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I am pleased to present the British Forces Germany (BFG) Safeguarding Board (SB) annual report for the year ending March 2018. Our main aim continues to be to deliver an assured system of Safeguarding to the population of BFG and its wider dependency in Europe, in concert with the European Joint Support Unit. Our supporting agencies have notably continued to provide assistance worldwide, where directed by Army HQ, and the MOD SB, concurrent with supporting their core geographical areas.

This report outlines the context within which our Board members and their agencies operate and provides an update on the progress of our priorities over the past year, namely Domestic Abuse, Early Help and generating a business plan to cover the transition period between now and when BFG closes in 2019. We have continued to develop how we direct and coordinate our supporting agencies, as well as engendering an ethos of continuous improvement through audit, assessment and peer review.

Drawdown and closure presents particular risks to us, with contractors reducing capacity as the population decreases. Whilst this has been noticeable as whole garrisons have closed in recent years, we now need to be cognisant of the aggregated effect of units ‘seeping’ manpower as we near the final closures, to ensure that our services remain fit for purpose until the end – this is particularly pertinent in the area of Safeguarding training and Safer Recruitment as we ‘fill gaps’ in the organisation to see us through to September 2019.

The new business plan for 2018/19 is included in this report to demonstrate that we are keeping in step with the MOD SG Board as it develops its plan. This is to ensure smooth reporting, and to prepare the way for the transition of our responsibilities to whatever future organisation is tasked to deliver Safeguarding to the remaining population once HQ BFG closes in 2019.

Overall we have had a good year and look forward to continue supporting the MOD SB over our final 18 months.

Colonel Andy Thorne, DCOS BFG
2. Who We Are and What We Do

2.1 British Forces Germany

The BFG community is widely diverse in terms of ethnic background and culture. All entitled personnel live under the umbrella of British Forces Germany (BFG) / European Joint Support Unit (EJSU) and operate within the Status of Forces Agreement and Supplementary Agreement (SOFA/SA), the Armed Forces Act and MOD policy. Through the use of MOD and contracted agencies we aim to emulate a Local Authority to provide services akin to what is available for children and families in the UK.

As a result of the official announcement in December 2016 (and latterly A2020 Reform) regarding the closure of BFG by 2020, there has been a period of transition for all agencies that play a part in providing the safeguarding umbrella. Agencies have managed reductions of staff in line with drawdown plans whilst ensuring safeguarding and support services remain robust.

The number of military and dependants has continued to decrease in line with current plans and the number of dependent children in BFG has decreased. As at April 2018 there were 3,360 military personnel, 327 UKBCs, 337 other civilians and 4382 dependants (adults and children), making a total of 8,409 with an additional 1600 Locally Employed Civilians. In EJSU there are a total of 924 military and 1,944 dependants (adults and children), making a total EJSU population of 2868 and together with BFG, a total of 11,227.

There have been small numbers of personnel movements during 2017/18. The current plans see the remaining units in BFG rebasing in 2019. In light of recent announcements regarding the Germany footprint post BFG, an enduring population of circa 1300 is anticipated.

2.2 BFG SB Remit

The Children Act 2004 required all Local Authority areas to establish a Local Safeguarding Children Board (LSCB). During 2014, the Board recognised that an adult section of the community was in danger of being lost in the milieu of service delivery, in particular individuals who were victims of domestic abuse. The BFG Safeguarding Children’s Board became known as the Safeguarding Board (SB) to ensure all members of the community in need of safeguarding including Adults at Risk were appropriately supported.

Throughout 2017/18, the SB has continued to recognise the need for effective service delivery and has focussed its attention on increasing awareness of: Domestic Abuse; Early Help; and embedding the recommendations / lessons learned from the intensive review in 2016 (S11 Audits) of all services. During this period S11 Audit processes have been completed and the findings are including within the QA section of this report.

As a partnership the BFG SB is responsible for:

- Policy, procedure and guidance development to promote and safeguard the welfare of children and adults at risk.

- Raising awareness within communities and organisations of their responsibility to
safeguard and promote the welfare of children and adults at risk and support them to do this.

- Co-ordinating and evaluating inter-agency safeguarding training.
- Monitoring and evaluating the effectiveness of the Board and its partners in emulating duties that are a statutory requirement in the UK.
- Contributing to local planning for children, their families and adults at risk.
- Case Reviews and advising the Board and its partners on lessons identified.

It is the Safeguarding Board’s aim to keep children, young people and adults at risk safe in BFG, and to support all to achieve their full potential. The Executive and Main SBs meet quarterly with a focus on key safeguarding issues and implementation of the Business Plan and its priorities.

2017/18 has been a positive year focussing on the drawdown of BFG and preparations for a creative approach of a handover of the SB functions and services in summer 2019. The SB has ensured that any enduring risks are being captured by all agencies and the Command, and that services continue to be safely managed during the drawdown period giving consideration to reductions of staff, as a result of a shrinking population. The SB has welcomed development opportunities with overseas command boards to achieve our common safeguarding aims.

Looking forward to 2018/19, the SB business plan has been designed to reflect the drawdown of BFG services with appropriate timescales clearly outlined for when the delivery of services will terminate. A bespoke plan to ensure that service delivery such as safeguarding training for EJSU and any new members of staff arriving in Germany is in place and will be addressed on a ‘needs basis’. The BFG specific priorities for 2018/19 will focus on the following:

- Preparing for handover and closure
- E-Safety
- CAMHS for the diaspora

In July 2018 the new Working Together to Safeguard Children 2018 guidance (HM government) will be released bringing change in particular to the Safeguarding Boards which will have a 12 month transition period in which to implement the changes, therefore consideration will need to be given to this during the coming year. See links below:


This annual SB report provides an overview of the work undertaken by the Board and its members over the preceding year. Individual agency reports are available on request from the SO1 Safeguarding and can be found on:

www.bfgnet.de/safeguarding
Or the DII moss link:

http://cui1-uk.diif.r.mil.uk/r/677/BusinessArea/G1/Safeguarding/Safeguarding%20Children%20Board%20SCB/Forms/AllItems.aspx
3. Core Business / Governance

3.1 The SB had 3 key priorities for 2017 / 2018

- Domestic Abuse
- Early Help
- Child and Adolescent Mental Health

The above priorities were agreed when developing the business plan which outlines key priorities to ensure that robust services are delivered and fit for purpose across command.

Business Plan Priorities 2017-18:

3.2 Ensure agencies have effective systems and processes in place to safeguard children and young people. Compliance with Working Together 2015

3.2.1 Policy:

All safeguarding policies and procedures to support agencies ‘best practice’ have been reviewed and updated as of March 2016 in line with UK Safeguarding Standards. A further review of all policies will be required following the release of ‘Working Together 2018’. All procedures are made available to everyone within the BFG/EJSU community by following the link to www.bfgnet.de/safeguarding. Policies in relation to ‘Adults at Risk’ have been updated in April 2018.

The Executive members of the SB put together a task group enabling a positive contribution to proposals regarding the Armed Forces sections of the new ‘Working Together’ guidance. These proposals were taken forward for consideration and implementation by the government.

A member of the Youth Forum attended the SB in March 2018 with recommendations relating to the BFG safeguarding website. As a result of this members of the SB have explored the comments at the end of March and recommendations for a ‘young persons’ page is now successfully being produced with plans for this to go live In September 2018.

All schools have adopted MyConcern safeguarding software as a systematic, simple, safe and secure way of recording and managing concerns from an early stage. The software and training will be rolled out across the early years settings in September 2018.

3.2.2 Quality Assurance and S11 Audits:

The SB has a standard consistent quality assurance process and is able to ensure robust quality assurance arrangements are in place and implemented by all agencies to improve outcomes for children and young people. There is a developmental opportunity for a new future board that may wish to develop a multi-agency quality assurance / audit framework.

In 2017/18 all agencies completed self-assessment and peer S11 audits (April 2018) and recommendations embedded. The Board and its agencies have assured that
arrangements for robust safeguarding continue to be in place, with some minor recommendations as follows:

All agencies to ensure the following points are addressed within their organisation:

- Ensure that they have Named Senior Person for Safeguarding and their staff are aware who it is.

- Ensure all job descriptions for staff/volunteers in Regulated Activity mention the individual’s responsibility for Safeguarding.

- Ensure they consider the training needs for each post in their organisation with safeguarding responsibilities, and produce a matrix listing the training required and recording when each individual has completed each necessary course, ensuring that individuals are aware of the requirements placed upon them. Particular attention should be paid to ensuring attendance at Safer Recruitment and Allegations Management training.

- Agencies ensure they have a process to record data on Early Help Interventions, and report on this to the BFG Safeguarding Board.

- All agencies review their on-line presence and ensure that all customer facing information is up to date.

In general the s11 returns for all agencies have been very positive following this year’s assessment and audit visits.

Whilst historically the self-assessment returns have demonstrated very high marks, there is an identified common theme across two thirds of the returns this year that agencies had actually under-scored in particular areas.

The most consistent deficiency across all agencies was a lack of awareness of Safer Recruitment and Allegations Management processes, with a clearly defined need for agencies to access training. It is of note that the most recent Allegations Management course had to be cancelled due to lack of applicants. The last Safer Recruitment ran at about 40% capacity.

Another identified need was for agencies to ensure that they can easily access data on Early Help interventions. Data should be captured by all agencies in preparation for submission of the quarterly data set for the safeguarding board.

In some cases the S11 audit highlighted that some staff were unclear who the Named Senior Person with responsibility for Safeguarding was within agencies.

Some published case policies and procedures were not completely up to date.

3.2.3 Social Work Service:

In October 17 Core Assets was asked to extend the BFSWS contract to 31 October 19, which was agreed and confirmed in January 18. The British Army Training Sub Unit Belize (BATSUB) was added to the BFSWS contract in November 17. During the period
BFSWS was on site in SHAPE, Netherlands, Ramstein, and Naples as well as providing long arm support to service users in Estonia and BATUK.

Staffing and Caseloads:

June 17 saw the arrival of a fixed term contracted Social Worker. In March 2018 two Social Workers resigned from the service. This meant that caseloads for the remaining workers were set to increase pending recruitment. The management team took steps to ensure that staff were not carrying excessive caseloads by carrying small caseloads themselves. Caseloads largely remained between 15-20 per Social Worker, occasionally increasing up to 25, but with management oversight and monitoring of the situation.

In line with the BFSWS Quality Assurance Framework, 10% of case files audits were undertaken during the period including a focus on ‘demonstrating outcomes’ and ‘Chronologies’. BFSWS was assisted in auditing by the internal ‘critical friend,’ Core Assets Quality Assurance and Compliance Manager who undertook a number of peer audits as part of Core Assets internal independent audits of BFSWS case work. Her findings conclude that ‘overall the case files audited were found to be satisfactory. For example: ‘Information on the files was seen to be clearly recorded and well presented. It was noted BFSWS use of genograms was an excellent way of providing a family structure, SSWPs worked well in engaging with the whole family and this contributed towards moving cases forward to ensure that the children were safeguarded and protected from harm. A number of learning points were also noted: ‘Recordings needing to be kept updated; suggestion to use Eco maps to help understand support networks, timescales to be adhered to’.

Core Assets Quality Assurance and Compliance Manager sent the following feedback to BFSWS regarding a Child Protection report provided to a UK Social Care Department by BFSWS: ‘Your reports are fantastic compared to the ones I have seen here (in the UK).

Audits such as, peer, themed, chronologies, observations of practice etc. has identified the need, at times, to make outcomes more specific and measurable particularly within plans and the need to make more use of relevant measurement tools i.e. Parenting Daily Hassles/SDQs in direct work. A number of ‘discussion points’ were identified about whether BFSWS documents and processes fully support the understanding and evidencing of change/outcomes progression, hence the themes outcomes audit.

3.2.4 Health:

A second level Common Assurance Framework (CAF) Inspection was held early 2018 of the DCMH and Child and Adolescent Mental Health Service (CAMHS). Results will be reported to the BFG SG Board when they are available.

CAF Inspections were also held for EJSU (second level): Bielefeld and Sennelager Primary Care Medical Centres over the first quarter of 2018. Full report for EJSU remains outstanding.

CAF inspections are held annually of all LLP PHC departments, either at first level or second level (external to LLP). The result is reported to Headquarters BFG Health Services (BFGHS). CAF Inspections incorporate inspection of SG activity.
Safeguarding QA is monitored by SSAFA Central Office and Human Resources, to ensure records are centrally held and kept up to date.

A Disclosure Barring Service (DBS) Register is held centrally to ensure that SSAFA Staff undergo re-assessment of DBS status every 5 years.

Military Medical Staff, including Medical Officers, Nursing Staff and Combat Medical Technicians, provide their DBS certificate number on commencement of working at an LLP facility. This information is held locally at the relevant Medical Facility.

The LLP subscribe to “Safer Recruiting” (SR), and Human Resources have an appropriately qualified individual to participate in Interviews for new staff, and to give advice on recruitment Practice when necessary. Two further staff will attend the next available SR course in 2018.

The LLP provide local QA via the quarterly Quality Account submitted to the Authority (BFGHS / MOD). This QA is on-going, and regularly updated.

Local audit is undertaken for specific topics, to monitor activity, output, and to identify if there is need for change. Audit results are accessible via the Audit Folder on the LLP Safeguarding Page of the MODNET site.

Family and Children In Need Supervision (FCINs) activity and training are held quarterly for each involved Clinician.

Audit was undertaken of FCINs Supervision and completed in May 2018 that confirmed current status of Supervision for each clinician at the time of the audit. Outstanding FCINs would then be completed by July 2018.

FCINS Supervisors meet termly for an update on safeguarding and for support in their supervisory role.

3.2.5 MOD schools:

The importance of good and effective record keeping has been recognised. All schools have therefore adopted MyConcern safeguarding software as a systematic, simple, safe and secure way of recording and managing concerns from an early stage. A further advantage of this system is that it facilitates schools in being able to share information directly with other agencies. Additional training with the company has been undertaken to ensure the most effective use of the system. The software will be rolled out across the early years settings in September 2018.

MOD Schools work within an environment of safer recruitment and safer working practices. This means that safeguarding informs all recruitment, from undertaking DBS vetting through to the thorough scrutiny of references and employment history. However, it also acknowledges that children and young people require the best in safe environments and that is achieved by staff remaining aware of how they all contribute to safe working practices. Examples of the network of activity which is included in the ‘safe working practices’ agenda include effective procedures for dealing with allegations against staff, through to training on identifying grooming behaviour in education.
All staff in schools are safeguarding trained at least to level 2 safeguarding and a record of training is held.

MOD Schools work to empower young people to keep themselves safe in both the real and digital worlds. This is covered as part of the curriculum-based work, computer science E-safety, as well as through PSHE. An example of the work is e.g., Impact Days at King's School developed using the expertise of the Senior Education Social Worker and Head of Religious Education within the school which include a whole day of workshops on relationships, bullying and cyber safety. There is a constant drive to stay ahead of developments within the on-line world and to engage positively with parents around the impact of young people accessing age in-appropriate games and material e.g. Attenborough School are introducing a termly E-Safety Newsletter with the first edition going out to parents before the school breaks up for the summer.

3.2.6 Domestic Abuse:

The SB is confident that vulnerable children and families are kept safe and that the reporting of indicators is mature and joined up to allow a multi-agency response where required. The Multi-Agency Risk Assessment Co-ordination (MARAC) process is firmly set within safeguarding procedures. The Domestic Abuse Co-ordinator (DAC) and Deputy Provost Marshal (Germany) (DPM (G)) have delivered training across all BFG units which has helped the community to understand the indicators of DA and act appropriately; it has also aided Commanding Officers in understanding the risks when making decisions on taking perpetrators into custody and developed a better understanding of their role at MARAC. Training will continue throughout 2017/2018.

AWS and the DAC have delivered unit briefs on domestic abuse awareness throughout BFG. Training covers all areas of domestic abuse and gives advice on what to do if you are a victim or an alleged perpetrator. This has been well received and on every occasion that the brief has been delivered, personnel have come forward for help.

Domestic Abuse Stalking and Harassment (DASH) Risk assessment:

All agencies within BFG use the DASH Risk Assessment Tool with all victims of DA, to identify risk of further harm. There continues to be extensive training on using this tool to ensure that it is being used correctly, and that DA teams are providing the best possible support to victims. Over this period, training has been provided by BFG accredited instructors, to all agencies and Service Police based within BFG. The DAC and JRT jointly conduct DASH and First Responder training for all Service Police and German Civil Police every 6 months. Agencies can attend training sessions held regularly as part of the Safeguarding Board Training Group and often bespoke training is delivered to whole agencies.

Domestic Abuse Forum (DAF):

The Domestic Abuse Forum meets quarterly and members comprise of DAC (Chair), MARAC Co-ordinator, BFSWS, Royal Military Police, Garrison HQ (BFG and EJSU), AWS and Victim Support. The Forum updates all agencies on DA within BFG, discusses the learning account for MARAC and monitors DA training / awareness. At each DAF the Chair invites a speaker to the meeting to brief the forum on new policies and procedures that their organisation can offer.

Army Headquarters Domestic Abuse Steering Group (DASG):
Following a 9 month break in DASG meetings, this forum has been re-established. The DAC and DPMG have attended meetings and continue to represent BFG at Army Headquarters. The DASG is currently developing a domestic abuse strategy for the Army which is expected to be released by the end of 2017.

3.3 Develop robust data set to have clear understanding of the issues impacting on children, young people, and vulnerable groups overseas in order to inform future focus of SCB activity

Early Help training has continued across the community and there is evidence of lots of good work happening in schools and youth services etc. Assessment of the effectiveness of early help is now being captured through the development of the early help data set which has been produced by the UK / overseas operational group and is being standardised across all overseas commands. The data set is completed by all agencies, collated by SO1 Safeguarding and provided to the Main Overseas LSCB on a quarterly basis.

The Early Help Toolkit documentation which allows the SB to determine its effectiveness has now been reproduced and the role of Early Help Champions to raise awareness in each agency is fully established.

In 2017 / 2018, there were no referrals where BFSWS received formal, written Early Help (EH) Assessments, prior to, or accompanied by, the referral. In a small number of cases the multi-agency referral form indicates previous EH intervention but the majority of cases had not had EH support. BFSWS worked with partner agencies to raise the awareness of the EH process within British Forces Germany, BATUS and BATUK (e.g. developing the EH Champion role, supporting EH training and sharing the BFG Early Help documentation with BATUK and BATUS. Advice and consultation service offered by BFSWS signposts to Early Help services where appropriate, and so we know that there is lots of early help taking place. What we don’t yet know is the effectiveness of the EH (what works best) and whether there is a still a residue of limited understanding of EH in some areas.

3.4 Appropriate Training / Learning / Development until the end (making use of case reviews and practice audits)

“There should be a culture of continuous learning and improvement across the organisations that work together to safeguard and promote the welfare of children, identifying opportunities to draw on what works and promote good practice” Working Together (2015)

BFG SB continues to monitor and evaluate the effectiveness of training, including multi-agency training, for all professionals within the locality. A safeguarding training group is established and quality assurance processes are in place.

The Training Calendar April 2017-March 2018:

The online booking service is easily accessible at www.bfgnet.de/safeguarding which allows people to book all SB courses themselves, and lists all courses available to attend. There is a PDF copy of the training calendar that candidates can view and print.
The MOD board now quality assures the Level 1, 2 and 3 packs. Members of the BFG training group are involved in this and feedback will be shared in September 2018. As part of quality assurance, the evaluations from all courses are considered by the Training and Development Group as well as by the trainers themselves. Issues considered include: administration arrangements; the extent to which participants feel they have learned from the course; the relevance of the training to practice; teaching and presentation methods used; whether objectives have been met; and general comments.

Courses are evaluated on a scale of 0-5 and largely achieved high scores. Where there are criticisms of any element of the courses or pre-course pack, then these are reviewed with trainers and taken into account when courses were up-dated. Feedback has included:

- Useful to the role
- Too much content for one day (could be run over 2 days)
- All objectives were clear and met
- Well-presented presentations with variety of teaching methods
- Excellent teaching methods
- Relaxed yet informative
- Easy to access and liked booking online system
- Knowledgeable and approachable trainers
- Good refresher
- Perfectly pitched

Summary evaluations are available from the training events and board members do review them.

Within this period 22 safeguarding courses were planned with only 1 cancelled due to lack of applications. This is significantly different to last year when 14 courses were cancelled. Overall 199 people attended the training courses delivered which are only 2 attendees less than in 2016-2017.

The Level 3 advanced safeguarding course remains the most popular and has been full or oversubscribed throughout the year. Smaller courses have been delivered in Naples due to an identified need. The first safeguarding adult course has commenced with great success. The Child Protection Roles and Responsibilities course has run twice with full attendance both with positive feedback.

The new standardised MOD Level 1, 2 and 3 Safeguarding training has been rolled out across BFG and EJSU in conjunction with our working partners

Agencies were invited to attend the commissioned (by SSAFA) Adult Safeguarding Course as well as the commissioned (by Core Assets) Signs of Safety Training.
Individual agencies have their own training plans and activity which are available in individual agency reports.

There will be less multi agency courses planned for 2018/2019 due to drawdown in BFG, however bespoke packages offered.

In relation to our 3 main priorities we have seen a drive in domestic abuse training across BFG and EJSU. The Domestic Abuse Champion (DAC) has delivered training to all Commanders and Commanding Officers within BFG and EJSU. This has helped Commanding Officers to understand the risks when making decisions on custody and staffing and enhance their understanding of their critical role at BFG MARAC. This training will continue for any new Commanding Officers until the closure of BFG.

AWS has delivered annual unit briefs on domestic abuse awareness throughout BFG and EJSU. The 60 minute brief covers all areas of domestic abuse and gives advice on what to do if you are a victim or perpetrator. This is currently up to date and has been well received by all units. On every occasion that the brief has been delivered, personnel have come forward and asked for help.

Additional domestic abuse training has been delivered to all Chaplains within BFG, Unit Welfare Teams, Housing Estate Managers and Heads of Location EJSU.

In March 2018, units and agencies based in BFG, attended a series of seminars on Stalking. The DAC and Joint Response Team delivered the first half of the seminar raising awareness about stalking and harassment, how to identify the abuse and how to react appropriately to cases within our community. A serving person then followed by sharing his emotional story about his girlfriend who was tragically murdered in Nov 16, by an ex-partner who was a soldier, who had been stalking her. This event provided opportunities for enhancing awareness, questions, reflection and guidance relating to assistance and support.

AWS delivered Children / Young People and Mental Health First Aid Training across BFG / EJSU during this period which was fully subscribed and promoted individuals awareness to children / young people’s mental health and how to manage their needs safely. Staff and volunteers across all agencies attended. Bespoke training requested by QRH for parents, has also been delivered by the AWS team.

MOD Schools commissioned a trainer to deliver Mental Health First Aid Youth in March 18, enabling several staff from each school to be trained.

3.5 Ensure strategic focus on the voices of children and young people

Young People’s Voice:

AWS has provided opportunities for children and young peoples’ voice to be heard. All agencies have a responsibility to ensure the voice of a child or young person and this has been reflected within the work agencies have achieved and demonstrated within their audits.

AWS has continued to identify various ways of engaging with young people to ensure their views are heard, focusing on safeguarding issues. In 2017, one young person was a representative at the SB, enabling them to share important matters and promote change. This year the focus was on BFG Net Safeguarding Web Page and ‘what young people
want from their Safeguarding Board’. The views were listened to and acted upon leading to the development of a ‘young Persons page’ to be delivered in summer 2018.

Young people have participated in Garrison Youth Forums, and delivered presentations to the Chain of Command. Two young people attended the UK Youth Parliament to represent the views of service children and young people.

3.6 Risk register to identify specific BFG / EJSU safeguarding risks related to the 'diaspora' and identify measures to mitigate the risks

A Command report and risk register is provided to the UK MOD LSCB every quarter. All reports from BFG/EJSU have been developed and submitted within timescales.

SO1 Safeguarding has participated in the drawdown planning for BFG and has liaised with Command regarding possible risks during drawdown and the risks which may endure following any handover of safeguarding responsibilities. A database of SB functions and risks has been created in preparation for a handover to a new authority, however at this stage it remains unclear who will be responsible for the new arrangements post summer 2019, and who will carry out the functions and responsibilities of the Safeguarding Board moving forward.

Planning and preparation work has taken place to ensure the safe storage of safeguarding data and future access to it. Discussions will continue to take place regarding the most suitable solution, giving consideration to the frequency of Local Authority subject access requests for information and the increasing number of subject access request from service users/

3.7 Develop / strengthen the multi-agency response to children's mental health

A priority identified by the SB was an initiative to identify mental health issues in children, sufficiently early so that appropriate preventative intervention and therapies can be considered. The Health Service has been working with partner agencies to try and develop techniques for early identification, as well as simple therapeutic activity such as Mental Health First Aid to manage issues early and prevent development to a more serious issue. We know that there are challenges to this priority, especially in areas where host nation provision is used, hence the issue being given priority status.

Lots of mental health training has been delivered throughout BFG as mentioned in the above section of this report to help promote awareness of children and young people with mental health difficulties.

It was identified by the SB that parenting groups such as Incredible Years are beneficial as a first step towards any referral to CAMHS. A parenting forum with a full programme of events for both Incredible Years and Parent Nurturing courses is in place.

Within Adult Safeguarding, Serving Personnel are routinely screened with a Mental Health Screening Questionnaire at the time they attend for any full routine Occupational Health review, as well as when attending for Pre-Release medicals. This facilitates identification and prompt intervention.
Regular structured Mental Health assessment occurs within Community Services – Health Visitors and Midwives participate in review of Pregnant and post natal women, and women with young children.

Opportunistic Screening will occur with any Consultation for all individuals on presentation to PHC, with an aim to identify issues early, and put in place appropriate advice and support.

3.8 Child Death Overview Panel (CDOP)

The core membership of the Child Death Overview Panel (CDOP) consists of:

- Cathy Dobson - Head of Service, British Forces Social Work Service – Chair
- Yvonne Stevens - Locality Manager - Health Service
- Dr Mike Tettenborn – Consultant Paediatrician
- Maj Andrew Southerton – Special Investigations Branch (RMP)

The definitions of child death categories are:

- Neonatal
- Sudden Unexpected Death in Infancy (SUDI)
- Unexpected (including breakdown for external factors and medical causes)
- Expected

Given the relatively low numbers of child deaths in BFG/ EJSU the CDOP meets annually or as required. During the reporting period there has been one neonatal child death. The baby died at 6 days old in a German Designated provider hospital and was reviewed at the CDOP held on 12 Oct 2017. The CDOP endorsed the recommendation from the health service that a review of the Unit is undertaken. The assurance visit took place on 01 Feb 2018 by a Senior Obstetric Consultant from Guys & Thomas’ Trust. He reviewed all standard practices, procedures, policies and statistics from the Unit as well as a case discussion with senior personnel involved in the overall care of the neonatal death. His findings were that the care given was appropriate and in line with all UK practices and procedures. The next CDOP is scheduled for 18 Sep 18

The new Working Together to Safeguard Children (2018) guidance replaces the requirement for LSCBs to ensure that child death reviews are undertaken by a child death overview panel (CDOP) with the requirement for “child death review partners”. It specifies that reviews have “the intention of learning what happened and why, and preventing future child deaths” and that “the information gathered … may help child death review partners to identify modifiable factors that could be altered to prevent future deaths” (replacing the previous wording that set out that CDOPs should look to determine “whether the death was deemed preventable”)

As part of the MoD main Safeguarding Board SB transition process, the DCYP is in liaison with UK authorities regarding ‘adoption’ of the BFG CDOP.

3.9 Allegations Management:
Two Allegations Management courses have been delivered during the year in BFG. There are plans to deliver a course in SHAPE during the forthcoming year.

In the reporting period April 2017 – March 2018 four cases were referred under the Allegation Management procedure SIBFG 3301. Three progressed to Strategy Meetings, which ultimately resulted in one dismissal.

BFG Allegation Management Officers have continued to maintain links with the North West Region in the UK, attending quarterly LADO forums. Both AMOs attended the Annual Lado Conference in Doncaster.

This liaison work provides an essential opportunity to develop knowledge and skills in respect of managing allegations in BFG, particularly as we have far fewer referrals than the UK. Being able to maintain links with UK colleagues provides the support and ‘on hand’ expertise, ensuring BFG AMOs maintain current knowledge and a network of contacts for advice. BFG is able to reciprocate by offering a perspective on Safeguarding in a MOD context but also insight into the ‘shape and structure’ of the military in the UK (and BFG) and how best for UK LADO’s to engage with local formations.

3.10 Safer Recruitment G1 Safeguarding Service:

Reporting year April 2017- March 2018

- 280 Reliability Checks completed
- 197 Terminations of BFG employment processed.
- One case was referred to the BFG Disclosure Review Panel during this period.
- The office has reduced from two advisors to one this year due to the reduced level of activity.
- Additionally SO2 (Emp Discl) led the Section 11 QA Task Group that audited seven BFG Safeguarding Agencies.
- One Safer Recruitment and Selection Training course was delivered in year.

3.11 Private Fostering:

During the reporting period April 2017 to end March 2018, there have been no private fostering arrangements brought to the attention of the British Forces Social Work Service.
3.12 Child Protection Activity:

Child Protection Activity 01 Apr 17 – 31 Mar 18

| Number of Initial Child Protection Conferences | 17 | Number of Review Child Protection Conferences | 10 |
| Number of children considered                 | 41 | Numbers of children considered                | 22 |
| Number of Initial Child Protection Conferences where children were not made subject to a child protection plan. | 5 families 16 children | Outcomes | 4 children returned to UK on a child protection plan (CPP) |
| Number of Children made subject to CPP        | 29 |                                               | 14 children had their CPP discontinued |

Compared to the previous year, the number of initial child protection conferences and children considered, doubled however, this was due to a handful of families with 3 or more children entering the child protection system.

3.12.1 Child Protection conferences
Between 01 April – 31 March 2017/18, 35 children from 15 families were subject to Child Protection Plans; 29 of these following initial child protection conferences during the period (18 females; 9 males and 2 unborn). A total of 41 children were considered at Review CPCs. Six children returned to UK. Four children, who were made subject to plan during the period, remain on child protection plans at the end of the period.

3.12.2 Categories of abuse and numbers of children

![Graph showing categories of abuse and numbers of children]

Emotional abuse remains the highest category of children becoming subject to child protection plans and represents the number of referrals received by BFSWS in relation to domestic abuse. 6 children were made subject to plans for physical abuse some of whom were hit with household implements as a means of parental discipline. In response to this, BFSWS designed and produced a ‘dangers of smacking and hitting’ information poster, which was signed off by the safeguarding board following consultation with partner agencies.

3.12.3 Numbers on CP plans month by month Apr 17– Mar 18

![Graph showing child protection plans]

Of note is the spike in child protection plans from Oct 18 – Jan 18. As previously mention there were a handful of families with 3+ children, which may account for this increase. Partner agencies confirmed BFSWS findings that contacts and referrals to services increased during this quarter. The decline in referrals expected as a result of drawdown was not evident during Oct 17- Jan 18.

3.12.4 Age of Children placed on CP plans
Consistent with UK data, the majority of children subject of child protection plans are aged between one – eleven yrs. Although during this reporting period there is a notable reduction in the one to eleven age groups (almost half). There were two pre-birth assessments during 2017/18.

3.12.5 Ethnicity of children on Child Protection Plans

The ethnicity of children subject to child protection plans reflects the demographic of the BFG population and evidences that we are meeting the needs of the population. There was a slight increase in the number of Anglo-German families involved with BFSWS. There is no particular trend related to this increase, but it is worthy of note. BFSWS anticipates more contacts/ referrals to the service as drawdown bites and Anglo-German families, some of whom have never lived in, or want to return to, the UK, decide their futures.

White British: 10; Black/British: 2; British/German: 6; Fijian: 6; Indian/Fijian: 5
3.12.6 Numbers of children no longer subject to a Child Protection Plan

A total of 20 children were removed from CP Plans during this period. 14 children had their CPP discontinued as they no longer met the threshold of actual or likelihood of significant harm. When CPPs are discontinued, families are offered services under Child in Need for a minimum period of 3 months. 6 children had their CPP transferred to UK.

3.13 Domestic Abuse Activity

The Domestic Abuse Champion (DAC) is employed within BFG HQ and works at a strategic level. The DAC is the single SME on Domestic Abuse (DA) within British Forces Germany (BFG) and is independent from all agencies working within the DA area.

The DAC continues to monitor levels of domestic abuse in BFG, and receives monthly statistics from all of the key agencies working within the DA arena. Command receives a quarterly brief which includes an analysis of DA statistics.

During this period, the levels of domestic abuse within BFG have followed the trend from previous years. Agencies have received increased reports of DA cases during periods of leave, and also when soldiers returned from exercise and deployments.

The graph below illustrates the levels of reported cases of domestic abuse within BFG since Jan 2016.

![Persons affected by Domestic Abuse within BFG per month](chart)

*up to Jul18

Domestic abuse statistics have slightly decreased in 2018 in comparison to the same period in 2017, whilst the population has remained steady.

3.13.1 High Risk Cases within BFG

In 2017 there was an increase in the reporting of domestic abuse, but a 3% decrease in the amount of high risk cases that BFG manages. This was lower than the national...
average, according to Safe Lives MARAC data, which reports an increase of 4% since 2016.

3.13.2 Multi Agency Risk Assessment Conference (MARAC)

Domestic Abuse cases that are referred to MARAC are for victims that have been assessed as being at high risk of significant harm or murder. Our thresholds remain the same as all UK MARAC and adhere to Safe Lives recommendations. All BFG MARAC Policies are current. The BFG MARAC Operating Protocol and Information Sharing Agreement were reviewed and updated by the DAC in May 18, and are available online at BFGnet.de

The MARAC partners consist of the following agencies, British Forces Social Work Service (BFSWS), Army Welfare Service (AWS), Probation Service, Health Services (including Mental Health), German Civil Police, Victim Safety Worker (IDVA), Housing Officer, Commanding Officers and Unit Welfare Officers. In 2018 the MARAC Partners have extended to include BFG Home-Start, and the Jugendamt (German Social Services). There are 2 trained MARAC Chairs, the DAC and Deputy Provost Marshal Germany. In Jun 18, BFG produced MARAC information leaflets for victims of DA in English, German and Fijian. We are currently working on a Nepalese translation.

BFG MARAC has been operational for over 2 years now. It continues to remain a great asset to BFG. It is a valuable tool which successfully safeguards victims and their families that are affected by domestic abuse. Our focus remains the same as previous years, to get families safe, and keep them safe.

3.13.3 MARAC Analysis

The table below illustrates the current BFG MARAC statistics since the policy commenced in Jan 16.

<table>
<thead>
<tr>
<th>Breakdown of BFG MARAC Cases</th>
<th>2016</th>
<th>2017</th>
<th>2018*</th>
</tr>
</thead>
<tbody>
<tr>
<td>New MARAC Cases</td>
<td>14</td>
<td>16</td>
<td>5</td>
</tr>
<tr>
<td>Repeat MARAC Cases</td>
<td>1</td>
<td>6</td>
<td>3</td>
</tr>
<tr>
<td>MARAC to MARAC transfers out of BFG</td>
<td>6</td>
<td>4</td>
<td>2</td>
</tr>
</tbody>
</table>

*up until Jul 2018

In 2017 there were 16 new cases heard within BFG MARAC. In each of these cases, the victim was identified as being at risk of serious harm. During the early stages of the MARAC policy commencing, most cases were referred in to the system using the ‘visible high risk’ threshold on the DASH Risk Assessment. Following training delivered to all agencies, and experience gathered as the MARAC process matured, the majority of referrals that we now receive are based on professional judgement which is extremely encouraging.

The table below shows the amount of cases that are being managed under MARAC. BFG currently has 14 open cases, where the risk of harm is being managed at a multi-agency level within Germany. To date, we have transferred 12 cases to UK MARAC’s. This is when a victim moves back to UK. In Jan 18 we received our first transfer in to BFG from a UK MARAC. We have since received a further 3 transfers from UK MARAC.
A case is closed if a MARAC has been open for 12 months since the date of the MARAC action plan and there have been no further incidents of DA reported.

In Nov 17, the Co-ordinator completed a full review of all transferred MARAC cases, to ensure that UK MARAC’s have processed them correctly, and that appropriate support, such as IDVA service, was provided to victims. The review did not highlight any issues. All cases have been transferred successfully.

### 3.13.4 Children at risk heard in MARAC

Research has shown that the impact on children living with parents in an abusive relationship is devastating, with lifelong damage. In BFG the Domestic Abuse Champion records the amount of children living in homes of high risk domestic abuse. In 2016 there were 22 children identified in BFG, and in 2017 there were 17 children. British Forces Social Work Services (BFSWS) have engaged, and have made assessments for all of these children living within Service Families Accommodation (SFA), and referrals have been completed to German Social Work Service for families living within the German community.

### 3.13.5 Domestic Abuse, Alcohol and Mental Health analysis

There has been a significant increase of high risk cases that are linked with alcohol misuse from Perpetrator and/or Victim. In 2016, 33% of MARAC cases featured alcohol as a contributing factor. In 2017, this increased to 63%.

The amount of high risk cases that have been linked with mental health issues from Perpetrator and/or victim has also increased. In 2016, 40% of MARAC cases featured mental health issues as a contributing factor. In 2017, this increased to 69%.

### 3.13.6 Victim Safety Worker (VSW)

Victim Safety Worker (VSW) has an established role of an Independent Domestic Violence Advisor (IDVA) within BFG. This service is provided by BFSWS providing valuable support, advocacy and safety planning to high risk victims of abuse within BFG and EJSU. Advocacy for high risk victims of domestic abuse and representation for the victim at MARAC is provided.

### 3.14 AWS Personal Support and Community Support Team

The AWS Personal Support and Community Support team’s core business is providing a comprehensive, professionally based and confidential service, responsive to the needs of individuals, families, and the chain of command in order to maximise the operational effectiveness of servicemen and women.

The scope of core business is detailed in the graph shown on page 24.
The Personal Support Team runs an active caseload of between 40 and 50 across the team.

### 3.14.1 Safeguarding Vulnerable Adults and Children

At the core of all activities with vulnerable people is making them aware of the threats and dangers particularly on line. There are few formal safeguarding sessions but they are made aware of the websites.

Some issues are common to both Adults and Young People.

There is on-going work regarding on line safety and an emphasis on parents understanding of what Children and Young People are doing with their tablets and smart phones. Examples of good practice are demonstrated on the individual club Facebook sites and YP are encouraged to communicate through these which are monitored by professional staff.

![BFG Presenting Problems 2017 - 2018](chart)

The following issues are dealt with during youth club and outreach sessions:
• Use and Misuse of Legal and Illegal Drugs
• Smoking
• Young People and Alcohol
• Use of Computers and the Internet
• Challenging Bullying
• Providing all year round youth and play work in all Garrisons i.e. evenings, weekends and school holidays.

Participation Work has been undertaken enabling young people to voice their opinions on safeguarding at the Safeguarding Board and their experiences of living in BFG have been shared.
4. Effectiveness / Challenges / Priorities

4.1 BFG SB achievements:

- The SB increased awareness of domestic abuse in BFG/EJSU and the MARAC process has been a success.

- All safeguarding Policies and Procedures remain updated with Adults at Risk having been reviewed. Policies remain fit for purpose.

- All agencies are working to ‘Best Practice’ in providing positive outcomes for children, their families and adults at risk.

- The SB continues to review its governance arrangements to reflect the drawdown in workforce and dependant personnel in British Forces Germany.

- Agencies continue to share their expertise and time, resourcing the training of staff across the BFG / EJSU footprint.

- The SB is proud of its achievements and the commitment of member agencies and their staff. Capturing the level of preventative and Early Help work remains an area for further development. Work in this area will continue throughout 2018/19 with agency Early Help ‘Champions’ being in place to drive this forward.

- The links between Child Protection and Domestic Abuse processes remain transparent and reflected in training. There is improved evidence of positive ‘Working Together’ processes across all agencies. The SB will continue to drive this forward into 2018/2019.

4.2 BFG SB plans for the year ahead:

- In 2018/19 the business plan (See Annex 1) will focus on 3 priorities:
  
  Drawdown of British Forces Germany
  
  E-Safety
  
  CAMHS Diaspora

- Maintenance and development of priorities and ensuring a safe and seamless handover of responsibilities and functions to the appropriate future deliverer for those remaining in Europe post – BFG.

- Agencies to consider and implement where possible the recommendations from the S11 Audits.
5. Conclusion

Safeguarding remains robust throughout the Board’s area of responsibility. The SB has developed over the past year and has revitalised processes, procedures, and developed the new business plan in line with the drawdown of British Forces Germany and the reductions in services over the next year.

2017/18 has continued to see reductions in dependant population numbers, noting in particular the reduction of two social work staff from the British Forces Social Work Service. The Extension of SO1 Safeguarding contract to 31st August 2019 and the BFSWS contract to 31 Oct 19 are now confirmed, The turbulent impact of drawdown has the potential for significant impact upon the community, however, all agencies continue to work together to ensure that the safeguarding needs of the communities that we serve, continue to be met.

There will be challenges ahead as we move forward within the 2018 – 19 business plan and focus on the drawdown and handover of BFG. There will be transitions in line with the new ‘Working Together to Safeguard Children 2018’ guidance which will be taken forward within the responsibilities of any new board.

It is clear that the SB will need to continue to be creative in its approach and would welcome development opportunities with other overseas command boards to achieve our common safeguarding aims.

Acknowledgement is given to individual agencies, all of which provided a safeguarding annual report\(^1\), which informed this annual overview.

\(^1\) Individual agency reports are available at www.BFGNet.de/safeguarding
### Annex 1: BFG/EJSU Safeguarding Board Business Plan 2018-19

**BFG / EJSU SAFEGUARDING BOARD DRAFT BUSINESS PLAN 2018 – 19**

BFG Business plan 2018/19 priorities are:

1. Preparing for closure of BFG
2. E-Safety
3. CAMHS - Diaspora

<table>
<thead>
<tr>
<th>Ser</th>
<th>Priorities: Shaping for drawdown of BFG 2019</th>
<th>Outcome</th>
<th>Lead person / Group</th>
<th>Quarter 1 (Apr-Jun 18)</th>
<th>Quarter 2 (Jul-Sept 18)</th>
<th>Quarter 3 (Oct-Dec 18)</th>
<th>Quarter 4 (Jan-Mar 19)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Ensure agencies have effective systems and processes in place to safeguard children and young people. Compliance with Working Together 2015.</td>
<td>1. Process for safeguarding is in place and fit for purpose.</td>
<td>SO1 Safeguarding /Exec Gp</td>
<td>Review Safeguarding on BFG net &amp; SO(BFG) 3351. Review / identify updates including Adults at Risk Radicalisation Latest date to confirm extension of the BFSWS contract to Oct 2019</td>
<td>Update all safeguarding policies and procedures</td>
<td>Maintain any changes in line with UK standards</td>
<td>Continue to keep policies and procedures up to date and maintain changes.</td>
</tr>
<tr>
<td>2</td>
<td>A continuous improvement of agencies processes (S11)</td>
<td>Exec SB</td>
<td>Exec SB to review audit of S11. Continuation of MAWSE</td>
<td>Implementation of action plans Continuation of MAWSE</td>
<td>Maintenance of changes implemented Continuation of MAWSE</td>
<td>Maintenance of changes implemented External Review of services to be considered Continuation of MAWSE</td>
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<tr>
<td>3. Maintain awareness of domestic abuse</td>
<td>DAC</td>
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<td></td>
<td>1. Prepare Annual Brief to all Regts and units.</td>
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<td>2. Will have presented DA brief to 1 PWRR/35 Engr/26RA.</td>
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<td>3. RMP/ SIB training to commence (RMP / SIB every 6 months).</td>
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<td>1. July - DA Presentations to 26 Regt and 3 Battalion Reme.</td>
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<td>2. RMP/SIB training completed.</td>
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<tr>
<td></td>
<td>3. Domestic Abuse / MARAC training</td>
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<td>4. Op Encompass - Info sharing policy to be developed between police and schools when DA takes place and rolled out by Sept 18.</td>
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<td></td>
<td>BFSWS pilot of programme for children living with domestic abuse</td>
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<td>1. Training Package for RMP/SIB / agencies from BFG DAC will cease Dec 18. This will be monitored by DPM(G) and may require revision if a planned surge of RMP activity is required in summer 19.</td>
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<td>2. All Ranks briefs to BFG units will cease Dec 18. All existing staff will be fully trained by this date.</td>
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<td></td>
<td>3. Annual DA unit awareness</td>
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<tr>
<td></td>
<td>1. All existing staff will now be trained in DA in BFG / EJSU</td>
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<td></td>
<td>2. As service personnel and families start to rtn to UK (or RoW) DAC will monitor in order to identify when MARAC cases need to be transferred.</td>
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<tr>
<td></td>
<td>3. Domestic Abuse training in BFG completed.</td>
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### Annex 1: BFG/EJSU Safeguarding Board Business Plan 2018-19

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<tbody>
<tr>
<td>4. Communication of safeguarding information</td>
<td>SO1 Safeguarding/Exec Gp</td>
<td>Review Safeguarding on BFG Net/update P+P as required</td>
<td>Update policies and procedures as required</td>
<td>All Safeguarding information on the website is up to date</td>
</tr>
<tr>
<td>5. PREVENT is maintained in BFG.</td>
<td>SO2 Comm Support and BFSWS who will report any referral requiring a Channel Panel</td>
<td>Reporting on number of referrals - BFSWS</td>
<td>Reporting on number of referrals - BFSWS</td>
<td>End of year report on number of panels convened from SO2 Comm Support / BFSWS</td>
</tr>
<tr>
<td>2. Develop robust data set to have clear understanding of the issues impacting on children, young people, and vulnerable</td>
<td>SO1 Safeguarding</td>
<td>Agency Quarterly Reports</td>
<td>Agency Quarterly Reports / BFSWS KPI's</td>
<td>Agency Quarterly Reports</td>
</tr>
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1. Use data in the following areas to allow analysis of safeguarding delivery, early help, domestic abuse, training, identify any difficulties in information
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<tr>
<td>3</td>
<td>Agencies to deliver effective early help in BFG / EJSU</td>
<td>1. Early help delivered. Agencies to work within the needs response framework.</td>
<td>Early Help Agency Champions in MoD Schools; Health; AWS (not BFSWS)</td>
<td>Analysis of effective delivery to SB of Early Help. Agencies to provide the number and nature of Early Help assessments.</td>
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<tr>
<td>4</td>
<td>Appropriate Training / Learning / Development until the end (making use of case reviews and practice audits)</td>
<td>1.BFG / EJSU safeguarding Training follows MOD direction.</td>
<td>Training Group - Levels 1,2 +3 packs have been agreed and will be launched for every Command on 8 March in London (MoD SB working group- chaired by</td>
<td>delivery and training calendar</td>
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<tbody>
<tr>
<td>2. Ensure all involved in safeguarding are actively trained.</td>
<td>HR)</td>
<td>Agency audit of compliance commissioned and overseen by SB training sub gp (e.g. who in your agency requires SG training; at what level; what is your compliance rate- need to devise a target).</td>
<td>Audit issued and analysed during this quarter Update on training plan compliance</td>
<td>No action required</td>
</tr>
<tr>
<td>3. Provide targeted annual event based safeguarding board priorities for the year.</td>
<td>Organisation of event by HQ BFG - G1. Delivery of presentations - lead agencies involved in the priorities</td>
<td>Welfare Symposium 16 / 17th April 2018 for all agencies to attend.</td>
<td>Preparation for next event</td>
<td>Welfare Symposium to be held November 2018. First Line Study Day Multi-agency Event</td>
</tr>
<tr>
<td></td>
<td>Ensure strategic focus on the voices of children and young people</td>
<td>AWS (Grant / Emma) Participation Agenda</td>
<td>Preparing Young People from the Youth Forum to sit on the SG Board.</td>
<td>Presentation to the SGB from 2 young people from the Youth Forum on one of the topics of priorities. Young person’s perspective.</td>
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<tr>
<td>5</td>
<td>1. Young People will participate in BFG safeguarding agenda</td>
<td></td>
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<tr>
<td></td>
<td>Risk register to identify specific BFG / EJSU safeguarding risks related to the 'diaspora' and identify measures to mitigate the risks.</td>
<td>Collated by SO1 Safeguarding but agencies are responsible for identifying risks as services and staffing levels reduce.</td>
<td>Short report / update for UK MOD SCB</td>
<td>Submitted each quarter</td>
</tr>
<tr>
<td>6</td>
<td>1. Risk Register for remaining and unforeseen emerging risks</td>
<td></td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>Develop / strengthen the multi-agency response to children's mental health</th>
<th>AWS</th>
<th>AWS Mental Health First Aid Training for Young people. Worker in BFG is trained to deliver mental health First Aid for Children and Young People</th>
<th>Maintain delivery of Mental Health Training across BFG / EJSU</th>
<th>Effective Courses across BFG and EJSU</th>
<th>Training Completed.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>1. Prevent issues escalating to the point of children needing to be referred to CAMHS</td>
<td>AWS</td>
<td>-</td>
<td>-</td>
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</tr>
<tr>
<td></td>
<td>2. Ensure sufficient agency capacity for the maintenance of community based parenting</td>
<td>Chair of the parenting forum for Incredible Years</td>
<td>Task parenting forum to produce a forecast of events for Incredible Years</td>
<td>Parenting Forum to produce an annual program of parenting events to support families until 2019.</td>
<td>Effective Courses across BFG and EJSU</td>
<td>Incredible Years Courses / provision to continue into 2019.</td>
</tr>
<tr>
<td>2</td>
<td>New Priority: The impact of social media upon CYP's transition from primary to secondary education.</td>
<td>23 trainers to develop and deliver the plan</td>
<td>Trial and roll out of training</td>
<td>Roll out of program across BFG/EJSU</td>
<td>Roll out of program across BFG/EJSU</td>
<td>Completed</td>
</tr>
</tbody>
</table>