



PCC Surl
OPCC Gloucestershire

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Date: 05 June 2018

Dear Martin

Re: HMICFRS Child Protection Revisit Report May 2018

I write in response to your e-mail of 21 May 2018 relating to the findings in the HMICFRS revisit of Child Protection arrangements.

I believe that the report provided a fair and accurate picture at the time of the revisit and was pleased that the content of the report, together with the statement made by HMI Williams recognised the improvements that have been made so far; and that we have “redoubled our efforts” in relation to Child Protection arrangements.

I have taken the opportunity of outlining below some of the key progress made in the past twelve months.

Whilst there are undoubtedly more improvements we need to make, please be reassured that these are included within the existing Improvement Plan for Child Protection and we will continue to progress them.

Progress

- Leadership and governance oversight by ACC Julian Moss via the Public Protection Service Delivery Board (now evolved into the Service Delivery Board).
- Your support with the precept increase has meant that we have been able to provide 7 additional Detective posts, 3 MASH Decision Makers, and 1 MASH Administration Support Officer.
- In addition to the posts funded by the precept, we have also introduced two dedicated Case Conference Attenders, introduced a cadre of geographical/ departmental Safeguarding Leads across the county and recruited a CSE/ Missing Persons Coordinator.
- We have updated our training plan to improve the quality, content and method of training. For example, the inclusion of the ‘Voice of the Child’ immersive, scenario based training, which has so far been delivered constabulary wide to over 500 officers and staff under the banner of Operation Guardian “every child has the right to our protection” campaign. Of note, since this training, officer recognition of vulnerability,



regardless of incident type, has improved (e.g. child protection concerns at a domestic abuse incident).

- We are developing a Child Protection Performance Dashboard and have introduced a Quality Assurance Framework to dip sample cases. This work has been introduced to partner organisations through the GSCB, who are supportive of its intent and potentially mutually beneficial outcomes.
- Custody staff have received further training on the subject of children in detention. Additionally, any child that has been detained is subject of review by the duty Gold at the Daily Management Meeting to provide oversight on proportionality, appropriateness and relevant safeguarding.
- We are consistently using the THRIVE+ model to assess/ prioritise risk at first point of contact and have enhanced the question set used when taking reports of missing persons. These assessments are further supported by having a Child Protection detective based in the Missing and Mental Health Team and by the introduction of trigger plans for high risk individuals.
- Following changes to UNIFI and crime reports, we are currently the only South West regional force that flags crimes with Child Abuse and Child Sexual Exploitation markers consistently, making us Home Office compliant.
- Subject to successful funding, we will continue to progress the multi-agency BAE data analytics project from its successful 2017 proof of concept into business as usual within the MASH.
- We have reviewed the terms of reference for the monthly CSE and Missing Multi-agency Planning Meetings. With the appointment of the Coordinator as referenced above, the frequency of meetings will increase and the consistency and accuracy of records will improve.

In September we will relocate the MASH to Shire Hall, aligning multi-agency triage and decision makers with Children's Services 'Front Door'. In anticipation of this we have already realigned the Central Referral Unit Sergeants into the MASH to address immediate timeliness issues, seeking to remove drift and delay.

We shall continue to do our very best to embed good practice, address weaknesses in our service provision and listen to the concerns of stakeholders and users of our service. This is an incredibly important aspect of our service that we need to get right so please be reassured of our best efforts.

Yours sincerely

Rod Hansen MBA, MSc (Hons), Dip Appl Crim
Chief Constable
