

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. Commander VCD now has lead for MPS ECM and Commander Safer Neighbourhoods has ACPO responsibility			In place
Having a strategy setting out internal implementation and development taking into account the objectives of ECM into all policing functions.	<ul style="list-style-type: none"> • A Programme Initiation Document set out the strategic objectives of the ECM programme, this was supported by a risk register and programme plan, which were subject to review at each ECM programme board meeting. • The original Performance Needs Analysis (PNA) identified six clear strands of work that need to be delivered to ensure full compliance with the Children Act: Standard Operating Procedures (SOPs), Training, Creation of a Public Protection Desk role. Safe recruiting. ICT application and; Information Sharing. 			In place

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	All these have been delivered.			
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.	<ul style="list-style-type: none"> • The ECM programme manager maintains 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) • The MPS is a member of the London Safeguarding Children Board (LSCB), which produces the London child protection procedures. • On a local level police are represented on Local Safeguarding Children Boards/Children Trusts and relevant sub groups. BOCUs also contribute to the development of the Children and Young People Plans. 			In place
All strategies reflecting the force contribution to ECM reflects relevant HMIC thematic and baseline inspections.	<ul style="list-style-type: none"> • The HMIC baseline assessment inspection showed that SCD5 had attained a high level of progress in developing a child protection strategy/policy. • Recent areas for improvement highlighted by HMIC as a result of the baby P death are being actioned through a joint VCD and SCD5 board chaired by Commander SCD5/6. 			On going

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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:</p> <ul style="list-style-type: none"> • ECM awareness seminars Individual briefings aimed at management board members, BOCU SMT and partnership leads. • ECM awareness-training package. A three-hour classroom based training programme delivered to over 35,000 officers and staff • Publication of Safeguarding Children policy and Standard Operating procedures • Service wide communication strategy, including a poster campaign, articles in the Job magazine and an ECM intranet site • Briefings and awareness seminars to staff working in roles involving direct working with young people and partnership working. 			In place
An appropriate risk-based training programme is in place for police staff. Safe recruitment – vetting standards are secure.	<ul style="list-style-type: none"> • Current MPS Vetting standards policy includes different departments including SCD5, Safer Schools and Volunteer Police Cadets all having specific vetting procedures for their 			On going

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	<p>staff.</p> <ul style="list-style-type: none"> • The MPS are considering further options and this includes E CRB for specific roles and introducing vetting process for all MPS staff, but await further guidance/clarification from ACPO in light of the pending vetting and barring legislation due to be in place by October 2009 • In compliance with the Working Together guidance Commander is responsible for SCD5, currently has 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. • DPS have now agreed a service level agreement with the DCSF Allegation Advisors to ensure that concerns are referred for consideration for notification to local allegation designated officers. • The Police Federation and the MPS staff unions have been consulted on 			

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	all issues and kept informed of developments.			
<p>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.</p> <p>Forces should demonstrate a proactive approach to ensure all staff is aware of their responsibilities.</p>	<ul style="list-style-type: none"> • Statement of responsibility published on MPS Internal Intranet on 9/3/06. • Making it Happen (DCSF) publication on an individual's responsibility) sent to each BOCU for circulation also available on ECM Intranet page, which is updated with information for all staff. • ECM awareness-training package. A three-hour classroom based training programme delivered to over 35,000 officers and staff • Publication of Safeguarding Children policy and Standard Operating procedures • Service wide communication strategy, including a poster campaign, articles in the Job magazine and an ECM intranet site • Public protection Desks provide an OCU based quality assurance role to ensure staff fully understand their responsibilities through the management of MERLIN reports and where necessary providing additional training and local guidance. 			In place

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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 under the age strand of the Equalities Impact Assessment required for the creation of all new policies and for the review of existing policies. Safeguarding Children SOPs published September 08 and the Child Abuse Investigation SOPs are currently under review.			In place
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	<ul style="list-style-type: none"> • 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 the local Children and Young People Plans, the police have been a part of this process. • 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. 			In place

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	<ul style="list-style-type: none"> • Within London a number of organisations such as GOL, The Mayor's 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 that all organisations can contribute as well as benefit, reducing the duplication of process especially around the delivery of ECM. The MPS 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. • The Black Police Association through the VOYAGE project are able to gather views from young people. 			
4. Effective inter-agency working to safeguard and promote the welfare of children				
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.	<ul style="list-style-type: none"> • The working together document is available to all MPS staff on the Intranet site and formed the basis for the MPS safeguarding Children SOPs. • Through the ECM programme board the MPS worked closely with the partner agencies to ensure that 			In place

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Frequency of police attendance at the Board is to be agreed by all partners (including police).	<p>practices and protocols were agreed. The MPS are part of the London Safeguarding Children Board, which has now produced the new All London Procedures, which has become the agreed pan London Working Together document.</p> <ul style="list-style-type: none"> Attendance at the LSCB meetings and where they exist Children Trusts was agreed as BOCU SMT level with the SCD5 Detective Inspector also attending. With the improvements to local working practices BOCU officers also attend relevant LSCB sub groups. 			
Identified shared aims, objectives, targets and priorities for interagency working that clearly identify the anticipated contribution of the police force	<ul style="list-style-type: none"> 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. The Joint Area Reviews that take place, look at agencies contribution to the plans 			In place
Have clear information sharing	<ul style="list-style-type: none"> Within London there is a plan to 			On going

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<p>protocols with national and local partner agencies.</p>	<p>develop a pan London information sharing protocol in respect of the CAF process. The MPS will be part of the working group set up to agree this process. This process is being coordinated by the London Councils and the MPS await details of the next steps.</p> <ul style="list-style-type: none"> • Information sharing guidance has been included within the Safeguarding Children SOPs, published in September • As part of the creation of the PPDs and improvements to the MERLIN system e-mail capability, IS agreements exist with all 32 local authorities for the use of a secure e-mail link. • The MPS are represented at a cross London group developing the CAF working practices, ensuring that the MPS response is fully understood by all 32 local authority CAF leads and by other partner agencies. • MPS continues to work with the DCSF and ACPO to establish clear information sharing protocols in connection with the National 			

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	Information Index of all children 'ContactPoint'.			
Ensure effective information sharing systems are established.	The introduction of BOCU based PPDs has improved the sharing of information to partner agencies. This has enhanced the use of MERLIN to record concerns about the well being/safety of a child and enhanced by the introduction of secure e-mail notifications has improved the			In place
Clear and consistent policies to work in partnership to divert children and young people away from crime	<ul style="list-style-type: none"> • The MPS Youth and Violence Strategies have clear objectives to divert children and young people away from crime. • Crime and Disorder strategies which include: • Safer Schools Partnership and YOTS Youth Inclusion Programme, Prolific and Other Priority Offender strategy. 			In place
Work in partnership to educate children and young people on issues such as substance misuse, anti-social behaviour and the prevention of crime	<ul style="list-style-type: none"> • 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 • All schools to have identified contact either through the SNT or SSP • A 'Z' card around bullying has been 			On going

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	<p>developed and distributed to schoolchildren throughout London.</p> <ul style="list-style-type: none"> • The Citizen focus package has been reviewed and updated for delivery to school children in Year 6 • Support of Miss Dorothy dot.com 			
5. Operational policies: working with individual children/forces to have processes in place to consider the following:				
<p>Children under the age of 17 suspected as having committed an offence are recognised as vulnerable</p>	<ul style="list-style-type: none"> • 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. • Children and young people who commit offences are recorded onto MERLIN, this information will be assessed so that concerns about the five key outcomes not being met can be addressed through partnership working. • The introduction of secure e-mail has enabled the MPS to ensure all notifications are sent to YOTs within 24hours in line with agreed national standards. • The MPS are adopting the ACPO guidance for 'The Safer Detention and 			<p>In place</p>

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	<p>handling of persons in police custody 2006, which includes a section on procedures for dealing with persons under the age of 17.</p> <ul style="list-style-type: none"> • Dedicated Detention Officers receive ECM input on their training course. 			
Identifying vulnerable children to harm in domestic violence cases and substance misuse cases.	<ul style="list-style-type: none"> • Details of children and young people who are identified as vulnerable are recorded onto the MERLIN PAC system. All PAC reports are assessed by the PPDs so that a decision can be made about further action and referral to partner agencies. • The delivery of ECM and Domestic Violence training to staff has raised awareness of the impact on children of domestic violence and substance misuse improving the identification of those vulnerable children. • Through the Serious Case Review process all agencies including police are able to identify failings in process, SCD5 regularly review findings of these reviews. 			In place
Policies regarding using police powers to take children into protective custody	<ul style="list-style-type: none"> • Sec 46 Children Act 1989, gives police officers power to place a child into police protection. Sec 46 was included in the ECM training. 			In place

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	<ul style="list-style-type: none"> The process of recording children taken into police protection has been improved so that all instances are now recorded on CRIS. 			
Identifying, understanding and protecting children as victims and witnesses	<ul style="list-style-type: none"> Included as part of the ECM training and is given to all new recruits and as part of the probationary training. ECM is also included into relevant investigative courses run by the Crime Academy 			In place
Prioritising the investigation of crime and the protection of children from harm	Currently investigating inter familiar child abuse and paedophile activity falls within the remit of SCD5.			In place