

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.	<p>ACPO lead. DAC Fitzpatrick has specific lead for children and young people and will chair the Children and Young People Strategic Group. Commanders Jarman and Sawyer will chair the Youth Safety Group and the Youth Violence Group. Commander Jarman also chairs the ECM</p> <p>Programme Board, which is set up to deliver the Children Act requirements.</p>	<p>Representation of all relevant business groups within the MPS is still to be achieved.</p> <p>Report presented to Management Board has highlighted need for senior representation on the PB</p>	Letter written to AC Ghaffur requesting nomination from Central Operations	Immediate
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	Two ECM projects (People & Systems) have been created to drive forward the delivery of the ECM agenda. Both projects are led by a senior	<p>MPS Youth Strategy is being reviewed to take into account the objectives of ECM</p> <p>Two projects to be set up to address the six PNA strands. ECM People Project to look at</p>	Immediate

	<p>each ECM programme board meeting.</p> <p>The Performance Needs Analysis (PNA) has been completed and has identified six clear strands of work that need to be delivered to ensure full compliance with the Children Act: System Operating Procedures (SyOPs), Training, Creation of a Single Point of Contact (SPOC) role, Safe recruiting, IT application and Information Sharing.</p> <p>A cost benefits analyses has been completed which identifies how ECM links into the MPS corporate plan for London</p>	<p>police officer and supported by MPS staff from the business groups who can affect change.</p>	<p>Training, SyOPs, SPOC and Safe recruiting.</p> <p>ECM Systems project to look at ICT and Information Sharing</p>	
<p>Having a clear partnership strategy setting out how the police force can and will contribute to the objectives of ECM in cooperation with external</p>	<p>The ECM programme manager has direct links with Government Office for London, through the Director of Children's Services and the</p>			<p>Immediate</p>

<p>partners.</p>	<p>Safeguarding Transition Group. The DfES 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>			
<p>All strategies reflecting the force contribution to ECM reflects relevant HMIC thematic and baseline inspections.</p>	<p>The HMIC baseline assessment inspection (June 2005) showed that SCD5 had attained a high level of progress in developing a child protection strategy/policy.</p>	<p>The MPS await the recent HMIC inspection report.</p>	<p>Review of JAR key judgments undertaken to ensure that the MPS is meeting HMIC's baseline assessment in respect of the Children Act. This is included as part of the MPS Sec 11 benchmarking</p>	<p>Ongoing</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>		<p>document.</p>	
<p>2. The police force should ensure that all officers and staff are familiar with the force commitment and responsibilities under ECM.</p>				
<p>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>	<p>ECM has been promoted through the MPS, by way of ECM awareness seminars and briefings aimed at BOCU SMT and partnership leads. The Training Needs Analysis (TNA) has identified the training needs of all MPS staff. The MPS training Management Board has agreed to the proposed training plan that identifies four levels of training for staff. Training programme for all MPS operational officers and staff to be developed in consultation with the Training Standards</p>	<p>Strengths. The MPS has agreed a substantial commitment to ensure that all staff receive appropriate, effective training.</p> <p>Threats. 1. The number of staff to be trained within the MPS 2. Development of ICT systems will impact on ability to deliver training. 3. The Children Act requirement is for staff to have received training by April 2008, many local authority areas are</p>	<p>Training package to be developed by the MPS to deliver a 3 hour classroom based package for level 1.</p> <p>Local Authority training programmes to be assessed for Level 2</p> <p>Staff to be identified to attend training at Level 3 & 4.</p>	<p>Jul 2007</p>

	Unit, with the intention of delivering from January 2008.	working towards this date as their deadline. July 2007 is not an appropriate or achievable date for the MPS to have training in place.		
<p>An appropriate risk-based training programme is in place for police staff.</p> <p>Safe recruitment – vetting standards are secure.</p>	<p>Current MPS Vetting standards policy includes different departments including SCD5, Safer Schools and Volunteer Police Cadets having specific vetting procedures for their staff. Access by vetting branch to enable search of the POCA and List 99 has been agreed with the DfES and the Home Office.</p> <p>In compliance with the Working Together guidance Commander responsible for SCD5, currently Commander Sue Wilkinson will have strategic responsibility for the MPS around Allegations against</p>	<p>Threats.</p> <p>Compliance with the requirements of dealing with allegations against 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>Safe recruiting will sit under the People Strand of the ECM programme. This will include a review of roles within MPS, to identify those that may require enhanced vetting, due to contact/involvement with children and young persons.</p> <p>ACPO are setting up a national Working group to develop policy around allegations against police officers/staff. The MPS is to be represented on this group.</p>	<p>Immediate</p>

	professionals. An agreed protocol is in place between the Child Abuse Command and Professional standards over responsibility for such investigations involving police employees and collaboration			
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 (DfES 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.	A communication strategy is being developed in consultation with the MPS department of public affairs.	Delivery of training at local BOCU and encouragement of BOCU staff to attend multi agency working together training. ECM awareness seminars and training being built into existing courses for Safer Neighbourhood teams, Safer Schools officers Youth Offending Teams	Jul 2007
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 currently captured under the Age strand of the Equality Impact Assessment which needs to be undertaken for the creation of all new policies	The Age strand is too broad to ensure that Children are clearly identified and their needs identified and where necessary considered in MPS	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	Jan 2008

	<p>and for the review of existing policies.</p> <p>A consultation exercise conducted by the Safer Neighbourhoods Unit in March 2007 aimed at school aged children from year 7 to year 13, concentrating on issues of safety.</p>	<p>policies.</p>	<p>being met/impacted. The review of the EIA is due to take place December 2007.</p> <p>A review of existing MPS policies and System Operating Procedures to identify ACPO leads to raise awareness of ECM requirements.</p>	
<p>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</p>	<p>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.</p>		<p>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 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</p>	<p>Jul 2007</p>

			<p>specific issues affecting the local community.</p> <p>MPS Safer Neighbourhoods conducting a youth survey in 2007 aimed at school aged children year 7 – year 13.</p> <p>All Safer Neighbourhood Teams are now required to have at least one ‘youth defined’ local priority and to improve engagement of young people in community problem solving initiatives.</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				
Forces to be compliant with ACPO and Working	The working together document is available to all		Children’s Trusts do not have to be in place until April 2008,	Immediate

<p>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. Frequency of police attendance at the Board is to be agreed by all partners (including police).</p>	<p>MPS staff on the Intranet site. Through the ECM Programme Board, the MPS is working closely with the partner agencies to ensure that practices and protocols are agreed. Some parts of the Children Act do not come into affect until April 2008 and the MPS is developing working practices to enable compliance by this date, taking the lead for London in respect of the Child Death Reviews. The MPS is part of the London Safeguarding Children Board, which is currently developing the All London Procedures, which will become the agreed pan London Working Together document.</p> <p>Attendance at the LSCB meeting is monitored as a part of the MPS policing plan 2006 – 2007 and is subject of reports to the</p>		<p>guidance has been issued re appropriate level of membership at a borough level and this will be monitored.</p> <p>The ECM Programme Board 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>Meeting arranged for May with the London procedures Editor to look at issues in the procedures that effect the MPS</p>	
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<p>Identified shared aims, objectives, targets and priorities for interagency working that clearly identify the anticipated contribution of the police force</p>	<p>ECM programme board.</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>Each CYPP has been published and reviewed on behalf of the ECM PB, it was decided at a meeting in September 2006 that monitoring of police performance in contributing to these individual plans was not possible due to the variance of the plans, but 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>Jul 2007</p>
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<p>Have clear information sharing protocols with national and local partner agencies.</p>	<p>ECM Information Sharing protocols are being developed across all 32 London Boroughs, guidance has been given to Borough Commanders and the MPS Information Sharing team are able to offer advice. 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.</p>		<p>ECM Programme Manager to work with the DfES to establish clear information sharing protocols in connection with the National Information Index of all children 'ContactPoint'.</p>	<p>Immediate</p>
<p>Ensure effective information sharing systems are established.</p>	<p>The MPS is looking to develop an IT system that can link into ContactPoint and how best to share information in respect of the CAF process.</p>		<p>The MPS is looking at the creation of a Single Point of Contact role on each borough to enable effective safeguarding children information sharing processes. This work is part of the ECM People Project.</p>	<p>Jan 2008</p>
<p>Clear and consistent policies to work in partnership to divert children and young people away from crime</p>	<p>Crime and Disorder strategies which include: Safer Schools Partnership and YOTS Youth Inclusion Programme, Prolific and</p>		<p>The MPS is currently reviewing the Youth Strategy to ensure that it complies with ECM. A Children and Young People</p>	<p>Ongoing report Jan 2008</p>

	<p>Other Priority Offender strategy.</p>		<p>Strategic Group to be created within the MPS, chaired by Deputy Assistant Commissioner Rose Fitzpatrick.</p> <p>The Kickz Project and Miss Dorothy.com.</p> <p>The development of the Restorative Justice programme with three pilot sites in MPS.</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.</p> <p>Local BOCU involvement in the writing of the CYPP. The MPS has recently produced the Fix up, Look Sharp DVD and teacher's pack developed by the</p>		<p>As part of Project Umbra, the MPS is looking to develop jointly with the London Fire Brigade, MPA and GLA, a package on child safety for use by fire and police officers doing work in schools. The content to focus on children keeping themselves safe whether it be from fire, an external criminal or from domestic violence or child abuse.</p> <p>A 'Z' card around bullying is being developed for distribution to schoolchildren</p>	<p>Ongoing report Jan 2008</p>

	<p>MPS which addresses Guns, Knives and Domestic Violence</p> <p>All schools to have identified contact either through the SNT or SSP.</p>		<p>throughout London.</p> <p>The Citizen focus package is being reviewed and updated for delivery to school children in Year 6</p>	
<p>5. Operational policies: working with individual children/forces to have processes in place to consider the following:</p>				
<p>Children under the age of 17 suspected as having committed an offence are recognised as vulnerable</p>	<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>The MPS is 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</p>	<p>Immediate</p>

			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.	
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. 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.	The delivery of training to staff will ensure awareness of the impact on children of domestic violence and substance misuse improving the identification of those vulnerable children.	SCD5 continue to review their system operating procedures in line with ACPO and DfES guidance. 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. 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.	Immediate
Policies regarding using police powers to take children into protective	Sec 46 Children Act 1989, gives police officers power to place a child into police			Immediate

custody	<p>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>			
Identifying, understanding and protecting children as victims and witnesses	<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 that involve close working with children.</p>	Threat. Lack of knowledge on process by MPS staff, especially specialist officers.	To develop appropriate ongoing training for MPS staff in line with the recommendations contained within the PNA/TNA	Immediate
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.		<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 ensures priority is also given to protecting children through the</p>	Immediate

			work of the Violent Crime Directorate and the MAPPA process.	
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