

Redbridge LSCB Multi-Agency FGM Strategy Action Plan 2019 – 2021

This Action Plan, based on the priorities and statements in the [Redbridge LSCB FGM Strategy 2019 – 2021 – Working towards ending FGM in Redbridge](#), has been developed by a multi-agency Task and Finish Group, and agreed through the FGM Strategy Working Group and LSCB.

Action	Lead Officer	Timescale and milestones	How we will measure success and impact	RAG rating (select from drop down menu), commentary and evidence of impact	
PRIORITY 1: Improving prevention and support					
1.1	Map the community engagement work already under way across the Council and the partnership, and bring it together into a single co-ordinated programme with clear outcomes measures.	Community Engagement Co-ordinator, LBR	May 2019 – March 2020	<ul style="list-style-type: none"> • Clear picture of what community groups and activities exist developed in conjunction with Redbridge CVS. • Clear view of where FGM awareness raising is already incorporated in this. • Plan to ensure that any gaps and opportunities are explored. • Programme of events and activities which will feature FGM awareness raising and focus on prevention across 2019 – 2021 e.g. women’s health and wellbeing events. • Support to secure FGM Protection Order or prosecution where applicable. 	Grade: White

Action	Lead Officer	Timescale and milestones	How we will measure success and impact	RAG rating (select from drop down menu), commentary and evidence of impact	
1.2	Work with religious leaders, parents, carers and employers across the Borough to promote awareness of and action against FGM.	Community Engagement Co-ordinator	May 2019 – March 2021	<ul style="list-style-type: none"> • Clear communications about prevention and prosecution and our role. • Joint working with the Redbridge Faith Forum through the Hidden Harm Workshop and other activities. 	Grade: White
1.3	Work closely with the Barnardo's Community Engagement Manager to develop our work in this area, as part of ensuring that we secure maximum value from the partnership between LB Redbridge and the National FGM Centre.	Head of Partnerships, Barnardo's	Partnership Term	<ul style="list-style-type: none"> • Monitoring and fulfilment of contract between the FGM National Centre/Barnardo's with the LB Redbridge. • Engagement and alignment with the FGM work and lead in MOPAC. • Enablement of sustainability of work in this area beyond the formal partnership. 	Grade: White
1.4	Promote the inclusion of education on FGM in Sex and Relationship Education (SRE) or other areas of PHSE (Personal, Social and Health Education) in all Redbridge schools, for both girls and boys.	Public Health Consultant, Commissioning and Strategy, LBR	April 2020 – September 2020	<ul style="list-style-type: none"> • Requirements to be highlighted in the School Nurse Contract and included in KPIs. 	Grade: White
1.5	Ensure that all this work recognises and promotes the importance of work with boys and young men to raise awareness about FGM and their critical role and responsibility, particularly as future fathers, in eliminating it as a practice.	LSCB Manager	May 2019 – April 2020	<ul style="list-style-type: none"> • Inclusion of this area in the new LSCB FGM Training Course. • Targeted work with families, including boys and young men on families at risk. • Identification of positive opportunities and services to support boys and young men. • Training to include the role of and importance and boys and young men in the prevention of FGM. • Positive messages to be shared with young people on LSCB social 	Grade: White

Action	Lead Officer	Timescale and milestones	How we will measure success and impact	RAG rating (select from drop down menu), commentary and evidence of impact
			media channels.	
1.6	Ensure that information about resources available to support people affected by FGM is widely disseminated.	LSCB Manager/ All agencies	June 2019 – April 2020	<ul style="list-style-type: none"> • Accessible Information and resources that are young person friendly to support self-referral of concerns or for a peer. Grade: White
1.7	Ensure that service and support needs relating to FGM are clearly identified and addressed in the commissioning strategies of both the local authority and the CCG.	Public Health Consultant – Commissioning and Strategy, LBR/ Children and Maternity Commissioning Manager, Redbridge CCG	May 2019 – April 2021	<ul style="list-style-type: none"> • Identification of which contracts need specific mention of harmful practices and inclusion in any subsequent commissioning round. • Promotion of FGM multi-agency training with providers. Grade: White

Action	Lead Officer	Timescale and milestones	How we will measure success and impact	RAG rating (select from drop down menu), commentary and evidence of impact	
PRIORITY 2: Improving practice and multi-agency working					
2.1	Develop and implement an integrated multi-agency referral and care pathway for children and young people who may be at risk of FGM, or who have experienced FGM.	MASH Service Manager, LBR	May 2019 – September 2019	<ul style="list-style-type: none"> • Collation of any single-agency referral pathways. • Consideration of how these links with referrals into Children’s Social Care. • Published multi-agency referral pathway with inclusion of specialist support via the FGM National Centre if required. 	Grade: White
2.2	Seek to identify mechanisms to ensure the effective sharing of information within and between health and social care services, and other agencies where appropriate.	Manager of Exploited Children Team, LBR	May 2019 – December 2019	<ul style="list-style-type: none"> • The FGM Social Worker/Children’s Social Care shares information on a ‘need to know’ basis with all agencies as required to safeguard the child or young person. 	Grade: White
2.3	Review if there is a need for a specific multi-agency information sharing agreement relating to FGM; and if the need is identified, develop and implement such an agreement.	Manager of Exploited Children Team, LBR	May 2019 - September 2019	<ul style="list-style-type: none"> • FGM included in existing information sharing arrangements. • MASH Information Sharing agreement reviewed and signed which includes Barnardo’s as a partner and cited in the agreement. 	Grade: White
2.4	Ensure that all relevant agencies have in place clear risk assessment procedures in relation to a suspected risk of FGM, and ensure compliance.	FGM Specialist Social Worker, Barnardo’s/ LBR	June 2019 – December 2019	<ul style="list-style-type: none"> • Implementation of the use of the FGM National Centre online FGM Risk Assessment. • Inclusion in training. • Support with development of any necessary agency/profession specific risk assessments. 	Grade: White

Action		Lead Officer	Timescale and milestones	How we will measure success and impact	RAG rating (select from drop down menu), commentary and evidence of impact
2.5	Ensure that all professionals recognise the crucial importance of engaging fathers and male partners, and extended family members, in both the assessment of risk and any intervention.	LSCB Training Manager	May 2019 – July 2019	<ul style="list-style-type: none"> • Inclusion of this area in the new LSCB FGM Training Course. • Included in other relevant multi-agency training courses which include hidden harmful practices. • Inclusion of males in risk assessments. 	Grade: White
2.6	Review the social care FGM pathway, to ensure that the response to each individual referral is at an appropriate level of intervention.	MASH Service Manager, LBR	May 2019 – September 2019	<ul style="list-style-type: none"> • Publication and implementation of a clear pathway. • Inclusion of pathway in relevant training delivered to LBR Children's Social Care. 	Grade: White

Action	Lead Officer	Timescale and milestones	How we will measure success and impact	RAG rating (select from drop down menu), commentary and evidence of impact	
PRIORITY 3: Developing an informed, confident and culturally competent workforce					
3.1	Review and strengthen the LSCB training offer to deliver a focus on skills and cultural competence as well as the acquisition of knowledge about FGM.	Chair, LSCB Training Sub Group	May 2019 – March 2020	<ul style="list-style-type: none"> Inclusion of refreshed FGM training course in 2019 – 2020 LSCB Training Programme informed by the learning from the Multi-Agency FGM Audit and the Strategy. 	Grade: White
3.2	Ask all member agencies to review the learning and development opportunities they provide to their staff on FGM on the same basis.	Chair, LSCB Training Sub Group	May 2019 – December 2019	<ul style="list-style-type: none"> Oversight and monitoring in place by the LSCB via the Training Sub Group of agency training programmes, including quality assurance activities in line with the LSCB Framework and Principles for Safeguarding Children Training. 	Grade: White
3.3	Build on existing professional networks to continue to raise awareness of prevalence, risk and protection pathways as well as the challenges and complexity in safeguarding practice: for example, the Protected Learning Events for General Practice, the Designated Safeguarding Leads Forum in Education, and Lead Safeguarding Officer Meetings for Early Years and After School Clubs.	LSCB Manager Community Engagement Co-ordinator, LBR	May 2019 – March 2021 July 2019	<ul style="list-style-type: none"> Attendance and presentation at existing learning forums across agencies and professions. Presentations and awareness raising sessions delivered to service and team meetings. Organisation and delivery of multi-agency cross borough workshop on hidden harmful practices. 	Grade: White

Action	Lead Officer	Timescale and milestones	How we will measure success and impact	RAG rating (select from drop down menu), commentary and evidence of impact	
PRIORITY 4: Strengthening leadership					
4.1	Ask all partner agencies who are members of the LSCB to endorse this strategy at Chief Executive and Board level, and to promote and publicise it throughout their organisation.	LSCB Independent Chair	May 2019	<ul style="list-style-type: none"> Provision of letter to all partner agency Chief Executives and agreement received. 	Grade: White
4.2	Request assurance from the statutory safeguarding partners, defined by the Children and Social Work Act 2017, that the Strategy, and this action plan to be developed to implement it, will be fully supported through the multi-agency safeguarding arrangements established under that Act.	LSCB Independent Chair	June – September 2019	<ul style="list-style-type: none"> Clear handover to any new safeguarding children local arrangement. Continuation of implementation of the Strategy via the Action Plan across the three-year period. Continued monitoring of the Action Plan. 	Grade: White
4.3	Develop a protocol with the Community Safety Partnership and the Safeguarding Adults Board to define separate and joint roles and responsibilities in relation to the reduction and elimination of FGM within the borough, the identification and safeguarding of adults and children at risk of FGM, and the support of those who have experienced FGM.	Senior Community Safety Officer	Progress report against Action Plan presented to VAWG every six months.	<ul style="list-style-type: none"> Clear statement of agreement between Boards, the Community Safety Partnership (CSP) and the Violence Against Women and Girls (VAWG) Strategic Group on the roles, responsibilities and activities with effective joint working. Regular reporting on progress against this Action Plan to the VAWG. 	Grade: White
4.4	Support and work with local community and faith leadership in pursuit of these objectives.	Community Engagement Co-ordinator	May 2019 – April 2021	<ul style="list-style-type: none"> Engagement through the Redbridge Faith Forum. Development of the role of ‘community champions’ and provision of peer-to-peer training. 	Grade: White
4.5	Ensure that all commissioned services, in their children’s & adults’ safeguarding policies, procedures and practices, consider their responsibilities in relation to FGM,	Head of Contracts and Procurement, LBR	From May 2019 and included in any newly commissioned contracts.	<ul style="list-style-type: none"> Inclusion of reference to hidden harmful practices in specific commissioning contracts. Inclusion in commissioned services safeguarding audits of providers. 	Grade: White

Action	Lead Officer	Timescale and milestones	How we will measure success and impact	RAG rating (select from drop down menu), commentary and evidence of impact
including staff support and training.				

RAG Status Key and Definitions

Status	Definition
Red	Very little or no progress has been made on the action and resulting positive impact, if any, has been minimal. The timeframe for the action has been exceeded or there is little likelihood that it will be met unless urgent remedial action is taken. Brief explanation to be provided in the Comments section.
Amber	Work has begun and some progress has been made. However, unless progress is accelerated, there is a risk that the action will not be completed by the due date and/or the required outcome/impact will not be achieved. Brief explanation to be provided in the Comments section.
Green	The action is making good progress and on target to being completed within the timeframe and achieve the anticipated positive impact or the action has been completed and has resulted in the required outcome/impact.
Purple	Action no longer appropriate/achievable due to external changes e.g. budgets, legislation, statutory guidance amendment, or feedback from Government reviews.
White	Action not started as scheduled for a later date.