

Children's Services Serious Incident Notification Policy

Need to Know – Informing the Leader of the Council, Cabinet Members for Children's Services and Education, Chief Executive, Director of Children's Services and Deputy Directors about serious issues and incidents concerning the safety, welfare and education of children and young people. The Chair of the People Overview and Scrutiny Committee will be notified on a case by case basis and where there is potential media interview all Members will be made aware of the incident.

Updated May 2019

1. Background

It is important that senior managers and senior Councillors are briefed at the right time about the right issues. There are two main reasons for this. Firstly, so that they are aware of serious incidents regarding the safety, welfare and/or education of a child or young person and are able to oversee the proper management of those risks in accordance with statutory responsibilities. Secondly, effective organisations ensure that the senior team is always well briefed about important issues in advance so that they are well placed to respond to enquiries from other Councillors, the press or partner agencies.

Sometimes it is a matter of fine judgement whether an issue is sufficiently serious to inform the Deputy Director, however there are a number of circumstances where the Deputy Director should *always* be informed. If you are in any doubt, always discuss it with your line manager or the senior manager on duty.

The Deputy Director will take the decision as to whether and what needs to be escalated further to the Director of Children's Services or the Chief Executive in the Director's absence.

The Director will be responsible for onward transmission to other senior colleagues to whom this protocol applies.

2. Issues which should always be reported to a Deputy Director (Notification Category):

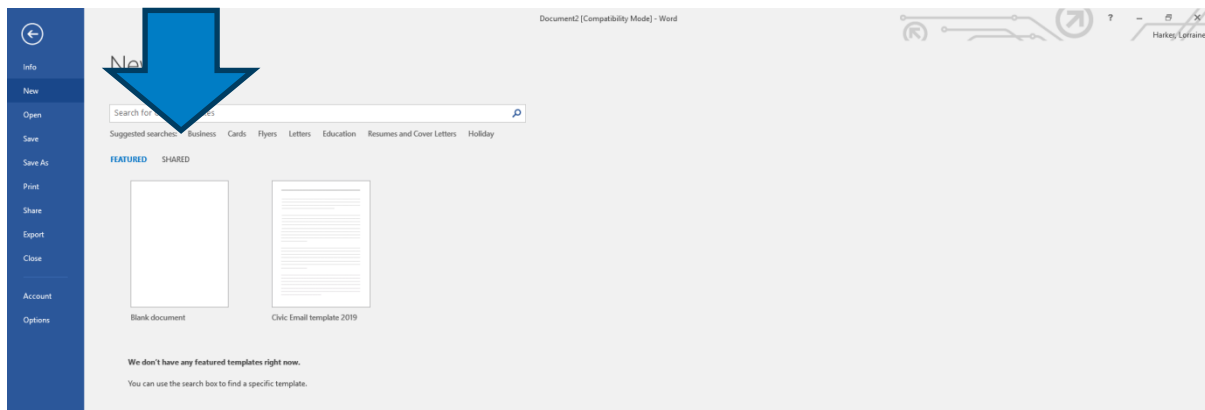
- a) *the death of a child where abuse or neglect is known or suspected*
- b) *the unexpected death or serious injury of a child in the area – either resident or visiting*
- c) *the death or serious injury to a Looked After Child (including those who are looked after and are placed in Bexley by another authority) – this should include any looked after child who is expected to die within 6 –12 months*
- d) *death or serious injury to a child who is the subject of a child protection plan*
- e) *when a Looked After Child (including a looked after child who is living in Bexley and who is placed here by another local authority), a child who is the subject of a child protection plan, or a child in need is missing or absent¹. This applies both to a child who goes missing alone and a child who goes missing with their family, e.g. child removed from the country against the terms of the child protection plan. THIS ALSO INCLUDES LOOKED AFTER CHILDREN OR CHILDREN WHO ARE THE SUBJECT OF A CHILD PROTECTION PLAN AND WHO ARE MISSING FROM EDUCATION*
- f) *a child who is looked after or who is the subject of a child protection plan who is homeless or known to be at risk of homelessness*
- g) *all incidents where refusal of entry to premises is made concerning a child who is the subject of a child protection plan.*
- h) *Looked After Children removed from the UK jurisdiction when that removal is not planned and agreed*
- i) *cases where there is a reasonable suspicion of organised abuse or exploitation of a child. This would include ritual abuse, abuse of a child in a school or education setting (including pre-school), sexual exploitation, trafficking, or network abuse through the internet)*
- j) *cases where a child known to the department has been alleged to have committed, or has been charged with a serious offence(s)*
- k) *cases where information about a child or young person has raised significant public safety concerns*
- l) *when there is evidence of serious breakdown in a school or education setting regarding the leadership of the school/setting or the protection of children*
- m) *when a residential care home or care placement, or residential or independent school has been judged inadequate and LBB has child(ren) placed there*

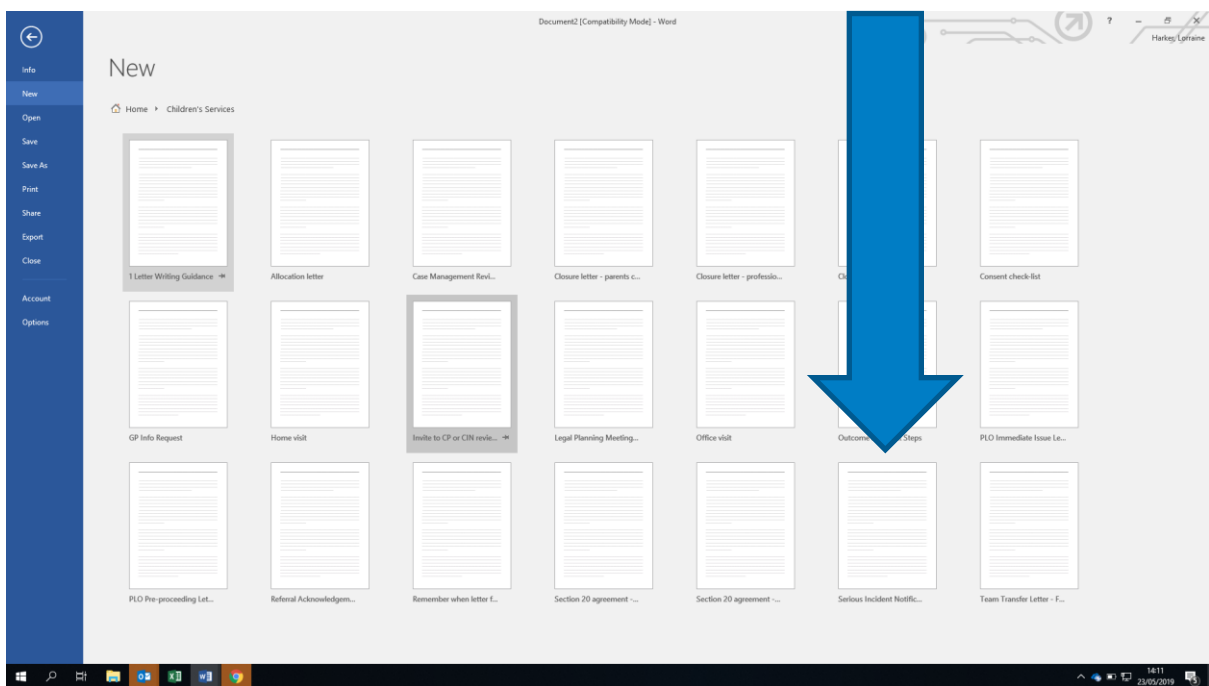
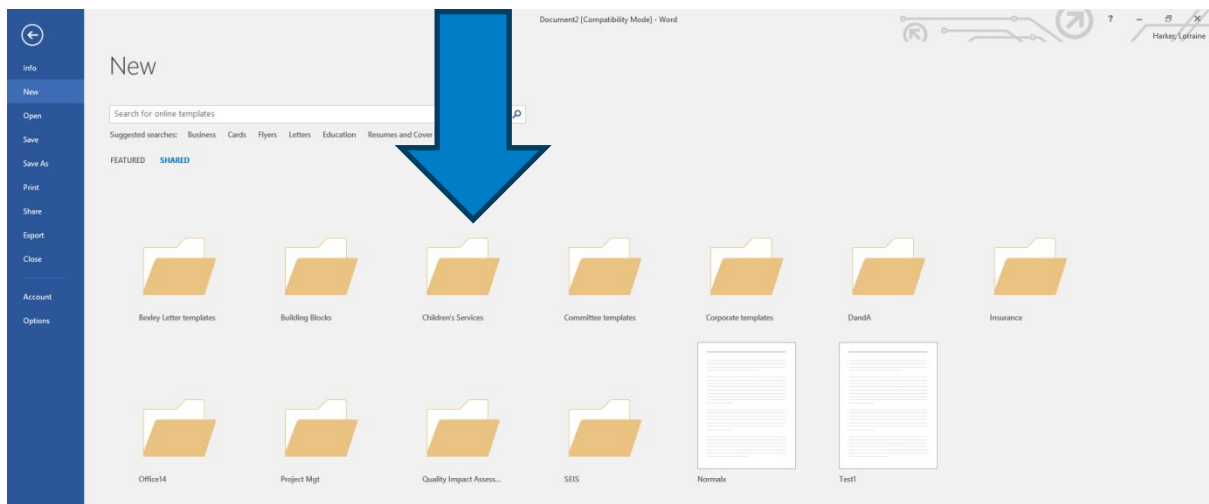
¹ The distinction between missing and absent is referenced here following the changes that were implemented in 2013 regarding the police response to missing or absent people. For the purposes of this notification protocol, all staff need to be clear that **we are expecting reports to be made whether looked after children are missing or absent** <http://www.acpo.police.uk/documents/crime/2013/201303-cba-int-guid-missing-persons.pdf>

- n) incidents of violence or threats against staff death or serious injury to staff or service user through an accident or incident at work
- o) allegations of gross misconduct against staff
- p) **all cases** that are referred to the local authority designated officer (LADO) where allegations of abuse against staff/carers are made and/or substantiated
- q) **all cases** where there is an allegation about harm to a child or children concerning an Elected Member, Member of Parliament, or any elected official
- r) cases where there is likely to be media interest
- s) **all cases** where a Member of Parliament, Greater London Authority Member, or Member of European Parliament has been, or is in correspondence, and **all cases** of correspondence from a Councillor involving safeguarding issues
- t) **all cases** where there are serious concerns about practice within the department that have not been resolved quickly or appropriately by managers
- u) cases where there is potential for significant community concerns (For YOS use only) e.g.
 - Death of a young person subject to YOS supervision;
 - A young person subject to YOS supervision becoming a victim of rape (where a formal allegation is made to the police);
 - Attempted suicide attempt of a young person subject to YOS supervision;
 - Young person subject to YOS supervision charged with Murder/Manslaughter
 - Young person subject to YOS supervision is charged with Rape
 - A MAPPA serious further offence when the young person is subject to YOS supervision and is already subject to MAPPA

3. Procedure

All cases falling into the category for escalation will require an immediate briefing to the Deputy Director on the same working day. This would usually be completed by the social worker and/or Team Manager. The current template is available via word documents under 'New', 'Shared', 'Children's Services' and called 'Serious Incident Notification Template'. **This is always the latest version so old locally stored versions should not be used.**





The briefing should include the following:

- a) **Basic information** relating to the child, including the legal status
- b) What is the **nature of the concern?** Why does the Deputy Director need to be informed?
- c) **Action being taken** to deal with the issue
- d) **Date** when an **update** is expected
- e) Who to **contact** for further details

The briefing should be sent to the Team/Service Manager with copies to the Head of Service for any amendment on the same day. In any event, the briefing MUST ALWAYS be sent to the Deputy Director by 5.00pm on the same working day (with copies to the Team/Service Manager and the Head of Service) and the person sending, must ensure that the notification has been received. A call should be made to verify receipt of the briefing by the Deputy Director.

There will be occasions where brief information is acceptable, e.g. where the speed of the notification is critical, eg there are extenuating circumstances such as the age of a child, or a child has learning disabilities. The Deputy Director can request further information if required.

There will also be occasions where teams managed by more than one Deputy Director are involved. In these instances, the Deputy Directors will decide which of them will hold lead responsibility for the notification, however all Deputy Directors involved in the matter will see the notification before it is escalated further. **If in doubt, discuss it urgently with your line manager**

4. When to escalate to the Director of Children's Services

If the Deputy Director with line management responsibility for the area is not available then escalate direct to the Director of Children's Services.

In all other instances, the Deputy Director will decide when a case needs to be escalated to the Director **for information or decision**. The Deputy Director/Director will review the circumstances of each case and will form a judgement as to the need to escalate further. If the case being notified fulfils the criteria set out in 2 above, it is likely in most circumstances that the notification will need to be escalated to the Director of Children's Services and then onward to other senior colleagues.

The Director will make the decision and take all action concerned with onward transmission of the notification to those named in this protocol. The Communications Team will also be alerted in ALL such circumstances.

The Deputy Directors and Director will always prioritise discussion of cases that have been escalated on the same working day. Personal Assistants should therefore be made aware of the alert in order that they can inform the Deputy Director or Director.

Serious Incident Notification Categories

NB Please insert the letter and brief description in blue into the Serious Incident Notification.

a) Suspicious child death	b) Unexpected or accidental serious child injury or death	c) Serious injury or death of a Looked After Child
Death of a child where abuse or neglect is known or suspected	Unexpected death or serious injury of a child in the area (resident or visiting)	the death or serious injury to a Looked After Child (including those who are looked after and are placed in Bexley by another authority) – this should include any looked after child who is expected to die within 6 –12 months
d) Serious injury or death of a child under CPP	e) Missing Child who is looked after or subject of CPP/CIN	f) Child who is looked after or subject of CPP who is homeless or at risk
death or serious injury to a child who is the subject of a CPP	When a Looked After Child (including a looked after child who is living in Bexley and who is placed here by another local authority), a child who is the subject of a CPP or a CIN is missing or absent. This applies both to a child who goes missing alone and a child who goes missing with their family, e.g. child removed from the country against the terms of the child protection plan. Includes LAC or CPP who are missing from education.	Looked After Child or child subject to a CPP who is homeless or known to be at risk of homelessness
g) Refusal of entry to see a child who is subject to CPP	h) Looked after child removed from UK without planning or agreement	i) Suspicion of organised abuse or exploitation
All incidents where refusal of entry to premises is made concerning a child who is the subject of a CPP	Looked After Child removed from the UK jurisdiction when that removal is not planned and agreed	Cases where there is a reasonable suspicion of organised abuse or exploitation of a child. This would include ritual abuse, abuse of a child in a school or education setting (including pre-school), sexual exploitation, trafficking, or network abuse through the internet)
j) Child alleged to have committed serious offences	k) Child raising public safety concerns	l) Serious breakdown of school/educational setting leadership or protection of children
cases where a child known to the department has been alleged to have committed, or has been charged with a serious offence(s)	Cases where information about a child or young person has raised significant public safety concerns	When there is evidence of serious breakdown in a school or education setting regarding the leadership of the school/setting or the protection of children.

m) Residential Homes or independent school judged inadequate where a child is placed	n) Violence or threats to staff or service user	o) Allegations of gross misconduct
When a residential care home or care placement, or residential or independent school has been judged inadequate and LBB has child(ren) placed there	Incidents of violence or threats against staff, death or serious injury to staff or service user through accident or incident at work	Allegations of gross misconduct against staff
p) Referrals to LADO for allegations of abuse against staff/carers	q) Allegation of harm concerning a Member or elected official	r) Media interest
All cases that are referred to the local authority designated officer (LADO) where allegations of abuse against staff/carers are made and/or substantiated	All cases where there is an allegation about harm to a child or children concerning an Elected Member, Member of Parliament, or any elected official	Cases where there is likely to be media interest
s) MP, MEP or GLA Member correspondence regarding safeguarding issues	t) Management not resolving serious concerns about a case quickly enough	u) Incidents where there is potential for significant community concern(s) (For YOS use only)
All cases where a Member of Parliament, Greater London Authority Member, or Member of European Parliament has been, or is in correspondence, and all cases of correspondence from a Councillor involving safeguarding issues	All cases where there are serious concerns about practice within the department that have not been resolved quickly or appropriately by managers	Cases of <ul style="list-style-type: none"> • Death of a young person subject to YOS supervision; • A young person subject to YOS supervision becoming a victim of rape (where a formal allegation is made to the police); • Attempted suicide attempt of a young person subject to YOS supervision; • Young person subject to YOS supervision charged with Murder/Manslaughter • Young person subject to YOS supervision is charged with Rape • A MAPPA serious further offence when the young person is subject to YOS supervision and is already subject to MAPPA