

IICSA – Action Plan

Theme	Action	Lead Officers	Update
Support for Victims and Survivors	Action 1 – To engage with victims and survivors in the Council’s response to the IICSA Report	Paul Johnson, Service Director, Strategic Commissioning, Safeguarding and Access, Adult Services;	Policy Committee Report shared with Victims and Survivor Support Group. Completed - September 2019 Continue to inform and seek feedback from Victims and Survivors of developments. Ongoing
	Action 2 – To confirm the future of the Historical Abuse Team through the County Council’s budget setting process for 2020/21	Pam Rosseter, Group Manager, Historical Abuse	Ongoing funding for dedicated resources for historical/non-recent abuse is going through the formal approval process. Completed The development of a new service model which will permanently embed historical/non-recent abuse within the Councils safeguarding arrangements. April 2020 To continue to work with victims and survivors to ensure they have access to support services. Ongoing
	Action 3 – To work with partners on the needs assessment and the review of services for victims and survivors, to inform future design and recommissioning. Any financial implications will be considered as part of the Council’s budget setting process for 2020/21.	Paul Johnson, Service Director, Strategic Commissioning, Safeguarding and Access, Adult Services;	The Council is supportive of the recommendations of the needs assessment regarding support services for victims and survivors. Completed - November 2019 Continued funding for the Survivor Support Service and the Sexual Violence Engagement Manager. Completed - November 2019.

Appendix 1

Theme	Action	Lead Officers	Update
Governance and Scrutiny	Action 4 – A reporting process will be developed to provide oversight regarding incidents of sexual abuse and harmful sexual behaviour involving children in care, and the response to such incidents	Laurence Jones, Service Director, Commissioning and Resources, Children and Families	<p>A system to collate incidents of sexual abuse and harmful sexual behaviour involving children in the care of the Council has been developed. Completed – November 2019</p> <p>A report providing oversight of incidents of sexual abuse and harmful sexual behaviour involving children in care of the Council will be brought to Children and Young People's Committee at 6 monthly intervals. February 2020 (and ongoing)</p>
	Action 5 – New guidance for Member visits will be issued at the Children's Homes Governance Board in September 2019	Laurence Jones, Service Director, Commissioning and Resources, Children and Families	<p>New guidance for Member visits was approved at the Children Homes Governance Board. Completed – September 2019.</p> <p>All Council children's homes visited by a Member under the new guidance. December 2019</p> <p>Briefings held for Members of the Children's Homes Governance Board regarding undertaking visits to children's homes. Ongoing – Completion in December 2019</p> <p>Evaluation of Member visits since new guidance has been in place will be considered at the Children's Homes Governance Board along with the views of children and young people. January 2020</p>
	Action 6 – The County Council will complete a further comprehensive review of governance arrangements for the Council's Looked After Children care settings	Laurence Jones, Service Director, Commissioning and Resources, Children and Families	<p>Cross-party working group to review the governance arrangements for the Council's looked after children care settings. February – May 2020</p> <p>Report to Children and Young People's Committee providing recommendations on the governance arrangements for the Council's looked after children care settings. July 2020</p>

Appendix 1

Theme	Action	Lead Officers	Update
Harmful Sexual Behaviour	Action 7 – A progress report regarding harmful sexual behaviour will be taken to Children and Young People’s Committee on 16 December 2019, including an update on the harmful sexual behaviour action plan.	Lead Officer: Laurence Jones, Service Director, Commissioning and Resources, Children and Families	Full progress report regarding harmful sexual behaviour has been taken to Children and Young People Committee. Including an updated harmful sexual behaviour action plan. Completed – December 2019
	Action 8 – a harmful sexual behaviour multi-agency audit will be completed in 2020.	Lead Officer: Laurence Jones, Service Director, Commissioning and Resources, Children and Families	Scope and plan of the harmful sexual behaviour audits to be agreed by the Harmful Sexual Behaviour Steering Group. December 2019 Harmful sexual behaviour case audit to provide feedback and a paper to the Safeguarding Assurance and Improvement Group. June 2020 Harmful sexual behaviour organisational audit to provide feedback and a paper to the Safeguarding Assurance and Improvement Group. June 2020 Safeguarding Assurance and Improvement Group to provide a report to Children and Young People’s Committee on the outcomes of both the case and organisational harmful sexual behaviour audits. July 2020
Current Residential and Fostering Services	Action 9 – Review Ofsted inspections of residential children’s homes for the past two years and the forthcoming Ofsted inspection of children’s services to identify any themes that should be	Lead Officer: Devon Allen, Group Manager, Children’s Homes	Review of OFSTED inspections of residential children’s homes for the past two years. Completed – October 2019 A residential action plan has been developed and actions are being undertaken. The action plan will be taken to the Children’s Homes Governance Board. January 2020

Appendix 1

Theme	Action	Lead Officers	Update
	incorporated into the comprehensive action plan arising from the IICSA report		OFSTED inspection of the Council under the Local Authority Children Services inspection framework took place in October 2019. Publication will be in December 2019. On publication a review of whether any additional actions are required will be undertaken. January 2020
IICSA Recommendation – Staffing Review	Action 10 – Complete review of existing residential staff and take any necessary actions by January 2020	<p>Lead Officer: Marjorie Toward, Service Director, Customers, Governance and Employees (directly employed and agency staff)</p> <p>Lead Officer: Pam Rosseter,</p>	<p>Existing staff informed of the review. Completed – September 2019</p> <p>Meeting with Trade Unions to consider the IICSA report, recommendations and actions being taken. Completed – September 2019</p> <p>Review of existing residential staff files will be completed. January 2020</p> <p>Panels to be held, chaired by the Corporate Director of Children’s Service, to decide any actions arising from the reviews. December 2019 - January 2020</p> <p>Meeting held with current agency provider to determine their actions to undertake the review of their agency staff. December 2019</p> <p>The Council preferred agency provider confirms that they have undertaken their review and taken any necessary actions required. April 2020</p> <p>Letter sent to independent residential children’s homes on the East Midlands Framework, engaging their cooperation to take part in the review of their residential care staff. Completed – November 2019</p>

Appendix 1

Theme	Action	Lead Officers	Update
		Group Manager, Historical Abuse (independent)	Briefing held by the Council for providers of independent children's homes. January 2020 Independent residential children's homes confirming that they have undertaken the review and taken any necessary actions required. End of April 2020
	Action 11 – Review information available in relation to former members of staff and determine any necessary actions.	Lead Officer: Marjorie Toward, Service Director, Customers, Governance and Employees, and Monitoring Officer	Review of former members of staff using a risk based methodology will be completed. January 2020
IICSA Recommendation – Foster Carer Review	Action 12 – Senior managers will scope the approach to the assessment of the potential risks posed by current and former foster carers, for incorporation into the comprehensive action plan	Lead Officer: Pam Rosseter, Group Manager, Historical Abuse	Scoping the approach of the review. Agreed that an independent reviewer is required to provide appropriate scrutiny. Completed - September 2019 A risk based methodology developed to review the foster carer cases. Completed - November 2019 Funding secured for the Independent Reviewer. Completed - November 2019 Candidate for Independent Reviewer selected. December 2019 Independent Reviewer starting. January 2020

Appendix 1

Theme	Action	Lead Officers	Update
			<p>Review of both current and former fosters carers using the risk based methodology by the Independent Reviewer. January – April 2020</p> <p>A report with recommendations received from Independent Reviewer and action agreed. May 2020</p> <p>Agreement with Nottingham City Council to complete Independent Fostering Agency recommendation jointly. Completed - September 2019</p> <p>Letter sent to all Independent Fostering Agencies who are either on the East Midlands Framework or have had a child placed by the Council, to gain their cooperation to undertake the review of their foster carers. Completed - October 2019</p> <p>Briefing held by the County and City Council for Independent Fostering Agencies to provide information regarding undertaking the review of their foster carers. Completed - October 2019</p>
<p>Children and Young People’s Committee is provided with an update regarding all aspects of the action plan. July 2020</p>			