Position	Risks	Action	Timescales
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.	This strategy has yet to be done, in common with most other forces. DI Nigel Jones has commenced an action plan to take this forward.	Officers treat a case (or cases) in an inappropriate way.	Develop and implement strategy.	Jan 2008
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.	Develop and agree shared objectives. Monitor progress towards achieving them. Hold partners to account for failures to deliver against agreed actions.	Jan 2008
d. All strategies reflecting the force contribution to ECM reflects relevant HMIC thematic and baseline inspections.	Audit to be done.	Harm to victim. Failure to meet national standards.	Conduct audit.	Oct 07

2. The police force should ensure that all officers and staff are familiar with the force commitment and responsibilities under ECM				
Requirement	Current Position	Risks	Action	Timescales
a. An appropriate risk-based training programme is in place for police staff. Safe recruitment – vetting standards are secure.	There is a training programme for specialist staff in Child Protection, but not for other police staff. The force complies with national vetting standards.	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.	Include child protection issues in induction for all staff. Review vetting for both mainstream and high risk areas of activity.	Jan 08
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	This will be addressed through the Action Plan referred to in 1 (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.	Include in Action Plan	Oct 07
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.	This will be addressed through the Action Plan referred to in 1 (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.	Include in Action Plan	Oct 07

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				
Requirement	Current Position	Risks	Action	Timescales
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.	Policies not primarily concerned with the investigation of abuse impacting on this area of business without having been checked for ECM/RTA compliance.	Include in Action Plan	Oct 07
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.	This will be addressed through the Action Plan referred to in 1 (b) above.	Failure to act in best interests of children through a gap in our knowledge.	Include in Action Plan	Oct 07

4. Effective inter-agency working to safeguard, promote welfare and improve well-being of children				
Requirement	Current Position	Risks	Action	Timescales
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.	Review monitoring procedures, and update them as necessary.	Oct 07
b. Identified shared aims, objectives, targets and priorities for interagency working that clearly identify the anticipated contribution of the police force.	The LSCB has shared aims across the partners, but there is no shared performance framework.	Lack of joined up indicators/targets leading to conflicting priorities.	Establish a shared performance framework.	Jan 08

5. Effective inter-agency working to safeguard, promote welfare and improve well-being of children				
Requirement	Current Position	Risks	Action	Timescales
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.	Establish monitoring procedures.	Oct 07
b. Ensure effective information sharing systems are established.	In place.	Failure to share relevant information resulting in a child being subjected to abuse.	Establish monitoring procedures.	Oct 07
c. Health				
c. Policies to work in partnership to divert children and young people away from crime.	This will be addressed through the Action Plan referred to in 1 (b) above.	Failure to direct children away from crime at an early stage leading to entrenched criminality later in life.	Include in Action Plan	Jan 08
d. Work in partnership to educate children and young people on issues such as substance misuse, anti-social behaviour and the prevention of crime.	The force runs a programme of schools visits, and circulates a range of products to assist, e.g. Miss Dorothy.com.	Lost opportunities to engage with children if partnership not turned into action.	Review partnership working in schools and elsewhere	Oct 07

6. Operational policies: working with individual children/forces to have processes in place to consider the following:				
Requirement	Current Position	Risks	Action	Timescales
a. Children under the age of 18 suspected as having committed an offence are recognised as vulnerable.	Children in this category are not automatically seen as vulnerable.	Failure to address offending/reasons for offending leading to more serious problems later in life.	Procedures to recognise vulnerability of offenders under 18 established.	Oct 07
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. Not so for substance abuse.	Potential for serious mental and physical injury.	Establish protocols with partners to address children suspected of being involved in substance abuse.	Jan 08
c. Identifying, understanding and protecting children as victims and witnesses	Compliance achieved.	Childrens' needs not considered, subsequent loss of evidence and threats to their safety follows.	Monitor compliance	Ongoing
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	Ongoing
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	Ongoing