

Appendix 2

Safeguarding Partnership Jersey Terms of Reference (ToR) Template for cases involving Organised and Complex Abuse

Organised and Complex Abuse is defined by the Safeguarding Partnership Jersey as abuse:

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“Involving one or more adult abusers and a number of related or non-related abused children. It may take place in any setting, face to face or online. Children may experience multiple forms of abuse - physical, emotional, sexual abuse as well as neglect which includes omissions of care and/or they may be exploited. Adult abusers may act alone or act together to abuse children. They may use institutional frameworks such as residential settings, care facilities, day care, places of education, health care settings, youth services, sports clubs, faith groups or voluntary organisations to gain access to children with the purpose of abusing them. Children may be abused via the use of technology, such as mobile phones, computers and games consoles and in particular social networking websites. The abuse may occur as part of a network of abuse across a family or across a community; it may be carried out locally, nationally or be part of a worldwide network. It may be carried out by abusers who hold positions of celebrity, authority and trust, such as online influencers, teachers, coaches, carers, health care workers, police, faith group leaders (list not exhaustive.) Adult abusers may have found means to recruit children for abuse and exploitation and may coerce them into harming other children, with or without being present themselves. The abuse may be experienced currently or have been experienced by children and adults historically (non-recent.)”

1. Purpose and Scope

Define the problem:

The ToR should establish the specific nature of each child's cases, identifying the nature of the Organised and Complex Abuse to the definition. This should include a genogram and an understanding if the children are related or not and if potential perpetrators are related or not. Detailing the known or potential number of children (and adults) who are at risk of harm and abuse. The potential number of perpetrators identifying if they operate together or alone. Include details of any employed practitioners who are working with children or adults at risk and are potential perpetrators. Identifying if the abuse has been happening in agencies, institutional and/or care settings. If the potential perpetrators have celebrity status. Identify if the abuse has been happening face to face or via online platforms. If the abuse is recent or historic.

Gold Group

The Gold Group should be convened in 5 working days of the receipt of the enquiry or information. Gold Group Representatives are able to commit time/resources.

Set Objectives:

The investigation of Organised and Complex Abuse is led by Police but requires specialist skills from multi-agency partners this involves the formation of a constant group of senior managers, through a Gold Group process.

Agree means to ensure all children and where applicable adults who may be in contact with the alleged perpetrators are safeguarded.

Set the objectives of the investigation, how to identify and safeguard those involved, set preventative measures and set the plans to bring perpetrators to justice.

2. Membership and Structure

Gold Group Attendees:

- The Director of Children’s Services or nominated Senior Manager.
- The Chief Officer of Police or nominated deputy.
- A Senior Legal Adviser.
- Senior Health Representatives (e.g. DSLs, Lead paediatrician and/or Forensic Medical Examiner, Adult and Children’s Mental Health).
- A Senior Manager Education Department and/ or nominated DSL from Education
- A Communication Officer.
- Where required, Senior Managers from agencies such as NSPCC, Dewberry House Sexual Assault Referral Centre (SARC), Family Nursing & Home Care, Probation and Prison.
- Any other relevant practitioner or agency with the specialist skills necessary to meet the needs of the Children/Adults or the investigatory team.

Define Leadership Roles:

The Director of Children’s Services will have begun the process of managing Organised and Complex Abuse by Organising an Urgent Strategy meeting - *Clarify the chair of the Strategy Meeting.*

The Superintendent or Chief of Police will convene a Gold Group – *The Gold Group will normally be chaired by SOJ Police, this needs to be agreed by Gold Group*

The police will lead on the Investigation – *Lead will be a senior investigating officer from SOJ Police*

Assign Roles and Responsibilities:

Clearly define the duties of each member agency and individual within the investigation

3. Operational Procedures

Information sharing and strategy:

Agree on an information sharing strategy, detailing secure storage, confidentiality and how intelligence is shared (e.g. with a Major Incident Room.)

Investigation Methodology:

The Police lead and should outline the agreed upon investigation strategy.

With the multi-agency set protocols for Child Protection Medicals, Achieving Best Evidence Interviews, Interviews with Adults at risk, the order of interviewing all potential victims. The order of interviewing potential perpetrators. Ensuring co-ordination of services, communication, consistency and appropriateness across agencies.

Resource Management: -

Consider and detail how resources, including staffing and funding, will be assessed and managed throughout the investigation. Consider how to keep Professional Leads informed of the resources required and any anticipated shortfalls.

The Director of CSC should inform the Chief Executive of the Government of Jersey, the Children and Families Minister and the Chair of the Safeguarding Partnership Board (SPB) Jersey.

The nominated police representative should advise the Minister for Justice and Home Affairs.

Access to Records

Agree the means to ensure investigators will have full access to all records and key information.

Confidentiality

Mandate that all meeting minutes are marked as confidential, numbered and distributed and stored appropriately.

Inter-Agency Liaison: -

Establish the arrangements for liaison between agencies and secure methods to safely share information.

4. Victim and Family Support

Co-ordinate response:

Agree a consistent and appropriate inter-agency approach to support victims and their families.

Communication

Agree how to provide consistent information to families regarding the investigation and identify the support which will be available and from which agency.

Agree the means to co-ordinate the inter-agency response to families and how to provide consistent information.

Agree how to handle the Media.

5. Governance

Children/Parents/Carers

Agree ongoing care and support needs of all children and adults involved.

Identify pre-trial, trial and post-trial support.

Evaluation and Lessons Learned

At the conclusion of the investigation, define the process for evaluating its handling, identifying lessons learned, how to support practitioners who have been involved, implement any necessary improvements to policies and procedures.

Referrals

Detail procedures of for suspected abusers to the Disclosure and Barring Services or relevant professional bodies.

Progress Report

Establish how and when progress will be reported to the Safeguarding Partners.