



**Domestic Homicide Review
BDHR 2013/14-03 Action Plan**

Overview Report Recommendations								
	Recommendation	Scope	Action to take	Lead Agency	Key milestones achieved in enacting recommendation	Target Date	Outcome	Completion/ RAG
1.	The CSP should consider whether policy and practice guidance in relation to inquiry and assessment relating to domestic abuse gives sufficient attention to professional mind-set and victim behaviour.	Local	Consider whether policy and practice guidance in relation to inquiry and assessment relating to domestic abuse gives sufficient attention to professional mind-set and victim behaviour.	Birmingham Community Safety Partnership	There is a highly skilled and knowledgeable workforce that demonstrates a fundamental understanding of domestic violence and abuse including early identification and coercive control. Practitioners are able to and respond effectively to safeguard and support victims of domestic violence and abuse and their children.	Dec 2015	Policy and practice guidance has been reviewed. However, workforce development in domestic violence is an ongoing requirement for all organisations and monitored for the children's workforce through specific local questions on the Section 11 safeguarding audit. Further assurance being introduced through compliance audits for the West Midlands Domestic Violence and Abuse Standards to which BCSP is a signatory.	



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2.	The CSP should review the effectiveness of strategies for communicating and signposting victims of domestic abuse to specialist advice and support to respond to victims and children who have experienced domestic abuse.	Local	Review the effectiveness of strategies for communicating and signposting victims of domestic abuse to specialist advice and support to respond to victims and children who have experienced domestic abuse.	Birmingham Community Safety Partnership	<p>Communication strategies provide greater awareness of a range of services available to domestic violence victims. All services provide responsive pathways to empower and protect victims and their children, including advice, information and signposting to a range of services available.</p> <p>Greater awareness of domestic violence victims of range of services available.</p> <p>Clear pathways established in Birmingham Domestic Violence Review 2015.</p> <p>Increased demand for services.</p> <p>Domestic violence awareness campaign Summer 2015.</p>	Sept 2015	In the intervening period there has been a rapid increase in demand for domestic abuse specialist services as well as for the police and children's services in Birmingham.	



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3.	The CSP should ensure that information is submitted on the implementation of the action plan submitted to the domestic homicide review by the early years and education services.	Local	Update on action plan to be submitted to BCSP.	Birmingham Community Safety Partnership	Update to be received.	Sept 2015	Received. Completed.	
4.	The CSP should ensure that revisions to the S11 and S175 audit safeguarding children audit tool incorporates learning from this and other domestic homicide reviews.	Local	Ensure that revisions to the S11 and S175 audit safeguarding children audit tool incorporates learning from this and other domestic homicide reviews.	Birmingham Community Safety Partnership	All services deliver safe effective and practice that empowers adult and child victims of domestic violence and abuse. Domestic violence embedded with S11 and S175 audit frameworks. Audit evaluation to be incorporated into Birmingham Domestic Violence Review 2015.	June 2015	Whilst Section 11 Audit has been adopted, including domestic abuse into the Section 175 audits of schools was rejected by Birmingham Safeguarding Children Board.	



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5.	The CSP should ensure that the review of the provision of advice services in the city is fully sighted on the difficulties that this victim of domestic violence experienced in obtaining an appointment for advice services. Future plans arising from both the review of advice services and the review of domestic violence should secure a clear pathway for advice and support for domestic violence victims.	Local	Ensure that the review of the provision of advice services in the city is fully sighted on the difficulties that this victim of domestic violence experienced in obtaining an appointment for advice services. Future plans arising from both the review of advice services and the review of domestic violence should secure a clear pathway for advice and support for domestic violence victims.	Birmingham Community Safety Partnership	<p>Future plans arising from both the review of advice services and the review of domestic violence secure a clear pathway for advice and support for domestic violence victims.</p> <p>Clear pathways established.</p>	Sept 2015	The review of advice services provided a gateway to advice provision across the city.	



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6.	The Community Safety Partnership should seek further information from services regarding the availability of appropriately trained interpreters.	Local	Seek further information from services regarding the availability of appropriately trained interpreters.	Birmingham Community Safety Partnership	<p>Agencies have strengthened the capacity and safety of their interpreting services in respect of domestic violence.</p> <p>Domestic Violence and Abuse Standards adopted.</p> <p>Appropriate use of language support is incorporated into the audit framework.</p>	Sept 2015	<p>This was principally an issue for the police in this review.</p> <p>Interpreter services are provided by Capita TI and all officers have been instructed on policy and practice around the use of interpreters to ensure effective communication and evidence gathering. Policy and procedure surrounding the usage of interpreters is widely available through WMP intranet to ensure all officers and staff have 24/7 access to relevant guidance.</p>	



Overview Report Recommendations								
	Recommendation	Scope	Action to take	Lead Agency	Key milestones achieved in enacting recommendation	Target Date	Outcome	Completion/RAG
7.	The Community Safety Partnership should seek further information from the statutory director for children's services regarding the capacity of the service to participate in statutory reviews.	Local	Seek further information from the statutory director for children's services regarding the capacity of the service to participate in statutory reviews.	Birmingham Community Safety Partnership	Greater integration of responses to domestic abuse and child safeguarding. Full and timely engagement from Children's Social Care with DHR process and learning.	Feb 2015	Engagement now consistent.	
8.	The Community Safety Partnership should request information from agencies about the extent to which they rely on e-learning or similar strategies for raising awareness and knowledge of staff regarding domestic abuse.	Local	Request information from agencies about the extent to which they rely on e-learning or similar strategies for raising awareness and knowledge of staff regarding domestic abuse.	Birmingham Community Safety Partnership	Agencies encouraged not to rely upon e-learning for domestic violence awareness. DHR Learning and Improvement Framework Guidance adopted by Learning and Development teams across the adult and children workforces.	June 2015	Learning & Improvement Framework adopted by Birmingham Community Safety Partnership.	



Individual Agency Recommendations – West Midlands Police								
	Recommendation	Scope	Action to take	Lead Agency	Key milestones achieved in enacting recommendation	Target Date	Outcome	Completion/RAG
9.	The learning identified should be used to form the basis of a learning event (or similar) for Force Contact staff involved in the initial call receipt, allocation, management and supervision of calls from the public.	Local	To reinforce Force Contact Centre policy and to ensure that all staff are fully conversant with their roles and responsibilities in respect of domestic abuse and child protection.	West Midlands Police Force Contact (with Support from Public Protection)	The effectiveness of this training should be dip sampled at the 3 and 6 month stage following the event.	Sept 2014, there-after 3 and 6 month reviews	<p>Completed - Sentinel is a force wide project where hidden crimes are put at the centre of the work all departments do and includes a domestic abuse and child abuse phase. The ethos and vision about Sentinel highlights that these strands are all the responsibility of the police force as a whole not just specialist teams.</p> <p>This project has now run for three years and will continue due to its success. It is also reinforced by the introduction of THRIVE+ risk assessment model in 2016 which risk assess all calls from the point of first contact so each call to the police is assessed regarding contributory factors that contribute to vulnerability.</p> <p>Training in respect of this has been delivered forcewide over the last 12 months.</p>	Completed



Individual Agency Recommendations – West Midlands Police								
	Recommendation	Scope	Action to take	Lead Agency	Key milestones achieved in enacting recommendation	Target Date	Outcome	Completion/ RAG
10.	Current practice on the way in which officers use interpreters to take statements should be reviewed and, if required, guidance should be re-issued to operational staff across the force.	Local	When a statement is taken with the assistance of an interpreter that the contents are of a sufficient quality to ensure that all information is obtained and is accurate for court. Also appropriate safeguarding can be implemented as a result.	West Midlands Police Central Justice Services	The effectiveness should be dip sampled at the 3 and 6 month stage following any re-issue.	June 2014, thereafter 3 and 6 month reviews if required	Completed - Following a review of the use of interpreters when taking statements, guidance has now been delivered forcewide to all staff, operational and otherwise, clearly outlining the required standard in line with CJ requirements.	Completed



Individual Agency Recommendations – West Midlands Police								
	Recommendation	Scope	Action to take	Lead Agency	Key milestones achieved in enacting recommendation	Target Date	Outcome	Completion/RAG
11.	Review Missing/Absent policy in the light of learning from this IMR, in particular the requirement for system checks and reliance on the full 16 point initial assessment. If required, policy should be amended and new guidance issued to operational staff to take account of any changes identified.	Local	To ensure that WMP Missing/Absent Policy is fit for purpose. <i>The review of this policy is ongoing.</i>	West Midlands Police	The effectiveness of this training should then be dip sampled at the 3 and 6 month stage.	May 2014, thereafter 3 and 6 month reviews if required	Completed - The requirement for full system checks has been addressed throughout all strands of training, including Sentinel training, within WMP with learning from DHRs used to reinforce the need. In addition, WMP also now have a locate Team. This is a new department that manages the threat risk and harm around missing persons. It puts in place bespoke strategies for investigating missing persons with a view to making vulnerable people safer, sooner. It also has an intervention and prevention function which considers the triggers for persistent missing persons and develops interventions to reduce missing episodes. The development of this new department was made after a 12 month pilot and review into how WMP handles missing persons.	Completed



Individual Agency Recommendations – Birmingham Community Healthcare Trust								
	Recommendation	Scope	Action to take	Lead Agency	Key milestones achieved in enacting recommendation	Target Date	Outcome	Completion/RAG
12.	Information in relation to the use of the Interpreting Policy and use of interpreters to be added to the Safeguarding Children Quarterly Briefing to be distributed to Health Visiting Service, School Nursing Service & Dental Hospital.	Local	Ensure Practitioners across Health Visiting, School Nursing and Dental Services are aware of importance of using interpreters.	Lead Nurse Safeguarding Children & Governance Manager, Birmingham Dental Hospital, Birmingham Community Healthcare NHS Trust	<p>Appropriate use of language support.</p> <p>Information in relation to the use of the Interpreting Policy and use of interpreters is distributed to all staff within the Health Visiting Service, School Nursing Service and Dental Hospital.</p>	Sept 2014	<p>Completed – Importance of use of interpreters included in DHR and SCR learning lessons briefings, Safeguarding Supervision and Case discussions.</p> <p>Focus on importance of reflecting the Child’s voice and use of supportive mechanisms such as interpreters is integral to safeguarding children training across the organisation. Interpreting service, policy and access is available on the Trust intranet.</p>	Completed



Individual Agency Recommendations – Birmingham Community Healthcare Trust								
	Recommendation	Scope	Action to take	Lead Agency	Key milestones achieved in enacting recommendation	Target Date	Outcome	Completion/ RAG
13.	Information in relation to children’s dental health where there is evidence of poor dental health and extractions to be shared between Birmingham Dental Hospital, the Health Visiting service and School Nursing service.	Local	To ensure Health Visitors & School Nurses are aware of children with poor dental health in order to alert them to the potential for broader neglect.	Governance Manager, Birmingham Dental Hospital, Birmingham Community Healthcare NHS Trust	The operational process whereby information is shared between the Dental Hospital, Health Visiting & School Nursing service, is established. This process will be piloted in order to identify any issues that present.	Oct 2014	Completed – Recommendation discussed and reviewed at Specialist and Dental Division Safeguarding Children Meeting on 20 th June 2017, Health Visiting and School Nursing contact details shared with Dental Hospital Staff. Process in place to ensure that information is shared in relation to cases where poor dental hygiene and diet are identified. Refreshed Was Not Brought Policy in place to support information sharing where parents/carers are not bringing children for advised treatment. Bespoke Level 2 safeguarding training is in place for dental staff and includes Neglect and importance of information sharing. Level 2 training for Health Visitors and School Nurses includes Neglect dental caries and oral hygiene as associated factors.	Completed



Individual Agency Recommendations – Birmingham City Council - Neighbourhood Advice and Information Service								
	Recommendation	Scope	Action to take	Lead Agency	Key milestones achieved in enacting recommendation	Target Date	Outcome	Completion/ RAG
14.	Ensure customers are booked follow on appointments following contact with the service and not told to book by phone. Re-brief managers on appointment booking process. Set up weekly reports of booking activity for managers to monitor performance.	Local	Ensure customers are booked follow on appointments following contact with the service and not told to book by phone. Re-brief managers on appointment booking process Set up weekly reports of booking activity for managers to monitor performance.	Birmingham City Council Neighbourhood Advice and Information Service	An increase in pre booked appointments booked created via NAIS.	June 2014	Appointments are now booked by customer contacting contact centre or directly at the CSC. The number of appointments available has increased as well as sites available for appointments.	Completed
15.	Service redesign including customer access methods.	Local	Service redesign including customer access methods.	Birmingham City Council Neighbourhood Advice and Information Service	Effective customer access. Minimisation of the negative effects on vulnerable groups through equalities impact assessment.	June 2014	Service redesign and implementation of FOM Feb 2017.	Completed



Individual Agency Recommendations – Heart of England NHS Foundation Trust								
	Recommendation	Scope	Action to take	Lead Agency	Key milestones achieved in enacting recommendation	Target Date	Outcome	Completion/RAG
16.	HEFT midwives to adhere to the policy requirement to utilise 'Routine Enquiry' questions relating to domestic abuse at 36 weeks pregnancy and prior to discharge from maternity service or when suspects domestic abuse.	Local	To ensure that routine inquiry is utilised as recommended and that women experiencing domestic abuse are given every chance to disclose.	Heart of England NHS Foundation Trust	By effective monitoring and achieving an increase in compliance. First target to be achieved = 60%. To include in both HEFT Safeguarding Quarterly Audit Cycle for 2014/15 and HEFT Maternity Documentation Audit 2014.	Oct 2014	Completed 2014 – Audit completed by Specialist Midwife Domestic Abuse 2014 and included in the 2014/15 Quarterly Audit Cycle report.	Completed
17.	HEFT to monitor compliance that midwives record information at each antenatal contact in regards to who accompanied the woman at each visit.	Local	To improve knowledge and details of the family and improve documentation in regards to information sharing for SCR, IMR & DHR processes.	Heart of England NHS Foundation Trust	By effective monitoring and auditing compliance. To include in both HEFT Safeguarding Quarterly Audit Cycle for 2014/15 and HEFT Maternity Documentation Audit 2014.	Oct 2014	Completed 2014 – Audit completed by Specialist Midwife Domestic Abuse 2014 and included in the 2014/15 Quarterly Audit Cycle report.	Completed



Individual Agency Recommendations – Heart of England NHS Foundation Trust								
	Recommendation	Scope	Action to take	Lead Agency	Key milestones achieved in enacting recommendation	Target Date	Outcome	Completion/RAG
18.	HEFT obstetric medical staff to adhere to policy requirement to utilise 'Routine Enquiry' questions relating to domestic abuse at 28 weeks pregnancy for those women attending antenatal clinic who are identified on an intermediate/intensive obstetric pathway.	Local	To ensure that routine inquiry is utilised as recommended and that women experiencing domestic abuse are given every chance to disclose.	Heart of England NHS Foundation Trust (HEFT): Named Midwife for Safeguarding Children & Specialist Midwife for Domestic Abuse	By effective monitoring and auditing compliance. To include in both HEFT Safeguarding Quarterly Audit Cycle for 2014/15 and HEFT Maternity Documentation Audit 2014.	Dec 2014	Completed 2014 – Audit completed by Specialist Midwife Domestic Abuse 2014 and included in the 2014/15 Quarterly Audit Cycle report. DHR case presented to obstetric medical staff at Audit Meeting in June 2014 as a learning opportunity.	Completed



Individual Agency Recommendations – Birmingham City Council - Children’s Social Care								
	Recommendation	Scope	Action to take	Lead Agency	Key milestones achieved in enacting recommendation	Target Date	Outcome	Completion/RAG
19.	Children's social care should consider reviewing its learning and development strategy to ensure that training on domestic abuse is provided to all members of staff, informed or delivered by specialist domestic violence services. Learning outcomes for training must include power, coercive control and victim-blaming and be in line with Birmingham's Domestic Violence and Abuse Standards.	Local	Children's social care should consider reviewing its learning and development strategy to ensure that training on domestic abuse is provided to all members of staff, informed or delivered by specialist domestic violence services. Learning outcomes for training must include power, coercive control and victim-blaming and be in line with Birmingham's Domestic Violence and Abuse Standards.	Birmingham Children's Social Care	There is a highly skilled and knowledgeable workforce, that demonstrates a fundamental understanding of the complexities of domestic violence and abuse and are able to and respond to effectively to safeguard and support victims of domestic violence and abuse and their children. Impact of training is reflected in practice and demonstrated in Improvement assessment.	June 2015	Learning outcomes agreed. Specialist Trainer commissioned and briefed re Birmingham's DVA standards. 96 practitioners accessed the training Training embedded into the L&D core offer.	Completed



Individual Agency Recommendations – Birmingham City Council - Education and Commissioning Team								
	Recommendation	Scope	Action to take	Lead Agency	Key milestones achieved in enacting recommendation	Target Date	Outcome	Completion/ RAG
20.	Identify the accountability structure for schools. Local Authority policy and procedure sets out accountability to ensure robust safeguarding practice and clear referral pathways to ensure that all identified safeguarding issues in schools/children's centres are referred in a timely and robust manner.	Local	Identify the accountability structure for schools. Local Authority policy and procedure sets out accountability to ensure robust safeguarding practice and clear referral pathways to ensure that all identified safe guarding issues in schools/children's centres are referred in a timely and robust manner.	Head of Service - Education Safeguarding Advisor. To be monitored by Birmingham City Council Assistant Director for Safeguarding, and reports to the Education and Safeguarding sub-group	A model policy for child protection and safeguarding is developed annually and released to schools to implement. The majority of schools regardless of designation adopt this policy, or track their own policy against it. LA schools are subject to a dip sampled review by the Internal Audit team. Schools that are identified as 'at risk' are supported by the Service Impact Team. All schools complete the annual safeguarding self-assessment (sct 175); last year 99.4% of schools completed this.	Sept 2014 – July 2015 Review points – Dec 2014 and Mar 2015	All actions completed.	Completed



Individual Agency Recommendations – Birmingham City Council - Education and Commissioning Team								
	Recommendation	Scope	Action to take	Lead Agency	Key milestones achieved in enacting recommendation	Target Date	Outcome	Completion/ RAG
21.	Develop a clear communication strategy for schools and Children’s Centres of key learning from serious case and Domestic Homicide reviews.	Local	Develop a clear communication strategy for schools and Children’s Centres of key learning from serious case and Domestic Homicide reviews.	Head of Service – Education Safeguarding Advisor Early Years Safeguarding Lead To be monitored by Birmingham City Council Assistant Director for Safeguarding, and reports to the Education an safeguarding sub-group	Outcomes from Domestic Homicide Reviews are cascaded to schools and settings via the Weekly Schools and Early Years noticeboards. Key learning points are raised at the termly operational district briefings. The impact of domestic abuse is monitored with the school curriculum, staff training and in the DSL knowledge base via the annual sct 175 audit. Sessions relating to lessons learned delivered at 2 x termly Children’s Centres safeguarding audit follow up visits/action plans. CCAM Quarterly monitoring visits to CC’s. Discussion at CC. Discussion/review advisory boards meetings.	Objective achieved	Subject to annual monitoring.	



Individual Agency Recommendations – Birmingham City Council - Education and Commissioning Team								
	Recommendation	Scope	Action to take	Lead Agency	Key milestones achieved in enacting recommendation	Target Date	Outcome	Completion/RAG
22.	Development and learning plan that is developed from strategic level to raise awareness and support school staff, including governance that has a key focus on domestic abuse. Any commissioned training to be provided by specialist domestic abuse service and subject to quality assurance.	Local	Development and learning plan that is developed from strategic level to raise awareness and support school staff, including governance that has a key focus on domestic abuse. Any commissioned training to be provided by specialist domestic abuse service and subject to quality assurance.	School Safeguarding Co-ordinator Birmingham Safeguarding Children Board	There is a highly skilled and knowledgeable workforce, within schools including Governors that demonstrates a fundamental understanding of the complexities of domestic violence and abuse and are able to and respond to effectively to safeguard and support victims of domestic violence and abuse and their children. District Hubs and MASH operate consistently to act as a robust mechanism for cascading and disseminating key safeguarding messages. Impact of training is reflected in practice in schools demonstrated via S175 audit.	Objective completed	Completed	Completed



Individual Agency Recommendations – Birmingham City Council - Education and Commissioning Team								
	Recommendation	Scope	Action to take	Lead Agency	Key milestones achieved in enacting recommendation	Target Date	Outcome	Completion/ RAG
23.	Development and learning programme that raises awareness about domestic abuse for Education and Commissioning Service and those commissioned on behalf of the Local Authority.	Local	Development and learning programme that raises awareness about domestic abuse for Education and Commissioning Service and those commissioned on behalf of the Local Authority.	School Safeguarding Co-ordinator	<p>There is a highly skilled and knowledgeable workforce that demonstrates a fundamental understanding of safe and effective practice when working with adult and child victims of domestic violence and abuse.</p> <p>All commissioning arrangements ensure that regional Domestic Violence and Abuse Standards are implemented when commissioning, contracting or designing services.</p> <p>Through supervision, PDRs and action plans.</p> <p>CC good practice days.</p>	Objective completed	Completed	Completed



Individual Agency Recommendations – Birmingham City Council Education and Commissioning Team								
	Recommendation	Scope	Action to take	Lead Agency	Key milestones achieved in enacting recommendation	Target Date	Outcome	Completion/RAG
					<p>Safeguarding audit – follow visit/action plan.</p> <p>CCAM Quarterly monitoring visits.</p> <p>Monitor/review as part of safeguarding standing agenda item at Advisory Board meetings.</p>		Completed	Completed
24.	Where support is available to assist in overcoming a language barrier, this should be volunteered and actively provided, even if there is no insistence on it being supplied on the part of the individual concerned.	Local	<p>Briefing to all staff. Joint approach with health to access interpreting resources. Budget for resources to buy in support when required. Positive recruitment process to ensure staff composition reflects the local community and the role for interpreting is within JD.</p>	<p>(featured) Primary School</p> <p>Head of Service Children's Centres</p>	<p>CCAM Quarterly Monitoring visits.</p> <p>Safeguarding audit follow-up visits.</p>	June 2015		



Individual Agency Recommendations – Birmingham City Council - Early Help and Integration Service								
	Recommendation	Scope	Action to take	Lead Agency	Key milestones achieved in enacting recommendation	Target Date	Outcome	Completion/ RAG
25.	Children’s Centre to develop a policy and procedure with the Health Visiting team to ascertain relevant information before cold calling and other home visits take place.	Local	Children’s Centre to develop a policy and procedure with the Health Visiting team to ascertain relevant information before cold calling and other home visits take place.	Birmingham City Council Early Help and Integration Service	To inform the risk assessment carried out prior to cold calling. CCAM Quarterly Monitoring Visits SG audit follow up visit.	June 2015	Children’s Centre undertake this as part of their initial engagement with families.	
26.	Children’s Centre linked sites to ensure that initial checks are carried out with the nursery school to ascertain whether the family are known to them with current children or from previous children who may have attended.	Local	Children’s Centre linked sites to ensure that initial checks are carried out with the nursery school to ascertain whether the family are known to them with current children or from previous children who may have attended.	Birmingham City Council Early Help and Integration Service	To inform the risk assessment carried out prior to cold calling. QMV SG audit follow up visit/action plan Monitor/review as part of safeguarding standing agenda item at Advisory Board meetings.	June 2015	Children’s Centres Initial engagement assesses needs relating to partnership working. Also undertaken by LROs in CASS at the partnership table.	



Individual Agency Recommendations – Birmingham City Council - Early Help and Integration Service								
	Recommendation	Scope	Action to take	Lead Agency	Key milestones achieved in enacting recommendation	Target Date	Outcome	Completion/ RAG
27.	Early Help and Integration Service to assure Birmingham Community Safety Partnership that all Children’s Centres make domestic violence training mandatory for all Family Support Workers, Designated Senior Leads and all staff. Learning outcomes must be in line with Birmingham’s domestic violence and abuse standards and include how professionals can respond effectively to safeguard both adults and children, who are victims of domestic abuse and should include issues of power, coercive control, victim blaming and labelling.	Local	To assure Birmingham Community Safety Partnership that all Children’s Centres make domestic violence training mandatory for all Family Support Workers, Designated Senior Leads and all staff. Learning outcomes must be in line with Birmingham’s domestic violence and abuse standards and include how professionals can respond effectively to safeguard both adults and children, who are victims of domestic abuse and should include issues of power, coercive control, victim blaming and labelling.	Birmingham City Council Early Help and Integration Service	<p>Skilled and knowledgeable workforce able to respond effectively to domestic violence and abuse.</p> <p>Deliver training at good practice day. Outcomes followed up via QMV’ safeguarding audit visits.</p> <p>Monitor/review as part of safeguarding standing agenda item at Advisory board meetings.</p>	June 2015	DA training undertaken by individual children’s centres as viewed during SG Audits and through checking workforce development plans and records.	



Individual Agency Recommendations – Birmingham City Council - Early Help and Integration Service								
	Recommendation	Scope	Action to take	Lead Agency	Key milestones achieved in enacting recommendation	Target Date	Outcome	Completion/RAG
28.	All Children’s Centres to clearly record and document new birth home visits, and ensure that appropriate use of language support is provided when it becomes clear a family member may be interpreting on behalf of a client and the health visitor informed.	Local	To clearly record and document new birth home visits, and ensure that appropriate use of language support is provided when it becomes clear a family member may be interpreting on behalf of a client and the health visitor informed.	Children’s Centres	<p>Clearly documented outcomes of visits, particularly where one person is acting as an interpreter.</p> <p>Audit the process for new birth visits. Guidance written to set a quality standard for home visits. SG audit visits – action plans. Discussion prompt added into CCAM Quarterly Monitoring Visits around access to services. Monitor/review as part of safeguarding standing agenda item at Advisory board meetings.</p>	June 2015	Recording and reporting systems are interrogated as part of S175 Audit tool and subsequent SG Audit visits carried out.	



Individual Agency Recommendations – Birmingham City Council - Early Help and Integration Service								
	Recommendation	Scope	Action to take	Lead Agency	Key milestones achieved in enacting recommendation	Target Date	Outcome	Completion/ RAG
29.	Early Years and Integration Service to ensure the Hub manual, events and training for all partners addresses domestic abuse and the role and responsibility of all agencies particularly around professional conversations that support identifying and analysing risk.	Local	To ensure the Hub manual, events and training for all partners addresses domestic abuse and the role and responsibility of all agencies particularly around professional conversations that support identifying and analysing risk.	Birmingham City Council Early Years and Integration Service	<p>Skilled and knowledgeable workforce able to respond effectively to domestic violence and abuse.</p> <p>Children's Centres good practice days.</p> <p>Encourage attendance at BSCB training.</p> <p>Safeguarding audit follow up visits/action plan.</p> <p>CCAM Quarterly Monitoring Visits.</p>	June 2015	This is overseen and driven by SL networks across all children's centre localities.	
30.	Ensure that Safeguarding and Family Support leads have discussion with regard to the above at TAF panel meetings and the local Hub Implementation Meetings.	Local	Ensure that Safeguarding and Family Support leads have discussion with regard to the above at TAF panel meetings and the local Hub Implementation Meetings.	Birmingham City Council Early Years and Integration Service	<p>Skilled and knowledgeable workforce able to respond effectively to domestic violence and abuse.</p>	June 2015	<p>This is overseen and driven by DSL networks across all children's centre localities.</p> <p>Also overseen by Early Help Panels.</p>	



Individual Agency Recommendations – Birmingham City Council - Early Help and Integration Service								
	Recommendation	Scope	Action to take	Lead Agency	Key milestones achieved in enacting recommendation	Target Date	Outcome	Completion/ RAG
					Audit to identify where champions are and address gaps. Build into CC good practice day in September to identify remaining champions.			
31.	Each Hub to identify a champion for domestic abuse that will provide a front-facing support role to partners.	Local	Each Hub to identify a champion for domestic abuse that will provide a front-facing support role to partners.	Children's Centres	<p>Skilled and knowledgeable workforce able to respond effectively to domestic violence and abuse.</p> <p>Monitor/review as part of safeguarding standing agenda item at Advisory Board meetings.</p>	June 2015	Champions nominated through DSL Networks and ongoing review of this.	