



## Safeguarding Overview and Scrutiny Committee

Minutes of the meeting held at County Hall, Dorchester, Dorset,  
DT1 1XJ on Tuesday, 30 January 2018

**Present:**

Katharine Garcia (Vice-Chairman in the Chair)  
Katharine Garcia, Toni Coombs, Beryl Ezzard, Steven Lugg, Bill Pipe and Kate Wheller

Officers Attending: John Alexander (Senior Assurance Manager - Performance), Sarah Baker (Group Finance Manager), Andy Frost (Community Safety and Drug Action Manager), Cathy Lewis (Communications Officer (Internal)), Nick Jarman (Interim Director for Children's Services), Mark Taylor (Group Manager - Governance and Assurance), Mary Taylor (Designated Safeguarding Manager), Sally Wernick (Strategic Lead for Safeguarding and Quality - Adults) and Fiona King (Senior Democratic Services Officer).

(Note: These minutes have been prepared by officers as a record of the meeting and of any decisions reached. They are to be considered and confirmed at the next meeting of the Safeguarding Overview and Scrutiny Committee to be held on: **Tuesday, 13 March 2018**)

### Apologies for Absence

1 Apologies for absence were received from Derek Beer, Kevin Brookes and Pauline Batstone (Chairman).

In the absence of Cllr Batstone the Vice-Chairman took the Chair.

### Code of Conduct

2 There were no declarations by members of disclosable pecuniary interests under the Code of Conduct.

### Minutes

3 The minutes from the meeting held on 12 October 2017 were agreed and signed.

### Public Participation

4 Public Speaking  
There were no public questions received at the meeting in accordance with Standing Order 21(1).

There were no public statements received at the meeting in accordance with Standing Order 21(2).

#### Petitions

There were no petitions received at the meeting in accordance with the County Council's Petition Scheme.

### Domestic Abuse - Inquiry Day

5 The Committee considered a report by the Transformation Lead for Adult and Community Services Forward Together Programme which highlighted the objectives of the recent Inquiry Day that had been held and showed that whilst there were pockets of good practice further progress was needed to deliver the changes that were required.

Members noted the importance of having a robust approach with the right strategies

in place and were pleased to see a concerted effort being made to achieve a joined-up approach to domestic abuse. The Community Safety and Drug Action Manager highlighted work being undertaken with partners to develop a whole family approach and the mapping of service pathways for victims. Officers were working closely with partners including those from the voluntary sector.

One member, whilst recognising the importance of being joined-up, highlighted how at times when discretionary spend was dropped, for example bus services, this impacted on areas such as domestic abuse as abuse was usually contained in a whole package of issues. He would like to see the County Council joined up in policy in respect of domestic abuse.

Following a discussion about data protection and the sharing of information, the Interim Director for Children's Services noted members' comments and concerns and advised that there was now a multi-agency safeguarding hub in place where information, data and intelligence could be shared and which had made major strides forward.

The Strategic Lead for Safeguarding and Quality – Adults, undertook to provide members with an update from the Pan Dorset Domestic Abuse Strategic Group on their Action Plan to understand how different agencies were working together and how successful they were.

### **Recommended**

That the Cabinet be asked to support to commit to further targeted activity, with key partners to tackle domestic abuse and improve outcomes for vulnerable adults and children.

### **Reason for Decision**

To monitor and comment on the work of Adult and Children's Services and their partner agencies, including the Community Safety Partnership to be satisfied that they were working together effectively to improve the safety of adults and children and to prevent and reduce incidents of violence and domestic abuse.

## **Modern Slavery Protocol and Guidance**

- 6 The Committee considered a report by the Transformation Lead for Adult and Community Services Forward Together Programme which notified members of the County Council's duty to notify the Government of any potential victims of human trafficking or slavery.

The Community Safety and Drug Action Manager highlighted to members that this was a complex and fast evolving area and that officers had worked with partners to develop a Modern Slavery Protocol and Guidance. The document provided guidance for staff on how to fulfil the statutory duty to notify Central Government if they encountered a potential victim of modern slavery. It also set out how partners would organise themselves in the event of a modern slavery operation. The Protocol and Guidance was a working tool for practitioners and would need to be updated regularly by officers to incorporate any changes in legislation or guidance and in light of any practical experience gained whilst using it. Regular updates would also be required to the contacts and services listed in the document.

One member was concerned that the UK Border Force was not included in the list of agencies under a duty to notify the Government of any suspected victims of human trafficking or slavery. The Community Safety and Drug Action Manager advised that Home Office staff within UK Visas and Immigration, Border Force and Immigration Enforcement were required to comply with this duty. They were also engaged in various partnership work to tackle modern slavery. Members felt it was important to

mention in the Protocol and Guidance that other agencies, in addition to those referenced in the covering report, needed to make a notification.

The Lead for Safeguarding and Quality – Adults advised members that she was the nominated slavery lead for the Authority and confirmed that the Border Force did sit on the Anti-Slavery Partnership. Following a concern from a member about an issue in his division, the officer undertook to discuss it further outside of the meeting.

In response to a concern about a minor being deported as a result of slavery, the Interim Director for Children’s Services advised that if there were young people that were immigrants, they were by definition looked after children and therefore were the responsibility of the local authority, in their role as the Corporate Parent.

### **Recommended**

That the Cabinet be asked to adopt the Modern Slavery Protocol and Guidance, with the inclusion that there were other agencies who needed to comply with the duty to notify.

### **Reason for Decision**

To ensure that the County Council met its statutory duty to notify central government of any potential victims of modern slavery.

## **Elective Home Education and Attendance Scoping Report**

7 The Committee considered a report by the Interim Director for Children’s Services which set out the issues, suggested scope and methodology for the Committee to explore Elective Home Education.

The Interim Director for Children’s Services advised members that the right of access was very circumscribed in respect of elective home education unless there was a safeguarding concern. There was very little evidence of children coming to harm through home education per se.

There were some concerns around home education in relation to safeguarding, when some parents withdrew children from school because of bullying and a considerable amount of informal activity was done around this. There were extensive opportunities of sources of intelligence and any work needed to be proportionate to the scale of the problem as there was still plenty to do within the Council’s own school service and children’s service.

Members’ discussed particular issues within their divisions and felt that if they had evidence of numbers of children being home educated in Dorset that it would be really helpful. The Director noted the importance of remembering that the law placed responsibility on the parent/carer to get their children to school and the role of the Council was to ensure that the parent/carer obeyed the law. There was a wealth of good quality information available for parents from the County Council’s Attendance Service.

Members’ discussed home education from a school transport appeal perspective where bullying was cited quite regularly. All members could do in these situations was to operate the County Council’s policy. The Director noted that bullying was a safeguarding standards issue in schools and with appropriate evidence the Local Authority would bring this to the attention of the Governors of a particular school. However, it was important to note that there was very little evidence of case reviews for children coming to harm whilst being home educated.

Member’s agreed it was important to establish the scale of the potential issue and requested a summary report of data to give them a view of what was going on in

readiness for their meeting on 5 July 2018.

### **Resolved**

That the Committee to receive a report at their 5 July 2018 meeting to establish the scale of any potential issue with Elective Home Education.

### **Reasons for Decision**

1. To enable Members to be sufficiently informed in order to decide how best and in what order to approach this subject.
2. To emphasise the need to conduct this work on the basis of what we know or need to know about Elective Home Education.

### **The Council's Approach to Social Worker Recruitment and Retention**

- 8 The Committee considered a report by the Interim Director for Children's Services which provided an overview of the approach and activities which had been put in place to ensure the delivery of a strategy for the effective recruitment and retention of social workers within Children's Services.

The Interim Director for Children's Services made reference to the caseloads for front line teams due to insufficient number of social workers for children that required a service. A consequence of this was taking too many children into care which had resulted in a major overspend. The Cabinet had recently agreed to an additional £1m of funding to recruit additional social workers in order to help manage risk safely and avoid taking too many children into care. He also referred to a marketing campaign which was ongoing that was already attracting good quality social workers. With regards to the County Council becoming an 'employer of choice', it was recognised that the cost of living in Dorset was a barrier and officers were currently working on a supply of pop up accommodation which would be available for people that wished to take advantage of it. One member made reference to accommodation being available in some of the hubs around the County which could be a consideration.

Following a question from a member regarding the work with Bournemouth University, the Director advised that this was still intact and there was an ongoing strong relationship with them.

### **Noted**

### **Outcomes Focused Monitoring Report, January 2018**

- 9 The Committee considered a report by the Interim Director for Children's Services which set out performance against the 2017-18 Corporate Plan and population indicators for the Safe corporate outcome. The report also included performance measures which showed the Council's services' contribution and impact on outcomes, risk management information relating to outcomes and population indicators, and some value for money information relating to the three service directorates.

Attention was drawn to the suggested areas of focus for the indicators on rates of crime, antisocial behaviour and domestic abuse in Dorset, the number of people killed or seriously injured on Dorset's roads and the rate of Children in Care.

Reference was made to the slight decrease in the number of children leaving local authority care after a special guardianship order.

Following a discussion about persistent absenteeism, the Interim Director for Children's Services advised that the duty was with the school to secure attendance and that this formed part of the Ofsted Inspection process for schools. Members also discussed how persistent absence could also be an indication of underlying safeguarding issues. One member highlighted the value of local knowledge when

putting statistics together. For example, particular schools could have higher levels of recorded absence because of local policies on what constitutes absence.

Following a comment about first time entrants into the justice system the Director undertook to provide further information outside of the meeting.

**Noted**

**Road Collisions Task and Finish Group**

- 10 Cllr Wheller, provided members with an update on the work she and Cllr Lugg had been involved in with updating the Road Casualty Reduction Plan. She undertook to circulate the note to members outside of the meeting.

One member commented that the Police and Crime Commissioner was looking to replace fixed speed cameras with average speed ones.

**Noted**

**Emergency Planning Update**

- 11 Cllr Lugg advised members that the main outcome of his work with Emergency Planning was to introduce briefings for all members of all tiers. However, there were now only 4 Emergency Planning officers, and he undertook that he and Cllr Brookes would keep members updated when arrangements were in place.

**Noted**

**Work Programme**

- 12 The Committee considered its work programme and gave consideration to the inclusion of a number of items which had been discussed earlier in the meeting:-

**13 March 2018**

- Update on Workforce Development (Adult Social Workers)
- Early Intervention and Prevention Outcomes Report
- Traffic Collisions Report

**5 July 2018**

- Update on whole family approach
- Domestic Abuse update
- Elective Home Education Report

One member highlighted to members that Personal Independent Payments (PIP) which the committee had discussed in January 2017 and written to the minister for Disabled People, Health and Work was now going back for review.

**Resolved**

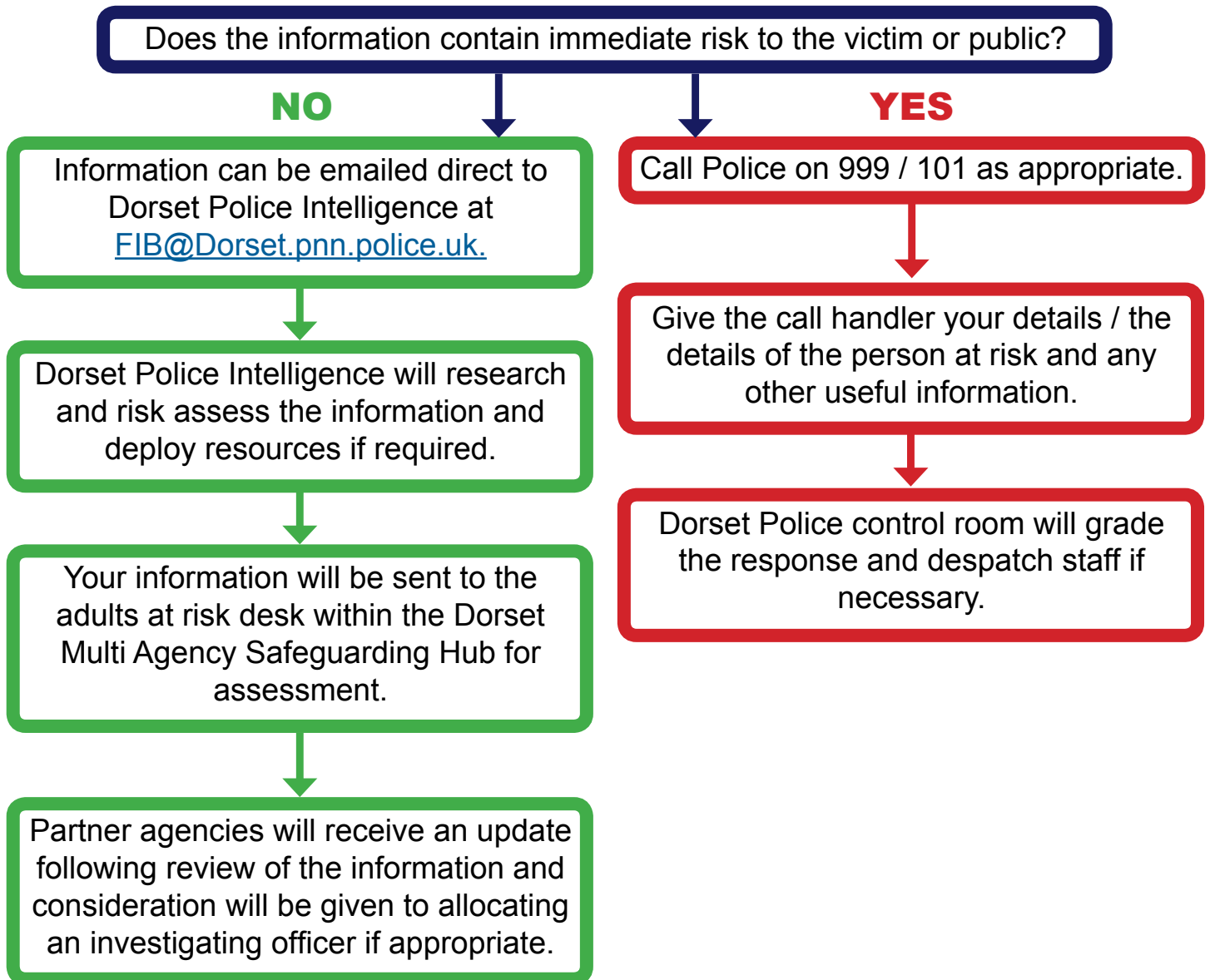
That the Committee's Work Programme be updated accordingly.

**Questions from County Councillors**

- 13 No questions were asked by members under Standing Order 20(2).

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# Partner agency information Workflow for Modern Day Slavery.



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## Modern Slavery Protocol and Guidance – Dorset County Area

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### What is Modern Slavery?

Modern slavery encompasses slavery, servitude, forced and compulsory labour and human trafficking. There is no typical victim of slavery. Victims can be men, women or children of all ages and nationalities.

The following definitions are encompassed within the term 'modern slavery' for the purposes of the Modern Slavery Act 2015:

- 'slavery' is where ownership is exercised over a person
- 'servitude' involves the obligation to provide services imposed by coercion
- 'forced or compulsory labour' involves work or service extracted from any person under the menace of a penalty and for which the person has not offered themselves voluntarily
- 'human trafficking' concerns arranging or facilitating the travel of another with a view to exploiting them. It is irrelevant whether the person consents to the travel.

Both modern slavery and human trafficking are crimes. Links to the offences, set out in Section 1, 2 and 3 of the Act, can be found below:

[www.legislation.gov.uk/ukpga/2015/30/section/1/enacted](http://www.legislation.gov.uk/ukpga/2015/30/section/1/enacted)

[www.legislation.gov.uk/ukpga/2015/30/section/2/enacted](http://www.legislation.gov.uk/ukpga/2015/30/section/2/enacted)

[www.legislation.gov.uk/ukpga/2015/30/section/3/enacted](http://www.legislation.gov.uk/ukpga/2015/30/section/3/enacted)

### Statutory Duty to Notify

Section 52 of The Modern Slavery Act 2015, places a duty on all local authorities, the police (including the British Transport Police), the National Crime Agency and Gangmasters Licensing Authority to notify the government if they believe a person may be a victim of human trafficking or slavery. Home Office staff within UK Visas and Immigration, Border Force and Immigration Enforcement are also required, as a matter of Home Office policy, to comply with the duty to notify.

The duty to notify is mandatory even if the victim wishes to remain anonymous and does not want to access specialist support.

Children who are recognised as under 18 years old do not have the option of anonymity and must be referred to the National Referral Mechanism (NRM).

Adults who are considered potential victims can access specialist support and advice by being referred to the NRM. Support can include:

- Temporary safe accommodation
- Medical treatment
- Emotional Support
- Interpreters / translators
- Protection
- Legal advice
- Financial support
- Outreach support

The duty to notify does not act as a safeguard to people at risk and existing safeguarding processes should be followed in tandem with any notification. In the case of a potential adult victim, any notification form (both MS1 and NRM) should be copied to the Adult Safeguarding Triage team.

Any child under the age of 18, transported for exploitative reasons is considered to be a trafficking victim, whether or not they have been forced or deceived. This is partly because it is not considered possible for children in this situation to give informed consent. Even when a child understands what has happened, they may still appear to submit willingly to what they believe to be the will of their parents or accompanying adults. It is important that these children are protected.

Any child identified as at risk of being trafficked should be referred to the Multi-Agency Safeguarding Hub (MASH) through the normal mechanisms. Information will be gathered and a manager will make a 24 hour decision as to how this might be progressed.

A flow chart detailing the modern slavery and human trafficking notification process is provided at appendix 1. Members of staff should liaise with their organisation's Safeguarding Slavery Leads (SSLs) when following the process and completing the notification forms (contact details are provided at appendix 2).

Completed forms should be sent to the National Crime Agency (NCA) Modern Slavery & Human Trafficking Unit (for NRM forms) and the duty to notify email address (for MS1 forms) and copied to your organisation's SSL, Dorset Police's Force Intelligence Bureaux (FIB) and either the Adult Safeguarding Triage Team (in the case of an adult victim) or Children's MASH (for children under the age of 18) (see contact list at appendix 2). It is important to ensure potential victims are aware who their information will be shared with.

## **Operations**

Modern slavery and human trafficking are crimes and any immediate or urgent concerns should be reported to the Police by calling 999.

Less urgent issues can be reported to Dorset Police via their 101 number and intelligence and information shared with the Police by contacting the Force Intelligence Bureaux (FIB) (see appendix 2).

Any operation relating to modern slavery or human trafficking will be led by Dorset Police.

In planning and executing the operation the Police may require the co-operation and support of services within partner agencies. The type of services and support will depend on the nature and scale of the operation.

As a minimum, in the event of a planned operation, the Police will liaise with the SSL in the County Council and relevant district / borough council to ensure they are sighted and the correct interventions and support are in place.

A list of partners' contacts and services is provided at appendix 2.

SSLs will act as the Single Point of Contact (SPOC) within their organisation in the event of any planned operation.

In the event of an unplanned operation, the Police should contact the County Council's Duty Emergency Planning Officer who is available 24/7 via their pager - 07623 544346.

The Emergency Planning team will liaise with colleagues to:

- Identify suitable reception centre premises
- Activate the staffing of premises by social care staff trained in reception centre management (in conjunction with a designated Local Office Incident Manager or Post Trauma Response Coordinator)
- Coordinate emergency transport provision via Dorset Travel and contact transport providers
- Provide documentation at reception centres (if required)
- Co-ordinate voluntary agency support (e.g. practical and emotional support, administrative assistance, first aid, pastoral care, catering and welfare provision)

In the event of an unplanned operation, the Duty Emergency Planning Officer will be responsible for liaising with the district / borough councils' emergency response teams and the County and relevant district / borough council's SSL.

## **Information for Safeguarding Slavery Leads (SSLs)**

Dorset has been part of a South West Pilot where SSLs were able to receive NRM referrals, make a reasonable grounds decision regarding the status of a potential victim and access support for them via the Salvation Army (who deliver the Government's contract to manage support services for adult victims of modern slavery).

The pilot has been on hold since 1st January 2017 and will continue to be on hold for the foreseeable future. Whilst on hold it is not possible for SSLs to make reasonable grounds decisions. All NRM forms must be sent to the National Crime Agency (NCA) who will be responsible for taking both a reasonable and conclusive grounds decision regarding any case.

The NCA endeavour to make a reasonable grounds decision as soon as possible but it can take up to 10 working days. In the interim period, as long as the NRM form has been signed by the potential victim and submitted to the NCA, it should be possible to access support for them through the Salvation Army.

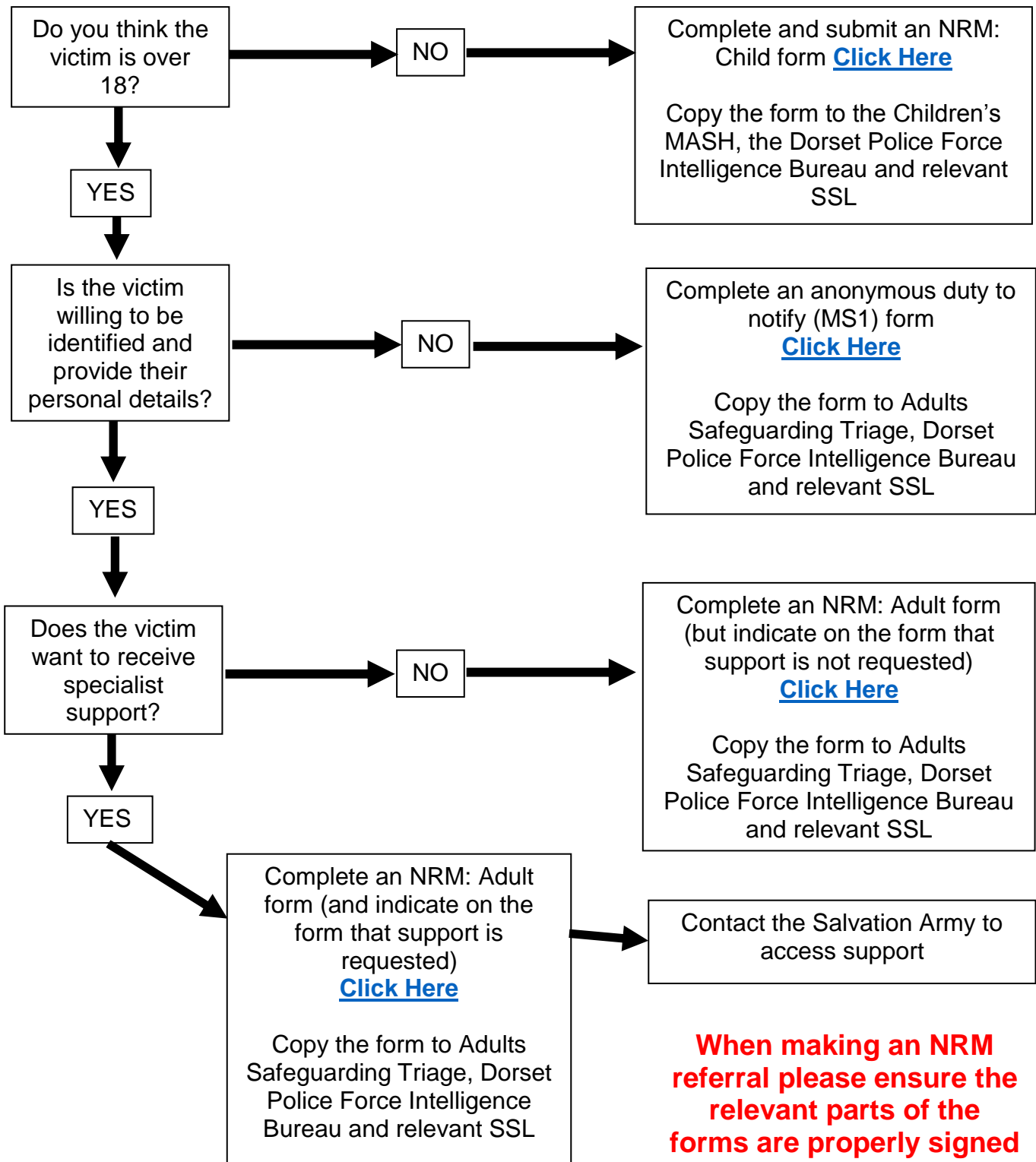
Support is available to potential victims even if they have 'no recourse to public funds'.

The Salvation Army can be contacted on 0300 303 8151.

SSLs should act as a point of advice and information for staff from their organisation and should help them with the completion of MS1 and NRM forms. SSLs have a role to play in ensuring links are made to safeguarding and the Police regarding any notifications and should act as the SPOC for their organisation in the event of a planned operation.

**Notification Process**

If you think someone may be a victim of modern slavery please liaise with your organisation’s Safeguarding Slavery Leads (SSLs) and follow the steps below.



**When making an NRM referral please ensure the relevant parts of the forms are properly signed by the potential victim**

**It is important to ensure potential victims are aware who their information will be shared with.**

### Contacts and Services

If there's a crime, emergency or someone is in immediate danger call 999.

Operations relating to modern slavery or human trafficking should be led by Dorset Police. In the event of an **unplanned event or operation** the Police should contact the County Council's Duty Emergency Planning Officer on 07623 544346.

For a **planned event or operation** the Police should contact the appropriate Safeguarding Slavery Lead (SSL) in the County Council and relevant district / borough council.

### Contacts

Duty Emergency Planning Officer (Dorset County Council)	07623 544346
Children's MASH	01202 228866 <a href="mailto:MASH@dorsetcc.gov.uk">MASH@dorsetcc.gov.uk</a>
Adult Safeguarding Triage	01929 557712 <a href="mailto:dorsetadultsafeguarding@dorsetcc.gov.uk">dorsetadultsafeguarding@dorsetcc.gov.uk</a>
Dorset Police SPOC	DS Gavin House - <a href="mailto:Gavin.House@Dorset.PNN.Police.uk">Gavin.House@Dorset.PNN.Police.uk</a>
Dorset County Council SSLs / SPOC -	Adults - Sally Wernick - 01305 216634 <a href="mailto:s.a.wernick@dorsetcc.gov.uk">s.a.wernick@dorsetcc.gov.uk</a>  Children's - Mike Hall - 01305 228375 <a href="mailto:michael.hall@dorsetcc.gov.uk">michael.hall@dorsetcc.gov.uk</a>
Dorset Councils Partnership SSL / SPOC (North Dorset, West Dorset, Weymouth & Portland)	Graham Duggan – 01305 252285 <a href="mailto:G.DugganProtected@westdorset-dc.gcsx.gov.uk">G.DugganProtected@westdorset-dc.gcsx.gov.uk</a>
Christchurch & East Dorset Councils SSL / SPOC	Julia Howlett – 01205 795198 <a href="mailto:j.howlett.secure@christchurch.gcsx.gov.uk">j.howlett.secure@christchurch.gcsx.gov.uk</a>  Sean Witney – 01202 795387 <a href="mailto:swhitney.secure@christchurch.gcsx.gov.uk">swhitney.secure@christchurch.gcsx.gov.uk</a>
Purbeck District Council SSL / SPOC	Rebecca Kirk – 01929 557208 <a href="mailto:RebeccaKirk@purbeck-dc.gov.uk">RebeccaKirk@purbeck-dc.gov.uk</a>  Karen Graham – 01929 557387 <a href="mailto:karengraham@purbeck-dc.gov.uk">karengraham@purbeck-dc.gov.uk</a>

Salvation Army	NRM Referral 0300 303 8151
Health Services – Clinical Commissioning Group	Verena Cooper – 01305 213515 <a href="mailto:Verena.cooper@dorsetccg.nhs.uk">Verena.cooper@dorsetccg.nhs.uk</a>
Health Services – Foundation Trust	Keith Fleming – 01202 277131 <a href="mailto:keith.fleming@dhuft.nhs.uk">keith.fleming@dhuft.nhs.uk</a>
Immigration& Enforcement	Command and Control Room (24/7 response) – 03000 134 999 Portcullis House, Poole (9:30 – 17:00) – 01202 634535 or 01202 634530 <a href="mailto:immigrationenforcementdorset@homeoffice.gov.uk">immigrationenforcementdorset@homeoffice.gov.uk</a>
Dorset and Wiltshire Fire and Rescue	Stuart Grainger - Force Fire Safety Officer – 01722 691317
Health and Safety Executive	Local Office (Bristol) – 01179 886000

### Available Services

Dorset County Council	<ul style="list-style-type: none"> <li>- Trauma Response</li> <li>- Adults Safeguarding</li> <li>- Children’s Safeguarding</li> <li>- Emergency Planning</li> <li>- Trading Standards</li> <li>- Communications support</li> </ul>
District / Borough Councils	<ul style="list-style-type: none"> <li>- Housing</li> <li>- Revenue &amp; Benefits</li> <li>- Environmental Health</li> </ul>
Health – Clinical Commissioning Group	Co-ordinate healthcare services for any pre-planned Modern Day Slavery or Human Trafficking activity
Fire & Rescue	Can arrange inspections of business premises or multi-occupancy homes
Health & Safety Executive	Responsible for inspecting correct storage of chemicals, e.g. at a hand car wash

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