Information for Appraisers

A child dies every week at the hands of a parent or carer who should be ensuring his or her welfare and safety. Many thousands more are injured physically or emotionally every year.

Following every serious case of child maltreatment or neglect there is consternation at the failure to prevent such occurrences. Over the last three decades reviews and enquiries across the UK have identified the same issues – among them, poor communication and information sharing, inadequate training and a failure to listen to children.

‘To protect children and young people from harm, all health staff, including GPs, must have the competences to recognise child maltreatment and to take effective action as appropriate to their role.’

*Safeguarding Children and Young people: roles and competences for health care staff – September 2010*

General practitioners, by virtue of their particular knowledge of families and individuals, are in a unique position to detect, identify, advise and intervene to prevent maltreatment of children.

**The Victoria Climbie Enquiry:**

Lord Laming’s recommendations:

**Recommendation 87** … all GPs (should) receive training in the recognition of deliberate harm to children, and in the multi-disciplinary aspects of a child protection, as part of their vocational training, and at regular intervals of no less than three years thereafter.

**Recommendation 89** All GPs must devise and maintain procedures to ensure that they, and all members of their practice staff, are aware of whom to contact…. in the event of child protection concerns in relation to any of their patients.
The Intercollegiate document Safeguarding Children and Young people: roles and competences for health care staff September 2010

advises that GPs should undertake 4 to 6 hours of level 3 training on a three yearly basis to maintain their competences and that these should be reviewed annually as part of appraisal in conjunction with a personal development plan.

Level 3 competencies include:

- Drawing on professional knowledge and expertise, to identify child maltreatment and refer appropriately.
- Documenting concerns in an appropriate manner and differentiating between fact and opinion.
- Having relevant clinical competencies.
- Acting as an effective advocate for the child or young person.
- Being clear about own and colleagues’ roles, responsibilities, and professional boundaries.
- Acting in accordance with key statutory and non-statutory guidance and legislation.
- Sharing appropriate and relevant information with other teams.
- Recognising the potential impact of a parent’s/carer’s physical and mental health on the wellbeing of a child or young person.
- Contributing to inter-agency assessments, the gathering and sharing of information and where appropriate analysis of risk.
- Undertaking regular reviews of own (and team’s) child protection practice through audit, case discussion, peer review and as a component of refresher training.
- Contributing to serious case reviews/case management reviews/significant case reviews, and child death review processes.
The exemplary practice:

- Appoints a Lead GP for safeguarding children.
- Maintains and regularly updates a practice policy on safeguarding children.
- Ensures that its staff receive appropriate training in child protection and safeguarding.
- Ensures that all staff know what to do if they suspect that a child is being maltreated.
- Ensures that all doctors and staff have access to appropriate national and local guidance including:
  - *Working Together to Safeguard Children 2010*
  - *What to Do If You Think a Child Is Being Abused*
  - *The Local Safeguarding Children’s Board Safeguarding Procedures*
  - *Contact details for Children's Services and other agencies*
  - *The appropriate interagency referral form*
- Ensures that safeguarding children procedures and practice are regularly audited and reviewed. Including significant event analysis when appropriate.
- Ensures that appropriate systems are in place for the sharing of information between staff, clinicians and other agencies including health visitors and schools.
Training and learning in Hampshire

Hampshire PCT offers annual training for Practice Child Protection Leads in Hampshire. Hampshire Named Doctors offer practice based training sessions for clinicians and staff where appropriate.

Child safeguarding and protection events are provided from time to time by Hampshire Safeguarding Children’s Board, local GP “GENSCAN”, RCGP – Central College & Wessex Faculty, Hampshire Community Health Care, NSPCC, HSJ, RCPCH.

E-learning programs are available from:

- BMJ Learning (Free to BMA members)
  http://learning.bmj.com/learning/main.html
- NHS Core Learning
  http://www.corelearningunit.nhs.uk/Signin.aspx
- RCGP e-learning for General Practice
- RCGP Tool Kit training (Free to members)
  http://www.rcgp.org.uk/clinical_and_research/circ/innovation__evaluation/safeguarding_children_tookit.aspx
- Hampshire LSCB Multi-agency training programme & e-learning
  http://www.4lscb.org.uk/hants/training_and_development/hscbe-learning.aspx

Named and Designated doctors and nurses are available for advice and guidance. For Hampshire:

- **Designated Doctor Safeguarding** Dr Simon Jones 01256 314723
- **Designated Nurse Safeguarding** Karen Newham 01329 224513
- **West (Totton Health Centre)**
  Named Doctor  Dr John Dracass 02380 743252
- **North & East (Aldershot Centre for Health)**
  Named Doctor  Dr Ali Robins 01252 335191
- **South East (Oak Park Children’s Services)**
  Named Doctor  Dr Denise Milford 02392 683802