

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 as set out in the local Children and Young People's Plan(s). This will include considering ECM/RTA aims in all authority functions, working in partnership to safeguard, promote welfare and improve the well-being of children and young people and demonstrating the impact of Authority decisions on children and young people in all Authority committee reports	A commitment to children and young people document has been drafted for approval at the Full Police Authority meeting on 29 October 2008, which incorporates the ECM objectives and how the Police Authority plan to meet them	Lack of clear direction for the Authority and individuals	To gain agreement from the Full Police Authority to publish and implement the children and young people commitment document	October 2008	AO'B/DM



2. The Authority Effectively Monitors, Scrutinises, 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	29/10/08 21/01/09 29/06/09	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 completed and updated regularly and presented at Full Police Authority to scrutinise	-	-	29/10/08 21/01/09 29/06/09	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	-	Ensure that the Force implement this group and the Authority are represented	December 2008	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	-	-	-	-



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	A commitment to children and young people document has been drafted for approval at the Full Police Authority meeting on 29 October 2008, which incorporates the ECM objectives and how the Police Authority plan to meet them	-	If approved, the commitment document will need to be promoted to all staff and Members	December 2008	AO'B/DM
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 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	December 2008	AO'B/+1
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	-	Develop an awareness session for members, staff and Custody Visitors	Awaiting timescales in the Member Training Plan	AO'B/DM



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 reviewing its Community Engagement Strategy which is currently provided by the WCC consultation framework	-	Review Community Engagement Strategy Establish process for consulting with children and young people	February 2009	AO'B/+1 working in partnership with; Youth Forum; Youth Offending Team; Single Points of Contact; Pupil Referral Unit; County Participation Forum and the Independent Sector



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	Links have been made with the Partnerships Officer for the Local Children Services Authority and Members and Officers of the Warwickshire Safeguarding Children Board	-	-	-	-



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	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	Develop and implement strategy	October 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	October 2008
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	Completion of action plan	October 2008



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	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	Implement training for non-specialist staff	October 2008
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	Implement training and communication strategy	October 2008
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	Implement training and communication strategy	October 2008



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. EIA assessments of all force policies take account of children issues	Policies not primarily concerned with the investigation of abuse impacting on this area of business without having been checked for ECM/RTA compliance	Completed	
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	Consideration of expanding above processes to meet this requirement, potentially through an Independent Advisory Group (IAG)	Failure to act in best interests of children through a gap in our knowledge	Currently negotiating with Force Diversity Unit	October 2008



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	Completed	
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	October 2008



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	Completed	
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	Include in action plan	December 2008
c. Health	In Place		Completed	
c. Policies to work in partnership to divert children and young people away from crime	Children's Strategic Partnership and LSCB effective in this area. Safer Schools initiative also focuses on this	Failure to direct children away from crime at an early stage leading to entrenched criminality later in life	Consider establishment of a Youth issues group to co-ordinate activity	December 2008
d. 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	Consider establishment of a Youth issues group to co-ordinate activity	December 2008



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	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	October 2008
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	Develop procedures with partners to address children suspected of being involved in substance abuse	December 2008
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	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