



# Neglect Champions' Newsletter

Welcome to our November 2024 Neglect Champions' Newsletter. Our Neglect Champions network continues to grow with 416 members currently from across the multi-agency network. If you know anyone else who would like to be a Neglect Champion then they can sign up here: <https://forms.office.com/r/XmfVFtbSUi>

If you are aware of someone who has been nominated to be a champion and they are not receiving these newsletter please ask them to complete the sign up form so we can ensure our records are up to date.

We hope you find the newsletter interesting and informative. If there is something you would like to see included within the newsletter then please email: [sharon.moore@norfolk.gov.uk](mailto:sharon.moore@norfolk.gov.uk)

## Neglect Champions Forum—24th October

Our Neglect Champions' Forum on 24th October was attended by 39 Champions and was very well received. It was great to see such a variety of different disciplines on the day which allowed for some very interesting discussions.

The session included various presentations to update champions on developments around Neglect in Norfolk:

- An interactive session looking at different types of neglect and what might be done to address them by Sharon Moore, NSCP Workforce Development Officer.
- A presentation on Norfolk's Neglect data by Jeremy Bone, NSCP Data Analyst
- A session on the Accumulative Neglect Operational Oversight Forum (ANOOF) by Jen Dewar, Assistant Director, Family Help and High Needs, Children's Services
- An update on the development of a Adolescent Graded Care Profile tool by Jenny Sproule, Project Lead
- An open forum discussion session

Our next Champions' forum will take place in the Spring so watch out for more information about this.



## Oral Health and Neglect

Community Dental Services Oral Health Improvement Team work within the Norfolk and Waveney area and we provide Oral Health training to all health and nonhealth professionals to upskill the workforce and the best preventive messages for those that they look after. We deliver training according to your needs and this can be delivered remotely.

If you would like more information about our service and what we are able to offer, please complete the link for someone to contact you - <https://forms.office.com/e/As4GfmEHMA>

**We are also running an Oral Health for Neglect Champions session on Friday 17th January 2025 at 9.30am to 11pm. To secure your place please email [sharon.moore@norfolk.gov.uk](mailto:sharon.moore@norfolk.gov.uk)**

## Reflective Spaces

The latest Reflective Space for Neglect Champions session took place on 6th November. These sessions are positively received and one champion fed back from the latest session "*it was good to have a space to reflect openly with other professionals and to hear other perspectives*".

Our next Reflective Spaces session for Neglect Champions will run on **Wednesday 22nd January 2025 from 4pm to 5.30pm**. The focus of this session will be on Educational Neglect. This is a virtual session offered to all of our Neglect Champions. Contact [sharon.moore@norfolk.gov.uk](mailto:sharon.moore@norfolk.gov.uk) for the link for the session.

### **What is a reflective space session?**

- An opportunity for staff to have a space to reflect on topics relevant to neglect
- Space to consider how your morals, ethics and values impact on practice and the system that we work in
- Support staff to feel contained and enabling them to have a secure base
- Build confidence in staff to be reflective and professionally curious
- Build emotional intelligence in staff

Consider different topic areas related to working with neglect

If you have any questions about the session please don't hesitate to contact Michelle Dunsire – Head of Family Help – Protection Norwich & South ([michelle.dunsire@norfolk.gov.uk](mailto:michelle.dunsire@norfolk.gov.uk))



## Joint Agency Group Supervision (JAGS)

The NSCP have recently announced the launch of the revised model of Joint Agency Group Supervision (JAGS).

The Norfolk Safeguarding Children Partnership has recently undertaken some work to scrutinise how JAGS were operating and found that in practice many JAGS had strayed from the fidelity of the model becoming more like a professional meeting with a focus on case management (sometimes called a Team Around the Child Supervision or TACS) - the core purpose of a JAGS had been lost.

As a reminder, the purpose of a JAGS is to provide a reflective safe space for multi-agency practitioners where the very challenging work of safeguarding children, and the emotional impact of this work, is understood, contained and held. It is well documented in research and Child Safeguarding Practice Reviews, that if we are to collectively safeguard children we must support our most precious resource – you – by providing a safe space to pause and reflect together.

Much work has now been completed to return JAGS to the fidelity of the model. There is a [revised procedure](#), practice guidance and a pool of multi-agency practitioners trained to be independent JAGS facilitators and provide a consistent experience for participants. The process of requesting a JAGS has been centralised through the NSCP who will manage the process of requesting a JAGS and appointing an independent JAGS facilitator – only those who have been trained will be appointed to facilitate a JAGS.

Anyone in the Norfolk Children's workforce can request a JAGS. Please take a minute to read the revised guidance and use this [MS Form](#) if you would like to request a JAGS.

JAGS can be a valuable space for thinking through neglect cases where people might feel stuck or need some containment. As Neglect Champions this is an opportunity to identify potential cases where additional support may be required.



## Enhanced Family Help Team

The new Enhanced Family Help Team are very excited to be working together with children and families across the county where there are multiple siblings and sustained issues of neglect. Their aim is to work collaboratively, intensively and over a sustained period with children and families to fully understand their needs through building consistent relationships and providing bespoke interventions. They will be working alongside all our internal and external partners to support families to make achievable plans for the short and long term and addressing multiple needs for support to reduce risk and improve outcomes for the future.

A key part of delivering this support will be through collaborative working with our partner agencies so that the needs of individual children and the whole family are understood. Through consistent conversation and the sharing of key information, the whole network will work together, providing knowledge to support identification of needs which will support the development of targeted family plans. In essence, a whole system approach which means less drift, cross over of interventions and ultimately better outcomes for all.

The team have already made contact with many of our partners, with conversations and early plans about how we can best work together and build relationships underway. Currently the team will be working with families who are already within the Child Protection arena, however the team are happy to be contacted via email for information, advice, or support, and would be happy to meet with any partners to share development, training and knowledge moving forward so we can tackle Neglect for our Norfolk Children and their families together.

Please contact Team Manager Samantha Bond at – [samantha.bond@norfolk.gov.uk](mailto:samantha.bond@norfolk.gov.uk).

## Adolescent Graded Care Profile

A version of the Graded Care Profile tool which is focused specifically on the needs of adolescents between the age of 13 and 17 is currently under development for use in Norfolk. The development of the tool is being lead by Jenny Sproule from Children's Services under the direction of the Ways of Working Subgroup of the Neglect Strategy Implementation Group.

A trial of the tool will take place in the City and South localities in Spring 2025. Evaluation will then take place in order to inform next steps, including a version for use specifically with adolescents themselves.

Wider roll out of the tool across Norfolk is anticipated to happen in Summer 2025.



## Harmful Sexual Behaviour and Neglect

Some of the well established impacts of neglect are well established factors in the presentation of young people displaying HSB;

**Social isolation** – limited opportunities to make and explore relationships outside of the family home

**Inhibited social competency** – poor social skills making it difficult to relate to other

**Disrupted attachments** – poor/anti social/unhealthy templates for relationships and what to expect within them. Are relationships safe? Reciprocal? Or unsafe? Transactional?

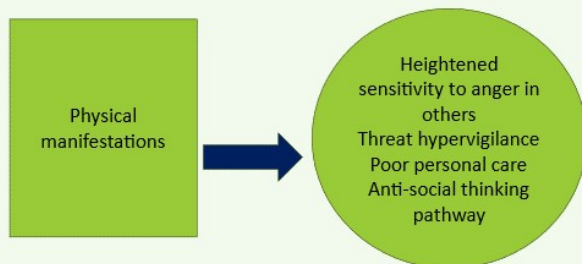
**Lack of relationship role models** – not seeing healthy relationships in action to build own skills

**Feeling of inadequacy** – lacking the confidence to make healthy relationships, not feeling deserving of relationships/warmth/love

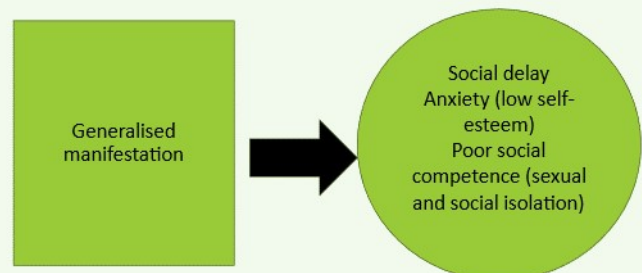
**Seeking comfort/care** between siblings or sibling adultification as care giver creates relationship confusion

**Developmental trauma** – lack of safe and secure base from which to confidently explore the world

Possible routes for exposure to neglect to triggers for HSB

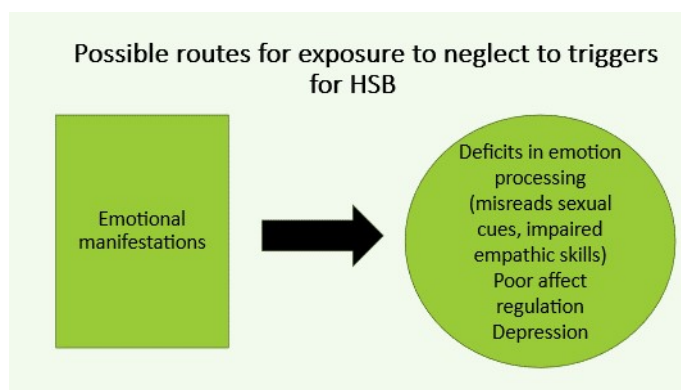


Possible routes for exposure to neglect to triggers for HSB





## Harmful Sexual Behaviour and Neglect cont.



In cases of neglect, there is a risk that when HSB in children and young people is also identified, the emphasis of intervention focuses on the HSB, *which is the presenting behaviour*. This often leads to psycho-education approaches or risk management strategies being put in place as intervention. This means that there is a risk of failure to address the broader life goals and needs of the child, both in the present and future.

The emphasis of professional's intervention needs to be on the systems the child operates in to create safety, security and predictability there, so the child's needs are being met and they no longer require the HSB to communicate their needs.

Risk reduction focuses on supporting the child to meet their needs, building on strengths and capabilities to create skills where there are gaps as a result of neglect.

So HSB can be seen as a potential indicator of neglect, reminding professionals to be curious about the function of the HSB in the context of what we know about the links between neglect and HSB.

Professionals also need to hold in mind that children who have experienced neglect but are not currently displaying HSB will require support to build relationship skills in order to mitigate the risk of them struggling in their healthy sexual development.

If you have any questions or concerns about a child you are working with who is displaying HSB, follow your agencies safeguarding policies and also contact the HSB team for advice by emailing [hsbproject@norfolk.gov.uk](mailto:hsbproject@norfolk.gov.uk)



## Neglect Champions' Teams Channel

If you haven't checked out our Teams Channel yet then please do have a look. Information is posted on research and learning opportunities but it is also a place where Champions can talk to each other and ask advice (not case specific).

If you are not currently on the channel and would like to be added please email [sharon.moore@norfolk.gov.uk](mailto:sharon.moore@norfolk.gov.uk)

## NSCP Website

Don't forget to visit Norfolk Safeguarding Children Partnership's Website for valuable information around neglect [NSCP Priorities | Norfolk Safeguarding Children Partnership | PWWC \(norfolklscp.org.uk\)](#)

As well as resources and information on neglect, you will also find the NSCP Neglect Policy and a downloadable version of the Neglect Identification Tool.

## Neglect Strategy Implementation Group

This is a multi-agency group who are tasked with facilitating the roll out of the Neglect Strategy and ensuring that its policies are implemented. The Neglect Strategy Implementation Group (NSIG) is made up of representatives from across the safeguarding children partnership.

NSIG will be working on a report evaluating the impact of the strategy over the next six months and presenting this at the next NSCP Priority Review Workshop in 2025.

If you want to know more about the work of the NSIG or find out who the representative is from your agency please contact Sharon Moore at the email address below.

### Contacts:

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