Annual Report

March 2018 – September 2019

British Forces Germany

Safeguarding Board
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I am pleased to present the British Forces Germany (BFG) Safeguarding Board (SB) annual report for 2018/19. This will be the final report from BFG as the command moves towards ceasing delivery of all Firm Base services on 30 September 2019 prior to its closure. Throughout the final year, our Board has continued 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. We have met the challenges of a reducing, but physically and emotionally strained, population with the added complexity of our service deliverers also being a part of the reducing population. Our supporting agencies have notably continued to provide assistance worldwide whilst trying to handoff casework, archive data and closeout their own contracts.

This report outlines the context within which our Board members and their agencies have operated throughout the final year and provides a record of progress made against our priorities. 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.

As the remaining population across Germany enters into new command relationships, split between the European Joint Support Unit and HQ Sennelager Garrison, Safeguarding will move from being conducted by a single, large autonomous LSCB to 2 minor overseas commands more akin to BATUS, BATUK and Brunei. I am confident that changes to the MOD Safeguarding construct and hierarchy discussed at 2* SCBs this year will continue to provide protection, comparable that delivered by Local Authorities in the UK, to our children and young people living throughout Europe in the future.

I would like to thank all members of the MOD SCB for their assistance and oversight over the past 4 years of my tenure as the Europe LSCB chair and wish all luck in the future.

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. Using 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 03rd June 2019 current population in Germany stands at 5918 in total (breakdown 2262, 3081 dependents, military, 273 UKBC, UKSC/UKBT 302. UK dependency in Germany isodets and FDP at 369 military / UKBC and 560 dependents, and 228 mil / UKBC, 459 dependents).

This summer we will see a mass reduction of military personal and their families due to the closure of British Forces Germany. PWRR head for Cyprus, and all other units including 26 regiment in Gutersloh, 20 Brigade and 1 Armd Medical Regiment in Sennelager return to the UK. EJSU stats include supported Military, 1189 EJSU, supported dependents, 2209. Total: 3449.

There have been personnel movements during 2018/19 and the current plan is to see the remaining units in BFG rebasing in summer 2019. In light of announcements in 2018 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 2018/19, the SB has continued to recognise the need for effective service delivery with a clear focus on the drawdown and closure of quality assured services within BFG, whilst ensuring safeguarding remains fit for purpose until the very end. Attention has remained focussed on increasing awareness of: Domestic Abuse; Early Help; and embedding plans to ensure safe closure of safeguarding across all services whilst maintaining the status quo.
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 have met quarterly with a focus on key safeguarding issues and implementation of the Business Plan and its priorities. Our final SB has taken place on 4th June 2019 to which the Head of Safeguarding will then hand off safeguarding responsibilities to the UK Main LSCB in September 2019.

2018/19 has been a positive year focusing on the closure 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 closure period, considering reductions of staff, as a result of a shrinking population, and closure of all agencies. Lists of all agency closure actions have been provided to the board and enduring risks have been shared with the wider UK LSCB for future awareness and planning. 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 closure 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’ only.

In July 2018, Working Together to Safeguard Children 2018 guidance (HM Government) produced new guidelines for Safeguarding Boards with recommendations for transitions of Safeguarding Boards to Safeguarding Partnerships. A 12-month transition period in which to implement these changes has been granted. Whilst our executive board members contribute to the wider MOD LSCB’s transitions, it has been agreed that due to the closure of BFG’s SB in 2019, there would not be a transition of this particular safeguarding board. Consideration will need to be given to this during the development for any new board in the future to meet the needs and requirements within Germany and the European Joint Support Unit (EJSU).
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
3. Core Business / Governance

3.1 The SB key priorities for 2018/19

- Closure of British Forces Germany
- Effective Handover / closure of the BFG/EJSU Safeguarding Board

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 until the closure of services in 2019.

Business Plan Priorities 2018/19:

3.2 Ensure agencies have effective systems and processes in place to safeguard children and young people. Compliance with Working Together 2018

3.2.1 Policy:

All safeguarding policies and procedures to support agencies ‘best practice’ have been reviewed and updated as of April 2019 in line with UK Safeguarding Standards. This update follows 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 April 2018.

A member of the Youth Forum attended the SB in 2018 with recommendations relating to the BFG safeguarding board website and making this more appropriate for young people to access. As a result of this, members of the SB have explored all comments / recommendations and worked in partnership with young people to produce a young peoples’ page. In September 2018, the children and young peoples’ page went live capturing more specific topics, links, and information relevant to children and young people of various ages.

All schools have adopted and are now confidently using ‘MyConcern’ safeguarding software as a systematic, simple, safe and secure way of recording and managing concerns from an early stage. The software and training rolled out across the early year’s settings in September 2018.

Operation Encompass was rolled out across BFG schools with the support of police in the spring term of 2019. This has been initiated on three occasions, with significant benefits identified for the young people involved.

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 April 2018, all agencies completed self-assessment and peer S11 audits and recommendations embedded. The Board and its partner 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 of the training required, and recording when each individual has completed each necessary course, ensuring that individuals are aware of the requirements placed upon them. 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.

S11 returns for all agencies last year were positive following 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 in 2018 that agencies had 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. Since these findings, the board have provided further training opportunities and all agencies have been compliant in accessing above training to enhance professional’s knowledge, skills, and awareness in these safeguarding areas.

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. During 2018, early help interventions were captured by agencies using newly developed systems. A data set spreadsheet was then developed by the UK LSCB operations group which was used by the BFG SB business manager to help capture all statistical information effectively. Thus, we have seen less early help referrals coming through to the Social Work Service and Early Help services being delivered at the right level.

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

During the audit, some published agency policies and procedures were not completely up to date. In March 2019, SO1 Safeguarding directed all Board members to fully update all
agencies policies and procedures in line with working together 2018. Exec Board members also updated all BFG core procedures for professionals and members of the BFG / EJSU community to access on bfgnet/safeguarding. All policies and procedures will be used in future safeguarding, post BFG.

Board members have agreed that due to the closure of British Forces Germany, no audit will take place in 2019, however inspection / audit will be required for any future board in 2020.

3.2.3 Social Work Service:

Staffing has remained consistent with one business support staff member leaving BFSWS due to posting in April 2019 and one more due to leave at the end of May 19. In line with the closure of BFG, BFSWS have revised its staffing model going forward from July 2019 to the end of the contract on 31st October 2019, resulting in a number of staff redundancies. Caseloads remain manageable with Managers undertaking case work to alleviate pressures where necessary.

BFG volunteers have reduced to 4 to reflect the reduction in referrals and community need. There remains one approved foster family in Gutersloh who will remain in situ until July 2019. Thereafter, BFSWS is reliant on the ‘trusted friend’ scheme and has the commitment of one family who has received awareness training around expectations and responsibilities in the event BFSWS needs to use them.

Some BFSWS staff have been trained in the Domestic Abuse ‘safe and together’ model’ which has been adopted by AWS. BFSWS will continue to support the development and roll out of the model across overseas commands as appropriate.

The SWS continues to work in partnership with agencies, the safeguarding board, and DCYP to ensure that responsibilities and functions are safely handed over to the receiving authority / service once BFG no longer provides firm base support for the enduring population post October 2019. Continued Social Work support for the wider geographical area of BFSWS responsibility remains unclear and a new social work service provider for the world wide social work contract is yet to be announced.

Staffing and Caseloads:

In line with BFSWS Quality Assurance Framework, positive practice example and learning from audits continues to be raised directly with social workers during supervision, discussed at BFSWS management meetings and at the BFSWS monthly Whole Service Events, with SMART action plans captured I the Whole Service Events as required.

12 Case file audits and peer audits have continued focussing on positive outcomes. No safeguarding or critical actions have been required.

Overall, 5 structural audits have taken place with focus on each individual case file. All graded 1 – good. Structural audits evidence well-ordered files where tasks / standards are being met / undertaken.

There has been one observed practice with positive practice feedback.
In relation to feedback from service users and professionals, positive comments continue to be received.

### 3.2.4 Health:

A second level CAF Inspection was held early 2018 of the DCMH and Child and Adolescent Mental Health Service (CAMHS). Results were reported to the BFG SG Board in Summer 2018, and subsequent to that a detailed written assessment of all CAMHS / MH services was provided for each of the EJSU locations, to ensure that all personnel are aware of how limited such cover is across EJSU.

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

CAF inspections have historically been 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.

It has been confirmed that no CAF Inspections will be held for the German Facilities in 2019; there is a scheduled CAF Inspection for SHAPE, which is expected to occur in May 2019.

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 appropriately qualified individuals to participate in Interviews for new staff, and to give advice on recruitment Practice when necessary. Two additional HR staff attended SR training 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, and will continue at least until October 2019.

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 is 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. This activity is ongoing, but will decrease during 2019 with the phased reduction in staff numbers, and will cease by October 2019.
FCINS Supervisors meet termly for an update on safeguarding and for support in their supervisory role.

3.2.5 MOD schools:

MOD Schools and Settings (referred to hereafter as MOD Schools) prioritise the safety and well-being of all children and young people and cater for the age range from birth to 19 years old (including the King’s Vocational Hub (KVH) for the 14-19s). All have maintained a structured approach to safeguarding to ensure that concerns are dealt with confidentially and appropriately through named staff, who are trained and supported in their work.

MOD Schools fully endorse multi-agency and inter-disciplinary approaches to safeguarding children and young people and places great emphasis on its organisational responsibilities in this crucial area of work. Those responsibilities include work directly with children and young people through to contributing to the wider work of the BFG Safeguarding Board (BFG SB) and the sub-groups of the MOD Safeguarding Children Board (MOD SCB).

The following are examples of how MOD Schools have maintained their focus on safeguarding and supporting children throughout this drawdown year:

- Operation Encompass was rolled out across BFG schools in the spring term 2019. This has been initiated on three occasions, with significant benefits identified for the young people involved.

- All Schools have ensured that their school policies and safeguarding training updates are compliant with Keeping Children Safe in Education 2018. Schools have also met requirements laid down in the MOD Schools training strategy (where staff complete a mandatory safeguarding child protection induction (level 1) upon starting work and have also completed the MOD SCB endorsed mandatory basic safeguarding awareness (level 2) safeguarding training.

- All schools and settings have maintained the requirement to have a named Designated Safeguarding Lead (DSL) and Deputy who have undertaken the multi-agency advanced safeguarding training (level 3) delivered by the BFG SB. These staff have also undertaken regular updates to their training, e.g. Operation Encompass; the Mankind initiative; and have participated in termly Multi Agency Whole Service Events (MAWSE) meetings.

- During the year, a seminar for DSLs was initiated by the MOD Schools Safeguarding Team which included training on Operation Encompass, and provided an opportunity for DSLs to identify safeguarding risks created as a result of drawdown. A key concern identified included the risk of children going missing during the process of transition, where because of school closure, there are no staff to follow up to ensure children have reached their destination. That has a knock-on consequence for children’s safeguarding/child protection records also not reaching their destination given these will not be sent until it is confirmed that a child has arrived at the forwarding school. DCYP have put in place a range of measures to mitigate those risks.
• In relation to online safety, this has continued to be a priority. For example, ‘Safer Internet Day’ was celebrated on 5th February 2019 with schools sharing resources that they have produced or sourced. Online safety is also covered as part of the curriculum-based work, computer science E-safety, whole school assemblies, as well as through PSHE. An example of the work at King’s School is impact days for years 10 and 11 which covered domestic abuse; healthy relationships; Internet safety and pornography; as well as consent.

• Given the significance of transitions this year, some examples of how schools have responded include:

    a. additional training on the transition cycle was delivered by a member of the MOD School Safeguarding Team together with the Educational Psychology and Advisory Specialists (EPAS) team to school staff
    b. a suitably adapted presentation was also delivered directly to secondary school pupils
    c. transition workshops were provided for parents
    d. King’s School introduced an “ask Pastoral” initiative which provided a platform for pupils to raise questions and share their worries and anxieties
    e. there have been opportunities for pupils going to Cyprus to meet with a member of staff from the receiving school
    f. AWS from Wiltshire and Cyprus have delivered presentations to those students who will be living in their areas. This was very helpful in putting some context to the students move and allayed many of their fears about moving – schooling, housing, things to do etc.
    g. For those children who have already left schools their safeguarding/cp records have transferred to their new school, or are alternatively archived. This process is ongoing

• The MOD Schools Safeguarding Manager and Senior Education Social Worker (BFG) will both become redundant with the closure of BFG. All work will transfer to the Assistant Head (Safeguarding), DCYP who will be the named point of contact for the remaining Attenborough School, pending the appointment of a new Safeguarding Lead for schools.

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 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. The Domestic Abuse Champion will deliver a final training session for Service Police on 19 Jun 19.

**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. The final Forum for BFG was held in May 19.

**Army Headquarters Domestic Abuse Steering Group (DASG):**

The Domestic Abuse Champion represents BFG at Army Headquarters DASG. This meeting is held quarterly and is attended by various departments within the British Army. The DASG provides the direction for Army response to domestic abuse within the force, and sits under the MOD Tri-Service Domestic Abuse Working Group who are responsible for JSP 913 and the MOD Domestic Abuse Strategy.

**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 2018/19, 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)

BFG SB has continued during the drawdown period 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 have continued to be in place as per the business plan.

BFG have been committed to providing high quality, up-to-date and relevant safeguarding training to all personnel in BFG and EJSU.

Working Together to Safeguard Children July 2018 states ‘Multi-agency training will be important in supporting this collective understanding of local need. Practitioners working in both universal services and specialist services have a responsibility to identify the symptoms and triggers of abuse and neglect, to share that information and provide children with the help they need’.

The annual evaluation report covers training delivered through the SB, covering the period of 1 April 2018 to 1st May 2019. This report does not cover Induction Level 1 or Basic Level 2 training as they are delivered single agency. Due to the drawdown of BFG there is no training calendar for April 2019 onwards. The safeguarding board has made a commitment to meet the needs of the agencies within BFG/EJSU up to the summer of 2019 based on need and bespoke training will be facilitated to meet any identified need. This report examines the attendance and evaluation by drawing on training data and evaluation information to draw conclusions.

Membership of the Group

BFG Training Group
MOD Schools Safeguarding Team (Chair), SO1 Safeguarding, SSAFA, BFSWS, AWS, Employment Disclosure, Safeguarding Administrator, Domestic Abuse Champion, JRT

EJSU Satellite Training Group
MOD Schools Safeguarding Team, SSAFA, AWS, BFSWS, Welfare Officer

Meetings of the Group

The training group met quarterly during this period, the satellite group in EJSU also met in-between these times to feed into the training group. There continues to be questions raised by the EJSU board regarding training post Summer 2019. The sub group is now dissolved and the final meeting took place in February 2019.
The online booking system

The online booking system on www.bfgnet.de continued to be used effectively as a tool that supported the organisation of the training.

All the administration for the courses was facilitated by the safeguarding administrator – G1, this includes the sending of joining instructions and certificates as well as keeping data that has been used to prepare this report. The administrator was essential in the effective running of the training calendar.

Trainers

Training was delivered by experienced trainers from BFSWS, AWS, JRT, MOD Schools Safeguarding Team, SSAFA, Domestic Abuse Champion and S02 Employment disclosure. The training pool was regularly reviewed as part of the training group to ensure that we had the skill set and number of trainers required to deliver the training required. A number of trainers have left during this year and other professionals came on board to ensure the seamless continuation of delivery. All the trainers planned and delivered training on top of busy jobs. A big thank you to all trainers for their hard work and commitment to delivering the training over the years and through the drawdown period.

Quality assurance

As part of the quality assurance, the evaluations from all the courses were 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.

The Level 1, 2 and 3 courses that are MOD packages are quality assured through the MOD Safeguarding Board. The feedback has been very high for these three courses throughout the world and trainers from BFG/EJSU are part of the group who has reviewed these packages. Katie Mander is now in post as the DCYP Safeguarding Learning and Development Manager and will lead on this.

In general terms, the courses are evaluated highly, on a scale of 0-5 largely achieving top 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 are updated.

Feedback provided includes:

Informative and constructive course
Pleasant and welcoming trainers
Joining instructions through email very simple and easy
PowerPoint should not use lime green
Useful to have the pack in advance
I feel more confident
Local examples used-greater distance would be more comfortable
I can’t believe half of what goes on and how- I have had my eyes well and truly opened
The best safeguarding course I have been one

Summary evaluations are available from the training events and board members are welcome to review these.
Summary of courses delivered 2018-2019:

There were 16 courses delivered this year. Only 3 courses were cancelled. There had only been 13 courses planned at the start of the year with the additional 6 courses identified. The significant area of need was the Multi Agency Advanced Safeguarding Level 3. There were an additional 3 courses run towards the end of the year to ensure that professionals in BFG and EJSU had the opportunity to attend a course prior to the draw down. This year there was a wide multi agency audience with greater attendance from unit welfare, garrison staff and Padres. As far as we are aware each agency/department/ school have at least 2 members of staff trained to Level 3 Advanced.

A total of 179 people have attended courses over this period.

A need had been identified in Naples for DASH training however only 2 applications were received despite intensive multi agency efforts to advertise the course. The course was cancelled as it was not viable for two trainers to travel to Naples to deliver this course.

There has been a reduction in the number of people attending training this year due to draw down. However, over the last three years 597 delegates have attended the wide range of high quality training delivered in BFG/EJSU.

Concerns continue in EJSU and Germany post September 2019 with regard to how training will be delivered and quality assured due to the dissolution of the training group and the BFG Safeguarding Board. Any future board will need to ensure safeguarding training is in place for staff and remains quality assured.

Overview of applications and attendance

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<th>Date</th>
<th>Course</th>
<th>Attended</th>
<th>Course cancelled</th>
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<tbody>
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<td>Domestic Abuse, DASH and MARAC</td>
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<td>7</td>
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</tr>
<tr>
<td>03.12.18</td>
<td>Level 3</td>
<td>18</td>
<td></td>
</tr>
<tr>
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<td>Level 3</td>
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<td>CSE</td>
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<td>20.02.19</td>
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</tr>
<tr>
<td></td>
<td>Date</td>
<td>Event</td>
<td>Applicants</td>
</tr>
<tr>
<td>---</td>
<td>------------</td>
<td>----------------------</td>
<td>------------</td>
</tr>
<tr>
<td>18</td>
<td>05.03.19</td>
<td>Physical Abuse and Neglect 0</td>
<td>Cancelled 3 applicants</td>
</tr>
<tr>
<td>19</td>
<td>19.03.19</td>
<td>DASH NAPLES          0</td>
<td>Cancelled 2 applicants</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>TOTAL</strong>            179</td>
<td></td>
</tr>
</tbody>
</table>

**Comparison by year**

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Courses</td>
<td>16</td>
<td>21</td>
<td>16</td>
</tr>
<tr>
<td>Delegates</td>
<td>201</td>
<td>217</td>
<td>179</td>
</tr>
</tbody>
</table>

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 2018/19, a young person represented the youth forum at the SB, enabling them to share important matters and promote change. This year the focus on implementing the children and young peoples’ Safeguarding Web Page following young people’s recommendations to the SB. The views were listened to and acted upon leading to the development of a ‘young Persons page’ delivered in summer 2018. The young person who participated within the SB throughout the year was presented with a BFG coin as a token of thanks for her contributions.

Young people have participated in Garrison Youth Forums, and delivered presentations to the Chain of Command. Young people have attended the UK Youth Parliament to represent the views of service children and young people. This has been a positive achievement.

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, considering the frequency of Local Authority subject access requests for information and the increasing number of subject access request from service users/

3.7 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 CDOP met on 18 Sep 18 and 6 Feb 19, the latter meeting being the final CDOP in BFG given drawdown and contract end for a key member of the Panel, namely the paediatrician, as well as imminent departures of the other health and the Police representative.

In Sept 18 CDOP reported on a previous recommendation from the health service that a review of a Germany-based unit was 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.

In Feb 19 CDOP reviewed two child deaths from the previous year, both expected and both recorded as category 7 deaths.

CDOP considered the death of a baby in German hospital however did not undertake a review, because although the child was born to a serving parent, the child was of German Nationality, therefore did not fall under the remit of the CDOP.

CDOP records will be archived with DCYP who is negotiating with a UK LA the future arrangements for military child death reviews.
3.8 Allegations Management:

Two Allegations Management course have been delivered during the year in both BFG and EJSU. As part of the recommendations from the previous S11 audits, staff across multi-agency settings ensured a positive attendance to enhance their awareness in this area.

In the reporting period April 2018 – March 2019 two cases were referred under the Allegation Management procedure SIBFG 3301. One progressed to Strategy Meeting, which ultimately resulted in further education and safeguarding training for the individual.

BFG/EJSU Allegation Management Officers have continued to maintain links with the North-West Region in the UK, attending quarterly LADO forums.

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.

3.9 Safer Recruitment G1 Safeguarding Service:

Reporting year April 2018- March 2019

- 262 Reliability Checks completed
- 322 Terminations of BFG employment processed.
- No cases referred to the BFG Disclosure Review Panel during this period.
- Two Safer Recruitment and Selection Training courses delivered this year in June and October 2018 with a positive number of attendees across multi-agency settings.
- SO2 Employment Disclosure left his post in February 2019.
- Employment Disclosure services closed for business within the safeguarding branch on 4th June 2019. Appropriate safeguarding measures have been put into place as a temporary measure to fill the gap. It has been confirmed that as of September 2019, employment disclosure services will be supported within the new Germany structure and a new policy will need to be devised to support this process.

3.10 Private Fostering:

During the reporting period April 2018 to end March 2019, there have been no private fostering arrangements brought to the attention of the British Forces Social Work Service.
### 3.11 Child Protection Activity:

**Child Protection Activity:** 01 April 2018 – 31 March 2019

<table>
<thead>
<tr>
<th>Number of Initial Child Protection Conferences</th>
<th>3</th>
<th>Number of Review Child Protection Conferences</th>
<th>8</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of children considered</td>
<td>4</td>
<td>Numbers of children considered</td>
<td>18</td>
</tr>
<tr>
<td>Number of Initial Child Protection Conferences where children were not made subject to a child protection plan.</td>
<td>None</td>
<td>Outcomes</td>
<td>6 children returned to UK on a child protection plan (CPP)</td>
</tr>
<tr>
<td>Number of Children made subject to CPP</td>
<td>4</td>
<td>12 children had their CPP discontinued</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>1 remains subject to CPP in BFG</td>
<td></td>
</tr>
</tbody>
</table>

Compared to the previous year, the number of initial child protection conferences reduced to three with four children being considered.

**Child Protection Conferences**
Between 01 April 18 – 31 March 2019, nineteen children from eight families were subject to Child Protection Plans; four of these following initial child protection conferences during the period (1 male, 2 females and one unborn). A total of eighteen children were considered at Review CPCs. Six children returned to UK. Twelve had protection plans discontinued and de-escalated to Child in Need and one child, who was made subject to plan during the period, remains on child protection plan at the end of the period.

**Categories of abuse and numbers of children**

<table>
<thead>
<tr>
<th>Category</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sexual Abuse</td>
<td>None</td>
</tr>
<tr>
<td>Emotional Abuse</td>
<td>Thirteen</td>
</tr>
<tr>
<td>Neglect</td>
<td>Two</td>
</tr>
<tr>
<td>Physical Abuse</td>
<td>Four</td>
</tr>
</tbody>
</table>
Emotional abuse remains the highest category of children becoming subject to child protection plans and represents the highest number of referrals received by BFSWS in relation to domestic abuse.

**Numbers on CP plans month by month – April 18– March 19**

Four children were made subject to child protection plans during the period. One in July as unborn and remains on plan as male child. Three made subject to CP plan Dec 18.

**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. There were two pre-birth assessments during 2018/19.
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.

White British: 5  Black/British: 2  British/Malawian: 2  Fijian: 5  Indian/Fijian: 5

Numbers of children no longer subject to a Child Protection Plan
A total of eighteen children were removed from CP Plans during this period. Twelve 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 three months. Six children had their CPP transferred to UK.

Contacts, referrals and trends: 31 March 2018 – 01 April 2019

During the year, there were 243 contacts to BFSWS of which 46 (19%) were escalated for longer-term work (e.g. Child in Need/ Child Protection/or Adult Support). The remaining 197 contacts were allocated for short-term pieces of work (e.g. Advice, Consultation and Signposting).

Comparing the same reporting periods 2017 to 2018 and 2018 to 2019, the number of contacts to BFSWS has significantly reduced by 44%:

- 2017 to 2018: there were 431 contacts to BFSWS.
- 2018 to 2019: there were 243 contacts to BFSWS

Analysis of the contacts over both reporting periods shows a reduction in contacts escalated for longer-term work and an increase in the contacts allocated for shorter-term work:
2017 to 2018: 126 (29%) contacts were escalated for longer term work e.g. Child in Need, Child Protection or Adult Support and 305 (71%) were allocated for shorter term work e.g. Advice/Consultation/Signposting

2018 to 2019: 46 (19%) contacts were escalated for longer term work e.g. Child in Need, Child Protection or Adult Support and 197 (81%) were allocated for shorter term work e.g. Advice/Consultation/Signposting

Reductions in Child in Need and Child Protection Assessments undertaken and the decrease in contacts escalated together with the subsequent increase in short term work may suggest that multi-agency work to raise the profile and support to the Early Help process, combined with effective BFSWS Advice/Consultation/Signposting had the effect of reducing referrals to BFSWS. This being the case it ensured that service users were being provided with the support required at the appropriate threshold/level, especially though the drawdown period which is creating anxiety and worry for some families.

3.12 Domestic Abuse Activity

Domestic Abuse Analysis

The DAC continues to monitor levels of domestic abuse in British Forces Germany (BFG), and receives monthly statistics from all the key agencies working within the DA arena. BFG is the only area of Defence that collates regular multi-agency statistics on domestic abuse.

During this period, BFG has seen a decrease in population by a quarter. The levels of domestic abuse have also slightly decreased in comparison to previous years. An analysis of statistics from 2016-19 reveal a trend for increased reports of DA cases during periods of leave, and when soldiers returned from exercise and deployments.

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

*up to May 19
High Risk Cases within BFG

Despite a decrease in cases of domestic abuse being reported in 2018, BFG saw an increase of 2% in the amount of high-risk cases that BFG manages. The increase was lower than the UK average, according to Safe Lives MARAC data, which reports a national increase of 5% over the same period.

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 by the DAC in Dec 18 and agreed by all MARAC Partners. All MARAC policies are available online at BFGnet.de.

The MARAC partners consist of the following agencies, British Forces Social Work Service (BFSWS), Army Welfare Service (AWS), 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 extended to include BFG Home-Start, and the Jugendamt (German Social Services). Due to the drawdown of British Forces in Germany, BFG only has 1 trained MARAC Chair (DAC) and 1 part-time MARAC Co-ordinator.

BFG MARAC has been operational for over 3 years but will cease in Sept 19, when the majority of Service Personnel and their families leave Germany. The MARAC Co-ordinator will leave post in Jul 19. The DAC will work remotely from British Forces Cyprus for 2 months prior to leaving post in Sept 19. All MARAC files will be archived with the Service Police and stored for 20 years.

MARAC Analysis

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

<table>
<thead>
<tr>
<th>BFG MARAC Total</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
<th>2019*</th>
</tr>
</thead>
<tbody>
<tr>
<td>New MARAC Cases</td>
<td>14</td>
<td>16</td>
<td>12</td>
<td>3</td>
</tr>
<tr>
<td>Repeat MARAC Cases</td>
<td>1</td>
<td>6</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>MARAC to MARAC transfers</td>
<td>6</td>
<td>4</td>
<td>6</td>
<td>3</td>
</tr>
</tbody>
</table>

*up till May 19

In 2018 there were 12 new cases heard within BFG MARAC. In each of these cases, the victim was identified as being at risk of serious harm. There were repeat MARAC
meetings for 4 cases, during this period. Repeat MARAC meetings are for cases that have previously been heard at MARAC but there has been a further incident.

The table below illustrates that high-risk domestic abuse affects the whole Service community. In 2018 cases deemed at the highest risk of harm or murder, have seen an increase involving unmarried soldiers in abusive and violent relationships, living in single living accommodation. These cases are particularly difficult to manage due to complexities of military life and a lack of up to date MOD policies and legislation to protect victims of domestic abuse, where it involves soldier on soldier. The DAC has raised this issue with Chief Defence People, the MOD Domestic Abuse Working Group and Army Headquarters Domestic Abuse Steering Group.

<table>
<thead>
<tr>
<th>BFG MARAC TOTAL 2016 – 2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Open Cases</td>
</tr>
<tr>
<td>9</td>
</tr>
</tbody>
</table>

*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

Children at risk.

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 number of children living in homes of high-risk domestic abuse. In 2016, there were 22 children identified in BFG. In 2017 the number decreased to 17 children, and in 2018 it reduced further to 9 children.
In November 18, BFG introduced Operation Encompass. Operation Encompass is a process which has been recently endorsed by the UK Government as best practice. It is running in almost all Police Forces in UK. BFG is the first MOD overseas area to adopt this process.

Op Encompass is a simple concept, whereby Service Police will provide early information sharing, in relation to a child living in a home of domestic abuse, directly to safeguarding leads at MOD Schools. Disclosure will be made by 08:00hrs the morning following a domestic incident, to enable MOD schools to offer immediate support to children and young people who are victims of abuse. Although this process is very much in its infancy, it is proving a success at keeping our children safe.

In all cases of reported domestic abuse, British Forces Social Work Services (BFSWS) have engaged and have made assessments for every child living within Service Families Accommodation (SFA), and referrals have been completed to German Social Work Service for families living within the German community.

Victim Safety Worker (VSW)

In Jan 16, the Victim Safety Worker (VSW) established the role of an Independent Domestic Violence Advisor (IDVA) within BFG. This service is provided by BFSWS and continues to provide valuable support, advocacy and safety planning to high risk victims of abuse within BFG and EJSU. The VSW provides advocacy for high risk victims of domestic abuse, including representing the victim at BFG MARAC. It is anticipated that the IDVA role will cease within BFG in Summer 19 due to closure of BFG and MARAC.

Training and Awareness

The DAC has delivered necessary training to all new Commanders and Commanding Officers within BFG and EJSU. This training has helped Commanding Officers to understand the risks when making decisions on custody, and dealing with victims and perpetrators of abuse and stalking. It has given them better understanding of their critical role at combatting abuse, and education on their attendance at BFG MARAC.

WO2 Aitken, AWS has delivered the final round of annual unit briefs on domestic abuse awareness throughout BFG and EJSU. The 60-minute brief covered all areas of domestic abuse and gave advice on what to do if you were a victim or perpetrator. The final brief was delivered to Paderborn Station in Sept 18 and feedback has been consistently positive. It is common for BFG to see a rise in reports of domestic abuse following a unit awareness brief.

All agencies within BFG use the DASH Risk Assessment Tool with all victims of DA, to identify risk of further harm. There has been 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, regular training has been provided by BFG accredited instructors to agencies and Service Police based within BFG. From May 19, no further agency training is scheduled due to the drawdown of BFG. However, the DAC will continue to deliver DASH and First Responder training for all Service Police up until end Jun 19.

Additional domestic abuse agency training has been delivered to Chaplains within BFG, Relate, Home-start, Unit Welfare Teams, EJSU and Health services.

Stalking Awareness Seminars
In 2018, units and agencies based in BFG, attended a final seminar on Stalking. The DAC and JRT delivered the first half of the seminar raising awareness about stalking and harassment, and Captain M Thaibsyah 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.

**Domestic Abuse Forum (DAF)**

The Domestic Abuse Forum is a sub group of the BFG Safeguarding Board. It meets quarterly and members comprise of DAC (Chair), MARAC Co-ordinator, BFSWS, Royal Military Police, Garrison HQ (BFG and EJSU), AWS, Home-Start and Victim Support. The Forum updates all agencies on domestic abuse within BFG, discusses the learning account for MARAC and monitors domestic abuse training / awareness. The final DAF will be held on 14 May 19.

**Army Headquarters Domestic Abuse Steering Group (DASG)**

The DAC represents BFG at Army Headquarters DASG. This forum meets quarterly to discuss and monitor DA within the army and will take on the role of ensuring that the Army is compliant in working towards the new MOD Domestic Abuse Strategy that was published in Jun 18.

**Healthy Relationships MOD Schools**

In Apr 19, the DAC, AWS, Health Services and MOD Schools, delivered a one-day workshop to Children aged 14+ at Kings School in BFG. Topics covered included, domestic abuse, healthy relationships, pornography and stalking. It was extremely well received by the children with good interaction on difficult subjects, and overall it was a very positive day of learning.

**Preparing for Drawdown**

The MARAC Co-ordinator began the process of preparing closed MARAC case files, ready for archiving. All closed MARAC files will be stored by the Royal Military Police and will be kept for 20 years in accordance with the MARAC Operating Policy. All open cases will be transferred as the victim moves out of BFG to UK, predominately to the Wiltshire area. In May 19, the DAC and MARAC Co-ordinator met with Wiltshire Police and Wiltshire domestic abuse agencies to ensure that this process runs smoothly.

BFG MARAC will cease Sept 19, when the DAC and MARAC Co-ordinator are redundant from post. It is expected that at least 5 high risk of serious harm or murder cases will remain open to BFG post Sept 19. These enduring cases are when the victims remain in Germany. They will not be monitored by the DAC or through the MARAC system, although Military Police will have recorded high risk cases on their systems. The DAC has raised concern regarding these high-risk cases to MOD and Army Headquarters.

**3.13 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 below.

The Personal Support Team runs an active caseload of between 40 and 50 across the team.

3.13.1 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 what C&YP 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. 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 enabling young people to voice their opinions on safeguarding at the Safeguarding Board and their experience of living in BFG.

Miscellaneous Activities

AWS BFG plays a full role in supporting Safeguarding policy, training and delivery throughout BFG and the rest of mainland Europe. Courses have been run in Naples, Ramstein and Brunssum. AWS is represented on the Safeguarding Board and the Executive Board together with membership of sub groups with both BFG and the MOD board. Safeguarding is at the heart of the business, other activities undertaken by both CS and PS include:

- Lead agency providing a voice for children and young people through the Garrison Youth Forums and BFG Participation Forum structure.
- Identifying and supporting young people to attend the UK Youth Parliament to represent the views of Services children and young people.
- Raising Safeguarding policy through G1
- Membership of MOD Safeguarding board
- Membership of Safeguarding Board sub groups both local and MOD
- Supervision of Camp Adventure

AWS Training

A considerable amount of time is spent delivering Safeguarding Training within BFG and EJSU. In 2018/19 AWS, Personal Support personnel have delivered Safeguarding
level 2 courses across BFG and EJSU to staff from different agencies, in addition bespoke courses are run for UWOs and any other welfare organisation that request training. Commitments have prevented AWS trainers participating in L3 training, however, all trainers are kept up to date with regular in house training sessions throughout the year.

In addition to Safeguarding level 2 training AWS now deliver Mental Health First Aid training to raise the awareness of vulnerability of adults, courses have been delivered to staff and an on-going timetable for this course in 2018/19, will be distributed. AWS have now embarked on delivering Mental Health First Aid Youth Training to the community. AWS are delivering training to staff provided by Family Links and a programme of parenting courses will be delivered by those staff. The personal support team are actively involved in delivering Domestic Violence and Abuse Training across the community and are delivering bespoke courses and training to units across BFG and EJSU

• Provision of Level 2 Safeguarding to AWS Part Time Staff and Volunteers
• Provision of Level 2 Training to Garrison Agency staff
• Provision of bespoke Level 2 Training to UWOs and other welfare groups
• Training of part time staff in the safe practice of youth/play work in settings.
• Provision of L1 induction Safeguarding to all AWS staff
• Provide training for youth work staff and volunteers on various topics i.e. Introduction to Youth Work, Introduction to Youth Work, Off-Site and Hazardous Activity Training,
• Providing opportunities for children and young people to gain nationally recognised qualifications i.e. First Aid, Youth Achievement Awards, Sport Leaders UK Awards.
• Babysitting Courses
• Mental Health First Aid Training
• Mental Health Youth First Aid Training
• Parenting Courses
• Domestic Abuse presentations to various groups and bespoke presentation as requested
• CEOP

The above is in addition to the Personal Support and Community Support team’s core business of providing a comprehensive, professionally based and confidential service responsive to the needs of individuals, families, and the chain of command to maximise the operational effectiveness of servicemen and women.
4. Effectiveness / Challenges / Priorities

4.1 BFG SB achievements:

- Safe and successful closure of the BFG/EJSU safeguarding board with all agencies closure actions in place.

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

- Successful closure of the employment disclosure service with confirmed plans in place to support this service in the new Germany structure post September 2019.

- Child Protection Conferences all achieved within appropriate timescales and successful transfer in conferences achieved for families returning to the UK.

- All safeguarding Policies and Procedures updated in 2019 across agencies. Core Procedures updated and available to professionals and the community on bfgnet/safeguarding with Adults at Risk having been reviewed. Policies remain fit for purpose which will support any future Safeguarding Board.

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

- The SB continues to review its governance arrangements as we draw nearer to closure in workforce and dependant personnel throughout British Forces Germany.

- Quality assured training has now ended as per the business plan however, agencies continue to share their expertise and time, resourcing bespoke needs based 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 a continued area for further development by the future board and on a wider scale within all MOD locations.

- 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 has continued to drive this forward throughout 2018/2019.

4.2 BFG SB plans for the year ahead:

- Final reporting to the UK MOD LSCB in July 2019

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

- Hand off the BFG safeguarding board to the UK MOD LSCB in September 2019
5. Conclusion

Safeguarding has remained robust throughout the Board’s area of responsibility. The SB has continued to develop over the past year and has revitalised its processes, policies and procedures, in line with the business plan giving significant consideration to the drawdown and closure of British Forces Germany and the reductions in staffing across the board.

2018/19 has continued to see reductions in dependant population numbers, noting the reduction of the SO2 employment disclosure advisor and administrator, and two social work staff from the British Forces Social Work Service. The end of contract date for SO1 Safeguarding will be 31st August 2019 and both the MOD schools safeguarding manager and the SB Training co-ordinator leave British Forces Germany in July 2019. The BFSWS contract will cease as at 31st October 2019, and board members eagerly await information regarding the new world wide Social Work Services provider moving forward. The turbulent impact of drawdown has the potential for significant impact upon the community, however, all agencies have and will continue to work together to ensure that the safeguarding needs of the communities that we serve, continue to be met through to the closure of British Forces Germany.

Any future SB will need to continue to be creative in its approach and welcome development opportunities with other overseas command boards to achieve all common safeguarding aims.

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

Amanda Reeve
SO1 Safeguarding
HQ BFG – G1

\(^1\) Individual agency reports are available at www.BFGNet.de/safeguarding

BFG Business plan 2019/20 priorities are:

1. Closure of BFG
2. Handover of the SB

<table>
<thead>
<tr>
<th>Ser</th>
<th>PRIORITIES: DRAWDOWN OF BFG 2019</th>
<th>Outcome</th>
<th>Lead person / Group</th>
<th>Quarter 1 (Apr-Jun 19)</th>
<th>Quarter 2 (Jul-Sep 19)</th>
<th>Quarter 3 (Oct-Dec 19)</th>
<th>Quarter 4 (Jan-Mar 20)</th>
<th>End state</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 2018</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 - allegations management / safer recruitment / Persons who present a risk Supporting the new SB - trouble shooting, mentoring, teething problems</td>
<td>Handover of Core Assets data to the authority and how this will take place. Use this quarter for final 'trouble shooting' and support of new SB during transition phase Handover of archived Child Protection Files to Command.</td>
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<td>2</td>
<td>2. A continuous improvement of agencies processes (S11)</td>
<td>Exec SB</td>
<td>Recommendations of the S11 Audit to have been addressed by all agencies, and signed off. Agreed no external inspection required this year.</td>
<td></td>
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<td>Findings of any inspection / audit reports to be provided to new provider and new board.</td>
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### Annex 1: BFG/EJSU Safeguarding Board Business Plan 2018-19

| 3. Domestic abuse awareness to be maintained | DAC | 1. DA Steering Group - final representation.  
2. All live MARAC cases to be handed over to appropriate authorities as victims leave Germany. Handover of ongoing cases with likely receiving agencies identified in advance and contacted.  
3. Current MARAC type process in BFG to end 01 Apr 19, allowing 12 month holding for any repeats. Format for MARAC type multi-agency meetings to be in place for new referrals after this date with agreement from key partners (BFSWS/RMP/Welfare/Health/etc).  
4. MARAC archiving process will be completed with all material archived in accordance with RMP protocols alongside JRT, Spec Ops Regt RMP. | MARAC type Multi-Agency strategy meetings until the end for DA. Management and recording process to be confirmed between partner agencies. End date March 2020 (but likely will continue with FDP). |


| 5. PREVENT is maintained in BFG. | SO2 Comm Support and BFSWS who will report any referral requiring a Channel Panel | Reporting on number of referrals - BFSWS | Final Reporting on number of referrals - BFSWS |

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<th>2</th>
<th>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</th>
<th>1. Use data in the following areas to allow analysis of safeguarding delivery, early help, domestic abuse, training, identify any difficulties in information sharing, core assets KPI's</th>
<th>SO1 Safeguarding</th>
<th>Final Agency Reports/ KPI's / Exit plans to be completed. Final agency reports to be handed to the Board no later than 3rd May 2019. Final Annual Report completed by British Forces Germany</th>
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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. Results of review of EHA findings and any action plan from previous quarter including multi agency audit of EHA. Review early help training and toolkit by new authority to see if fit for purpose for new areas of responsibilities</td>
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| 4 | Appropriate Training / Learning / Development until the end (making use of case reviews and practice audits) | 1. BFG / EJSU safeguarding Training follows MOD direction. | MoD SB 1. Training calendar to be implemented and delivered by the new Safeguarding Board for EJSU for the coming year. 2. Submit report to SB - Training Stats  
All BFG training completed EJSU training via new Board ensuring quality assurance. |
|  | 2. Ensure all involved in safeguarding are actively trained. | 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). | Audit issued and analysed during this quarter Archiving BFG Training Data Adhoc / bespoke training available  
Final Update on training plan compliance and transition to new training group |
### Annex 1: BFG/EJSU Safeguarding Board Business Plan 2018-19

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<th>3. Provide targeted annual event based safeguarding board priorities for the year.</th>
<th>Organisation of event by HQ BFG - G1. Delivery of presentations - lead agencies involved in the priorities of the board</th>
<th>Multi-agency whole service event to be held in BFG</th>
<th>Future Board to consider own events</th>
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<td>5</td>
<td>Ensure strategic focus on the voices of children and young people</td>
<td>1. Young People will participate in BFG safeguarding agenda</td>
<td>AWS (Grant / Emma) Participation Agenda</td>
<td>Young people continue to be invited and have a voice at the SB. Feedback to be provided on their last presentation in Feb 19.</td>
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<td>Action completed</td>
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<td>6</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>1. Short report / update for UK MOD SB 2. Risk Register to be handed over to new board</td>
<td>Official handover of responsibilities from BFG to new board. Risk Register will be required to be Submitted each quarter by local SB’s to the main board. Storage and regular ongoing retrieval of data for stat checks, subject access requests etc to be agreed.</td>
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