

Oversight of Police Force Policy

Requirement	Current Position	Strengths, Weaknesses, Opportunities, Threats	Action	Timescales
1. Senior management commitment to safeguarding and promoting the welfare of children with a clear line of accountability within the organisation.				
Having an identified ACPO or Senior Officer lead on children issues.	ACPO lead. DAC Fitzpatrick has specific lead for children and young people chairs the Children and Young People Strategic Group. Commanders Jarman and Sawyer chair the Youth Safety Group and the Youth Violence Group. Commander Jarman also chairs the ECM, Programme Board, which is set up to deliver the Children Act requirements.	All business groups that are immediately impacted by the ECM implementation programme are either represented on the programme board or are involved in the work being generated through one of the two project teams.	Invites extended to the Police Federation and a representative of the Staff Unions to join the ECM PB	In place
Having a strategy setting out internal implementation and development taking into account the objectives of ECM into all policing functions.	A Programme Initiation Document sets out strategic objectives of the ECM programme, this is supported by a risk register and programme plan, which are subject to review at each ECM programme board meeting. The Performance Needs Analysis (PNA) identified six clear strands of work that need to be delivered to ensure full compliance with	Two ECM projects (People & Systems) have been created to drive forward the delivery of the ECM agenda. Both projects are led by a senior police officer and supported by MPS staff from the business groups who can affect change. A cost a benefits analysis has been completed which identifies how ECM links into the MPS corporate plan for London. This is to be		In place

	the Children Act: Standard Operating Procedures (SOPs), Training, Creation of a Public Protection Desk role, Safe recruiting, ICT application and Information Sharing.	presented to the ECM PB 18.12.07.		
Having a clear partnership strategy setting out how the police force can and will contribute to the objectives of ECM in cooperation with external partners.	<p>The ECM programme manager has direct links with Government Office for London, through the Director of Children's Services and the Safeguarding Transition Group. The DCSF and the London Directors of Children Service (ALDCS) Locally building links through the Children Trusts and LSCBs.</p> <p>The MPS is a member of the London Safeguarding Children Board (LSCB), which produces the London child protection procedures.</p> <p>On a local level police are represented on Local Safeguarding Children Boards and have contributed to the development of the Children and Young People Plans.</p>	Attendance at LSCB meetings continues to be monitored		In place
All strategies reflecting the force contribution to ECM reflects relevant HMIC	The HMIC baseline assessment inspection showed that SCD5 had	The MPS are currently writing the action plan for the recent HMIC report that	Review of JAR key judgments undertaken to ensure that the MPS are	Ongoing

thematic and baseline inspections.	<p>attained a high level of progress in developing a child protection strategy/policy. The recent review of child abuse showed their performance to be good.</p> <p>A close working relationship with the HMIC Children Act Lead has been established to ensure communication of immediate issues can be highlighted to the MPS ECM Manager.</p>	showed Public Protection as Fair.	meeting HMIC's baseline assessment in respect of the Children Act. This is included as part of the MPS Sec 11 benchmarking document.	
2. The police force should ensure that all officers and staff are familiar with the force commitment and responsibilities under ECM.				
A clear plan is in place to promote and raise awareness of the ECM objectives, and the forces approach to these, to all police force staff	<p>ECM has been promoted through the MPS, by way of ECM awareness seminars and briefings aimed at BOCU SMT and partnership leads.</p> <p>The ECM awareness-training package has been written. This three-hour classroom based training programme is currently being delivered to OCU trainers for them to cascade the training at a local level from January 2008</p>	<p>Strengths. ECM Awareness training will begin in across all MPS OCUs from January 2008. MPS ECM communication/marketing strategy in place to coincide with roll out of training.</p> <p>Threats. 1. The number of staff to be trained within the MPS 2. Development of ICT systems will affect ability to deliver training.</p>		On going to be in place by April 2008, with awareness training likely to take up to June 2008 to complete.
An appropriate risk-based training programme is in place for police staff. Safe recruitment – vetting	Current MPS Vetting standards policy includes different departments including SCD5, Safer	Threats. Compliance with the requirements of dealing with allegations against	Safe recruiting sits under the People Strand of the ECM programme. The work includes a review of roles	On going

<p>standards are secure.</p>	<p>Schools and Volunteer Police Cadets having specific vetting procedures for their staff. The MPS are now considering further options and this includes introducing vetting process for all MPS staff.</p> <p>In compliance with the Working Together guidance Commander responsible for SCD5, currently will have strategic responsibility for the MPS around Allegations against professionals. An agreed protocol is in place between the Child Abuse Command and Department for Professional standards (DPS) over responsibility for such investigations involving police employees and collaboration.</p> <p>The DPS are now working closely with the ECM PB and the DCSF Allegation Advisors on completing the MPS procedures for engaging local allegation designated officers.</p> <p>The Police Federation and the MPS staff unions are being consulted on both issues and kept informed of</p>	<p>professionals working with children.</p> <p>Cost of introducing vetting standards across larger workforce than currently undertaken.</p> <p>Guidance within Working Together around dealing with allegations made against professionals working with children has led to ambiguity over what is meant by a professional working with children.</p> <p>ACPO draft guidance has been received and this is being used to inform the implementation of MPS procedures.</p> <p>It is intended that a report will be submitted to the ECM PB on the 18.12.07</p>	<p>within MPS, to identify those that may require enhanced vetting, due to contact/involvement with children and young persons.</p>	
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	developments.			
Every member of police force staff is aware of their own responsibilities to safeguard and promote the welfare of children in their carrying out their duties. Forces should demonstrate a proactive approach to ensure all staff is aware of their responsibilities.	Statement of responsibility published on MPS Internal Intranet on 9/3/06. Making it Happen (DCSF) publication on an individuals responsibility) sent to each BOCU for circulation also available on ECM Intranet page, which is updated with information for all staff. Funding agreed for an ECM Marketing strategy	A communication strategy is being finalised in consultation with the MPS department of public affairs. With the delivery of ECM training the marketing and publicity will be focused on the period beginning January 2008.		On going to be in place by January 2008
3. Service development takes account of the need to safeguard and promote the welfare and is informed, where appropriate, by the views of children and families				
Ensure the implications of ECM are reflected and considered in all force policy as it develops.	Children and young people are captured as a unique section of the Equalities Impact, which needs to be undertaken for the creation of all new policies and for the review of existing policies.		Consultation ongoing with the Diversity and Citizen Focus Unit to ensure that Children and Young People are specifically considered under the Age strand and where the ECM 5 key outcomes are being met/impacted.	On going to be in place by January 2008
Processes are in place to consider, gather and reflect the views of children, young people and their families in all policies where there is considered to be implications in respect of ECM	There is an MPS process to consult with young people through the Youth IAG. On a local level all Local Authority areas have undertaken consultation with all parts of the local community on the delivery of ECM and in particular the development of		Within London a number of organisations such as GOL, The Mayors Office and the London Councils have process in place to consult with large sections of the community, there is a drive to co-ordinate these consultation processes so	In place

	<p>the local Children and Young People Plans, the police have been a part of this process.</p> <p>All Safer Neighbourhood Teams are now required to have at least one 'youth defined' local neighbourhood priority to improve engagement of young people in community problem solving initiatives.</p>		<p>that all organisations can contribute as well as benefit, reducing the duplication of process especially around the delivery of ECM. The MPS to maintain links and liaison with these organisations to be part of the consultation process and to build on local consultation, to identify ECM specific issues affecting the local community.</p> <p>The Black Police Association through the VOYAGE project is able to gather views from young people.</p> <p>An Equality Impact Assessment grid and consultation plan to be created for the ECM programme board to record consultation activity.</p>	
4. Effective inter-agency working to safeguard and promote the welfare of children				
<p>Forces to be compliant with ACPO and Working Together guidance. A clear protocol for interagency working at strategic and operation levels established and ACPO leads to ensure the force is represented at Children's Trusts and LSCBs.</p>	<p>The working together document is available to all MPS staff on the Intranet site. Through the ECM programme board the MPS are working closely with the partner agencies to ensure that practices and protocols are agreed. Some parts of</p>		<p>Children's Trusts do not have to be in place until April 2008, guidance has been issued re appropriate level of membership at a borough level and this will be monitored.</p> <p>The ECM Programme Board</p>	<p>On going to be in place by April 2008, although dependent on local authorities agreeing the processes for child death reviews.</p>

<p>Frequency of police attendance at the Board is to be agreed by all partners (including police).</p>	<p>the Children Act do not come into affect until April 2008 and the MPS are developing working practices to enable compliance by this date, taking the lead for London in respect of the Child Death Reviews. The MPS are part of the London Safeguarding Children Board, which has now produced the new All London Procedures, which will become the agreed pan London Working Together document. Attendance at the LSCB meetings continues to be monitored as a part of the ECM programme board and was reported on at the meeting in October 2007.</p>		<p>is to develop an assessment of the effectiveness of Local Safeguarding Children Boards focusing specifically on police involvement, this will, include police attendance at the LSCB meetings.</p>	
<p>Identified shared aims, objectives, targets and priorities for interagency working that clearly identify the anticipated contribution of the police force</p>	<p>Each local authority area has developed in partnership with all agencies working with children and young people including the police a Children and Young People Plan that sets out how the ECM five key objectives will be met. Within each plan, there are clear areas that police can contribute and in some instances take the lead.</p>			<p>In place</p>

	<p>The Joint Area Reviews, that are currently taking place, will look at agencies contribution to the plans and due to greater involvement by HMIC will be able to identify the effectiveness of the police contribution. The JAR reports are being monitored by the ECM implementation team, who have also developed ongoing communication with both the JAR Lead Inspectors and the HMIC lead, so that concerns can be raised directly, these can then be immediately reported to the ECM lead and PB.</p>			
<p>Have clear information sharing protocols with national and local partner agencies.</p>	<p>Within London there is a plan to develop London information sharing protocols in respect of the CAF process and the MPS will be part of the working group set up to agree this process. The first meeting has been arranged for the 29th November 2007 and it is intended that the protocol once agreed by partner agencies will be in place by early 2008.</p> <p>The MPS are now members</p>	<p>The lack of use of a secure e-mail network amongst partner agencies presents a problem for the MPS sharing restricted information via e-mail. This problem is not just unique to children issues. Work continues to be done to encourage local authorities to sign up to secure e-mail services and a recent letter from the MPS to local authorities has re-invigorated the issue. To date eight local authorities children services teams are either using or</p>	<p>Information sharing guidance to be included within the Safeguarding Children Operating procedures, to be published in early 2008</p>	<p>On going to be in place by April 2008</p>

	<p>of a cross London group developing the CAF working practices, this will ensure that the MPS response is fully understood by all 32 local authority CAF leads and by other partner agencies.</p> <p>ECM Programme Manager continues to work with the DCSF to establish clear information sharing protocols in connection with the National Information Index of all children 'ContactPoint'. The MPS has been given National Implementation Partner Status, which will allow for the MPS maintain control of usage of the system by MPS staff.</p>	<p>developing the process for using secure e-mail to allow the receipt of MERLIN reports.</p>		
<p>Ensure effective information sharing systems are established.</p>	<p>The work includes the development of CRIS as the ICT system that will link into ContactPoint. MERLIN will be used to share information with the CAF process.</p>		<p>MPS are looking at the creation of public protection desk on each borough to enable effective safeguarding children information sharing processes. This work is part of the ECM People Project.</p>	<p>On going to be in place by April 2008</p>
<p>Clear and consistent policies to work in partnership to divert children and young people away from crime</p>	<p>The MPS Youth and Violence Strategies have clear objectives to divert children and young people away from crime.</p> <p>Crime and Disorder</p>			<p>In place</p>

	<p>strategies, which include: Safer Schools Partnership and YOTs Youth Inclusion Programme, Prolific and Other Priority Offender strategy.</p>			
<p>Work in partnership to educate children and young people on issues such as substance misuse, anti-social behaviour and the prevention of crime</p>	<p>Across the MPS there are different approaches, with School Liaison Officers delivering packages on these issues, but the Safer Schools Officers do not necessarily deliver these packages as part of their remit. Local BOCU involvement in the writing of the CYPP. The MPS have recently produced the Fix up, Look Sharp DVD and teacher's pack developed by the MPS which addresses Guns, Knives and Domestic Violence</p> <p>All schools to have identified contact either through the SNT or SSP</p> <p>A 'Z' card around bullying has been developed and distributed to schoolchildren throughout London.</p> <p>The Citizen focus package has been reviewed and updated for delivery to</p>			<p>On going</p>

	schoolchildren in Year 6.			
5. Operational policies: working with individual children/forces to have processes in place to consider the following:				
Children under the age of 17 suspected as having committed an offence are recognised as vulnerable	<p>PACE and the accompanying Codes of Practice place a statutory responsibility on the police to ensure additional considerations are given to the welfare and interest of a person under the age of 17.</p> <p>Children and young people who commit offences are recorded onto MERLN; this information will be assessed so that concerns about the five key outcomes not being met can be addressed through partnership working.</p>		The MPS are adopting the ACPO guidance for 'The Safer Detention and handling of persons in police custody 2006, which includes a section on procedures for dealing with persons under the age of 17. Operation Emerald Custody Directorate is currently conducting an in depth 'Gap Analysis' of the Guidance. In many areas, MPS custody procedures already reflect aspects of this guidance. Where this is not the case, it is necessary to <i>fully</i> assess the benefit (positive or negative), impact and feasibility of each individual section of the guidance, before any changes to the MPS Custody Standard Operating Procedures (SOP) can be considered. The guidance cannot be issued for general reference, within the MPS, until this essential evaluation process has been completed.	On going to be in place by April 2008
Identifying vulnerable children to harm in domestic violence cases and substance misuse cases.	Details of children and young people who are identified as vulnerable are recorded onto the MERLIN CTN system.	The delivery of training to staff will ensure awareness of the impact on children of domestic violence and	SCD5 continue to review their system operating procedures in line with ACPO and DCSF guidance.	On going to be in place by April 2008

	<p>All CTN reports are referred to the Child Abuse Investigation Command (SCD5) for a risk assessment and decision about further action and referral to partner agencies. Through the Serious Case Review process all agencies including police are able to identify failings in process, SCD5 regularly review findings of these reviews.</p>	<p>substance misuse improving the identification of those vulnerable children.</p>	<p>Through the ECM programme, changes to procedures and the implementation of recommendations from Serious Case Review can be passed onto all areas of the MPS.</p> <p>VCD and TP to review what work is being done around gathering information about children at risk of harm through living in families with substance misuse.</p>	
<p>Policies regarding using police powers to take children into protective custody</p>	<p>Sec 46 Children Act 1989, gives police officers power to place a child into police protection.</p> <p>The process of recording children taken into police protection has been improved so that all instances are now recorded on CRIS.</p>	<p>Compliance with Police Protection procedures is monitored by SCD5.</p>		<p>In place</p>
<p>Identifying, understanding and protecting children as victims and witnesses</p>	<p>Training is given to all new recruits and as part of the probationary training.</p> <p>The Achieving Best Evidence and Joint Investigation training is given to Child Abuse Investigators and some staff working in roles</p>			<p>On going to be in place by April 2008</p>

	<p>that involve close working with children.</p> <p>The ECM Awareness Training provides an opportunity to refresh existing staff awareness.</p>			
<p>Prioritising the investigation of crime and the protection of children from harm</p>	<p>Currently investigating inter familiar child abuse and paedophile activity falls within the remit of SCD5.</p> <p>Development of other areas of child abuse including the CATSE project as part of the work undertaken by the Violent Crime Directorate.</p>		<p>A review of how the MPS ensure priority is also given to protecting children through the work of the Violent Crime Directorate and the MAPPA process.</p>	<p>On going to be in place by April 2008</p>