

# Southampton Safeguarding Children Partnership Response



## Child Safeguarding Practice Review -Liam

This Child Safeguarding Practice Review (CSPR) was commissioned by the Southampton Safeguarding Children Partnership (SSCP) in 2020. The review considers the circumstances of a child, for the purposes of this review, known as Liam. Liam and his family had been known to statutory agencies in Southampton over several years and Liam was a looked after child, who died.

This independent review brought together the contribution of several agencies and professionals that had been or were involved with Liam and his family. The report captures points of learning and improvement and has made recommendations for Southampton Safeguarding Children Partnership to continue to take forward.

The Safeguarding Partners in Southampton endorse the recommendations made by the review author and will work to ensure the recommendations are implemented and the learning understood by agencies who work to safeguard children.

This document provides the responses of the Southampton Safeguarding Children Partnership and individual partner agencies to recommendations made to them.

### Recommendation 1

The Southampton Safeguarding Children Partnership should ensure that any learning activity delivered, highlights the need for trying to understand the cumulative effect during the early years of a child's life when they are experiencing neglect and living in domestic abuse households. They should seek to develop professional's knowledge and understanding of the impact of Adverse Childhood Experiences and for professionals to provide a trauma informed response.

The **SSCP** provides a range of learning opportunities which cover the impact and cumulative effect of neglect and domestic abuse on children. There is Practitioner Guidance to support greater understanding of Neglect and this was revised in 2019. There is also additional training that can be accessed in terms of understanding the impact of Adverse Childhood Experiences (ACEs) and providing a trauma informed response.

**Southampton City Council, Children and Learning Services:** A trauma informed approach is being developed as part of the practice framework for children which is being launched in April 2021. The Children and Learning Service Academy will be providing a training programme to provide all practitioners with the necessary skills and understanding to do this well.

The SSCP Neglect Practitioner Guidance will be embedded as part of the practice moving forward. It is expected the guidance will inform every Child Protection plan where children are identified as at risk of or experiencing neglect.

The Continuum of Need (thresholds document) is being refreshed and the learning from this review will be incorporated. The refresh is being led by the Service Manager for the Multi Agency Safeguarding Hub and is being supported by multi-agency colleagues.

The importance of up to date chronologies is highlighted as part of auditing activity to support practice improvement. This supports the recognition of the cumulative effect of neglect, domestic abuse and other adverse childhood experiences.

All **schools** have been signposted to ACEs training. School Improvement Officers are discussing training on visits to schools.

**Hampshire Constabulary:** - Developing a trauma informed approach to policing, embedding the understanding of adverse childhood experiences and resilience factors continues. To date over 1,000 officers and staff have been trained with regard to trauma informed policing. Further work is ongoing to ensure trauma informed training has been embedded within initial training for officers, the Neighbourhood Excellence course and Responding with Excellence course for Response and Patrol. This will form part of ongoing Continuous Professional Development.

Hampshire Constabulary (and Southampton Children and Learning Service) both sit on a pan – Hampshire trauma informed executive board. It brings together strategic leaders from a variety of statutory agencies including local authority, health, police and public health and is committed to the following strategic aims:

Strategic Aim 1: To embed trauma–informed and restorative practice that promotes early intervention and prevention across all public services within Hampshire, Isle of Wight, Portsmouth and Southampton

Strategic Aim 2: To ensure that that there are a range of universal, selective and targeted interventions in place to prevent or reduce the impact of ACEs and Trauma at a population level

Further to this, work is ongoing to develop the Hampshire Constabulary Child Centred Policing Strategy and action plan. This work will incorporate clear communication and training to staff and officers to help build their working understanding and practice with regards to a trauma informed response, this is combined with the development of a number of new initiatives enabling officers to capitalise on reachable moments with children at risk. This programme of work has strategic oversight via the Harm and Vulnerability Board led by Assistant Chief Constable Blyth.

**University Hospital Southampton Foundation Trust** – a variety of learning activities are undertaken to support staff on the impact of adverse childhood experiences. These include mandatory level 3 face to face safeguarding children training; Emergency Department multi-disciplinary team meeting training and training to Safeguarding Children Champions.

**Southampton Clinical Commissioning Group (CCG)** - Hampshire, Isle of Wight, Portsmouth and Southampton wide learning is being arranged in relation to trauma and ACEs (Rockpool-Hampshire wide and Hampton Trust- Southampton local learning). The CCG team have previously delivered specific training to the local Looked After Children Health Team regarding trauma and ACEs and will continue to include this topic in future Target (training) sessions across Southampton's primary care workforce.

**Solent NHS Trust** - ACEs training has been undertaken, and continues to be available, new staff are offered this through the Safeguarding Children Partnerships (Rolling Program). ACEs and trauma informed approach has been added to Solent level three training and is being delivered throughout the trust virtually

Beacon House training course (Developmental Trauma for Professionals) specifically for Looked After Children team has been provided. This training is specifically around understanding the effects of Trauma on child's development. It is reported this is currently being undertaken by staff and will be complete by May 21.

Rock pool Training for trauma informed approach is available to Solent professionals, again through Safeguarding Children Partnerships.

## **Recommendation 2**

a) The SSCP should ensure that learning is provided that highlights to professionals the importance of acting on a 'critical moment' for a child at risk of CCE. This should include assurance from the safeguarding partners that they have structures in place for them to work as a multi-agency team in place to be able make capitalise on this moment.

b) Southampton should consider implementing a multi- agency vulnerable adolescent service. Children in similar circumstances to Liam would really benefit from the support and interventions a similar service could provide. (An example is highlighted in the link below<sup>1</sup>)

The learning from this review highlights the importance of acting on critical moments and that those moments can be seen from an early intervention and prevention perspective. This links to the importance of awareness of adverse childhood experiences and the impact on the child at that time. Training is provided across Hampshire by the Safeguarding Children Partnerships collaboratively in this area. As part of the Child Exploitation Plan a review of activity against the recommendations of the National Panel Review "It was hard to escape" has taken place and actions arising from this incorporated.

This learning will be shared with colleagues providing multi agency early help, alongside statutory services and will form part of the ongoing work in relation to the development of the Young Person's Service.

The **Southampton City Council, Children & Learning Service** Professional Development Team will participate in the development of further training regarding child exploitation and this area will also feature as a training component in the new workforce academy.

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[https://www.walthamforest.gov.uk/sites/default/files/PDF\\_SAFEGUARDING%20ADOLESCENTS%20resource.pdf](https://www.walthamforest.gov.uk/sites/default/files/PDF_SAFEGUARDING%20ADOLESCENTS%20resource.pdf)

Project work is underway as to scope the young person's service with a view to having this completed by April 2021. Implementation is planned from Autumn 2021

**Southampton Clinical Commissioning Group (CCG):** Hampshire wide webinars have been developed and delivered across health agencies in relation to Child Criminal Exploitation and Child Sexual Exploitation and is a topic included in regular update sessions for primary care. In order to strengthen information sharing within health in relation to Missing Exploited Trafficked (MET) children, the CCG has developed connections between the local authority MET team, Solent NHS Trust, Practice Partnership Group (providers of the local Urgent Treatment Centre/Minor Injuries Unit) and University Hospital Southampton Emergency Department (UHS Safeguarding team) to ensure that monthly operational lists of children known to be at risk are shared. This will allow flags to be entered onto these young people's records should they present to any of these services, highlighting the risk to professionals who can then make routine enquiries/utilise assessment tools such as the Child Exploitation Risk Assessment and Child Sexual Exploitation Risk Tool (CERAF/CSERQ4).

**University Hospital Southampton Foundation Trust-** the learning from this review will be shared with staff through training, team meeting updates, multidisciplinary team meetings, safeguarding champions meeting, communications including the safeguarding newsletter and safeguarding reports. Ongoing training will be delivered to support staff on identifying risks of Child Criminal Exploitation and actions to take to safeguard children. There is ongoing collaboration with SCC Missing Exploited and Trafficked Hub to identify children at high risk. Child sexual exploitation screening questions are available on the Emergency Department app to support staff to assess risk. The app is highlighted to trainee doctors in child health.

**Solent NHS** – Looked After Children Nurses already attend Missing Exploited Trafficked (MET) Hub Case Review meetings, this helps identify children who need support. Solent NHS is working on a process to identify children who may be criminally exploited, coming through the MET hub, and add alerts to their electronic patient records, this is being undertaken by the Named Nurse and is due to be complete by July 2021.

The use of risk assessment tools such as the new Child Exploitation Risk Assessment Framework to identify risk, and therefore a focus on the critical moment for a child has been promoted within the Trust. Staff have access to online sessions at the launch, information sent out via Communications and Newsletter.

The escalation and resolution of professional disagreements procedure from the Safeguarding Children Partnership has been promoted within the trust, following the procedure and contacting the children/carers directly, has been the learning identified within this review and is currently being embedded in to practice by the Looked After Children team, but is also discussed within Solent NHS training which is currently being delivered.

The **Hampshire Constabulary** delivery of the Child Centred Policing Strategy remains ongoing – within the key principles the following areas are incorporated:

- Treat Children as Children First
- Voice of the Child
- **Every interaction is an opportunity**
- Ensure our response is timely
- Assess the risk
- Share information with partners

The constabulary public protection lead for the Hampshire Constabulary Missing Exploited and Trafficked Team has been working in conjunction with partner agencies across Hampshire to develop the HIPs Exploitation Strategy 2020-2023 and ensure delivery against that plan. The strategy includes significant details pertaining to the multi-agency approach to children at risk of CCE. Alongside this the constabulary are conducting an assessment against the findings of the national Child Criminal Exploitation review 'It was Hard to Escape'

The constabulary are also undertaking a number of proactive work streams to enable operational officers to capitalise on 'reachable moments'. Examples of this work includes pilot schemes such as:

- High risk exploited/ missing children in custody – the police Missing Exploited and Trafficked Team now have a more proactive role with children who are brought into custody. This enables a safeguarding conversation with the child including providing an opportunity to conduct development with the family to help build a safeguarding plan.
- A Missing People charity has been commissioned to support Operation Salvus and provide scrutiny to the constabulary's response to missing children.

Other initiatives that support police with those critical moments includes:

- The Philomena Protocol – this project is to improve collaborative working with partners to support looked after children that are reported missing and are committing minor offences. The aim is to prevent unnecessary criminalisation of a looked after child and ensure that the child is supported by the appropriate agency. In addition, this initiative will also enable focused effort on the investigation being better informed, timelier and therefore reduce the length of time missing and subsequently reduce the child's exposure to risk of harm. This approach is evidence based, enables the voice of the child to be clearly heard and is trauma informed.
- Operation Salvus – identifying the highest risk missing children, ensuring that officers responding to these missing episodes have all the required information, approach the child in a consistent and child centred way and ensure a support plan is in place to negate further risk to them.
- Operation Endeavour – supporting information sharing with a focus on ensuring schools are aware when a child has been missing. This is due to be rolled out in Southampton as part of the SSCP Child Exploitation Plan.

### Recommendation 3

a) The SSCP should seek assurance from the MET hub in relation their and partners activity on the completion of missing from home return home interviews. This is particularly important for Looked after Children placed outside of the City.

b) The SSCP should enquire on whether Safe and Well checks are being carried out by police in the case of children in care, in particular those placed out of Southampton and what if any information disclosed about the child is being shared with other agencies.

The MET Hub will work with the **SSCP** to provide updates on the completion of missing from home return home interviews. This forms part of 6 monthly assurance reporting as part of the SSCP Child Exploitation Plan.

**Solent NHS** – Please see response to recommendation 2 regarding attendance at the MET Hub meetings. Children who go missing are discussed at MET Hub meeting. If picking up a child unknown to services, following referral process to social worker, and the Multi Agency Safeguarding Hub if needed.

During COVID virtual health assessment are being held for out of area children as each area health teams are different and often the area teams are unable to pick up out of area children.

Developing Standard Operating Procedures (to be completed by June 21) for out of area children to further tighten support and oversight of their health needs and wellbeing.

**Hampshire Constabulary** are working closely with partner agencies within Hampshire and the IoW and alongside neighbouring police forces to ensure effective streamlined process with regard to safeguarding looked after children who are placed out of county and reported missing. This is also being monitored nationally by the National Police Chiefs Council (NPCC).

As identified **Hampshire Constabulary** undertook a proactive review of its Missing Exploited and Trafficked Team (METT) at the end of 2019 and since then has been implementing the findings.

One of the considerations from the METT Review was to explore opportunities for the METT to have a more proactive role with children brought into custody. This is to enable a safeguarding discussion with the child outside of the interview process to identify possible exploitation. Please see recommendation 2 for further information.

In addition following the findings of a Serious Case Review published in early 2020 the Constabulary undertook a dip sample of police Prevention Visits (safe and well checks) to ascertain if further work was required to develop and enhance officer's skills in conducting these visits, ensuring that officers maximise these reachable/critical moments.

As a consequence of the findings the work streams identified under recommendation 2 have been developed, this is further complemented by training and development of staff and officers which during the Covid-19 period has been delivered by Policy Optimisation Drops

(PODs) which enable virtual training opportunities for officers and staff, this programme includes training regarding the requirements and quality of prevention interviews. As a part of this development work training briefings have been delivered across the relevant strands by the METT leads. This is all ongoing.

#### **Recommendation 4**

a) The SSCP should seek assurance from their partners working in education that the use of permanent exclusion from mainstream education is kept to a minimum (this includes those Looked after children placed outside of the city), and the information in relation to who these children are, is shared with the MET hub and VRU.

b) When applications are made for an Education Health Care Plan (EHCP) for Looked after children, any refusal is reviewed with liaison and discussion taking place with the virtual school, and escalation to take place in appropriate cases. The support that an EHCP would have provided may have assisted to keep someone like Liam in education.

Schools must follow the statutory exclusion guidance and alternatives to exclusion are explored where possible if a school makes contact. Exclusion officer will liaise with MET hub and Violence Reduction Unit colleagues in relation to this. The Virtual School has a dedicated officer who oversees attendance and exclusion to ensure continued good attendance for this cohort, alongside offering additional support if interventions are needed to prevent exclusions - these include alternative off site provisions, one to one tuition, and an enhanced financial package to school to enable overstaffing for support. Statutory guidance relating to Children Looked After has also strengthened the position of Virtual School in relation to early support for Children Looked After at risk of exclusion. Updates each half term relating to exclusions are shared with Executive Director for Children and Learning and other senior staff.

When an application for an Education Health and Care assessment is made to Southampton Local Authority for a Child Looked After, a Special Educational Needs officer linked to the Southampton Virtual School will liaise with the Special Educational Needs (SEN) team about the application and will attend Special Educational Needs and Disability (SEND) panel when the application is discussed. In addition, there is an officer within the SEN team, who has oversight of all Children Looked After. Both officers meet regularly and provide co-worked overviews so that timely decisions can be made within panels. The Virtual School Head Teacher is also a qualified Special Educational Needs Co-ordinator and the Virtual School has employed a Specialist Educational Psychologist to facilitate access to key professionals wherever a child is placed in the country, especially if they are without a school place. Any action/feedback will be made by the virtual school following the decision to complete an assessment for an Education Health and Care assessment is made. This may include, but is not limited to, seeking further evidence where necessary from the host authority/school and continued liaison about the case/supporting resubmission if not agreed initially. This is already an established process and has been for over 12 months. In addition, there is agreement to consider assessments out of area, which are complex and exceptional alongside the Belonging Regulations.

**Solent NHS** – Standard Operating Procedure to tighten up out of area care for children ( to be completed by June 21)

#### **Recommendation 5**

a) The SSCP should seek information on how many Looked after Children are placed more than 20 miles from the City. What does the profile of them look like?

b) The SSCP should also ensure that placement commissioners are aware of this case and ensure that placements are made taking account of the need to find where possible a suitable placement to match the needs of the child (in this case a nurturing placement). The placement also has in place a suitable education proposal. Ensure that the placement can facilitate where possible suitable health involvement including individual health management issues.

c) The SSCP should ask for assurance from the Looked after Child health teams that the children placed out of area, are regularly having their health needs monitored, and the statutory health reviews are taking place in a timely manner.

d) The SSCP should ensure that the IRO at the Looked after Child Reviews have addressed and made clear if there were gaps in the planning and if so, what actions were needed to remedy this. The IRO should record the young person's views gained at the time of the Looked after Child Review and any subsequent contact or attempted contact with the young person.

e) The SSCP should ensure for Looked after Children that those place outside the City that they still have in place a multi-disciplinary team with the necessary skill set to safeguard the risks to the child from CCE.

**Children and Learning Services** provide 6 monthly assurance reporting to the **SSCP** and the areas above will be incorporated.

**Southampton Clinical Commissioning Group**- the learning from this review will be shared with the local Looked After Children health team/Named Nurse for Looked After Children.

The local Looked After Children health team utilise a quality assurance process to ensure that out of area health assessments for Southampton children are completed to an acceptable standard. Currently, the local team pass responsibility onto the receiving area to meet a child's health needs. Covid-19 has encouraged the team to think about how they could remain in contact with, or indeed retain responsibility for, Southampton children who are placed in care out of area. This is a complex piece of work which would dramatically change how this is managed now and would require the "buy in" from other areas to do the same. This is a challenge as most areas want to remain responsible for health assessments of children placed within their areas only. Any such change would require national agreement, however there is potential for this to be considered at a county wide level as the health landscape across Hampshire and the Isle of Wight merges (from April 2021).



**Solent NHS Trust**, Looked After Children data base, now on Systm 1. Record of all children, in and out of area. This has been developed within the last year. There is an Escalation policy to challenge/ raise concerns regarding placement.

Supervision model has now been established in the last 18 months where all team members have a structured and regular supervision. This includes weekly triage meetings and 8 weekly group supervision, and one to one bespoke supervision. The team also have external child protection supervision. There is also a weekly triage meeting with nurses and doctors to discuss those children they have concerns.

#### **Recommendation 6**

a) The SSCP should seek assurance that the police improvement plan has led to the outcomes that the police expected in relation to delays to investigations in particular those that involve children.

b) The SSCP should seek to arrange a meeting with partners in the YOS management board, the local Criminal Justice board to discuss how to keep children safe from CCE.

Prior to completion of the 'Liam' overview report the **Hampshire Constabulary** single agency findings had identified concerns with regards to the length of time children were Released Under Investigation (RUI).

As a result, the investigation strand leads are reviewing frameworks for those RUI, including children. Continuous improvement is ongoing and continues to shorten timeframes of investigations involving child suspects and improve levels of supervision of these investigations with support from other teams including the Youth Offending team. Senior leaders have reviewed supervisor capacity and the force allocations policy, they will consider how investigations are supervised and managed to look for opportunities to enable expeditious investigations. Data produced every week looks at crimes outstanding over a 6 week period, this puts in place a mechanism to address barriers faced by investigators and support the progress of an investigation. Work alongside the improvements include development of training portal for staff and resource forecasting to ensure the force maximise opportunities within the National Uplift Programme with on boarding of more investigators and supervisors.

In line with the Child Centred Policing Strategy there will be a nominated lead within the Hampshire Constabulary investigations strand. The DCI lead will work to ensure that any children that are in contact with our investigations teams as; victim, witness or offender, will have a child centred response. The DCI will work to ensure there are links into local policing and consider how we can reduce child outstanding suspects and children on bail or RUI. This will enable holistic understanding across strands.

These findings are built into a delivery plan which was presented to senior leaders within Investigations strand in December 2020. In addition to this there is additional collaborative

work with regards to child suspects this is being led by the constabulary's Criminal Justice and Public Protection leads.

Further to this the constabulary is looking at an end to end youth justice review in 2021 lead by Public Protection working with Criminal Justice, Custody and other internal departments and partners including Local Authority Youth Offending Teams and the Office of the Police and Crime Commissioner.

The **Youth Justice Management Board (YJMB)** is developing a Quality Assurance Subgroup. This subgroup will consider the recommendations and learning from this review and will identify mechanisms to improve practice in keeping children safe from Child Criminal Exploitation. This will be in operation from May 2021

### **Recommendation 7**

The SSCP have recently (September 2020) agreed that the MET Operational Group is a subgroup of the SSCP.

The SSCP should seek assurance from this sub-group in relation to the delivery of the HIPS CCE action plan. At the same time ensuring the city's Violence Reduction Unit take part in the delivery of this action plan.

The work of the Violence Reduction Unit informs the **SSCP** Child Exploitation Plan, the lead officer for Southampton's Violence Reduction Unit is part of the MET Operational Subgroup. The SSCP receives assurance from the MET Operational Subgroup regarding delivery of the Child Exploitation Plan as part of the 6 monthly assurance reporting.

**Southampton Clinical Commissioning Group**- see above in relation to the sharing of operational "at risk list" between the local authority MET team and relevant local health teams.

**Solent NHS Trust** – Looked After Children team are exploring sharing the information from the MET hub meetings with School nursing. The Named Nurse for Solent NHS Trust is looking at Information Governance and identifying wider trust services as appropriate (to be completed by July 21)

CPI (child protection information,) pilot system has been commenced in Portsmouth and Southampton, (recent) this allows Looked After Children team to identify a child's history and current work being undertaken by other areas.

Multi professional services within Southampton have agreed a pathway to add alerts to children who have been discussed at MET, and the alert will indicate their risk. Practitioners will be tasked to inform them of the alert, and level of risk. This will also include alerting accident and emergency departments. (this system is already up and running in Portsmouth) this was completed in March 2021.

### **Recommendation 8**

The SSCP should ensure that learning from other reviews taking place into CCE, for example YOS critical learning reviews, and mock exercises such as Joint Agency Targeted Inspections, are shared as widely as possible, to maximise partnership learning.

The **YJMB** is developing a Quality Assurance Subgroup. The terms of reference will be developed to include the partnership with the SSCP to maximise partnership learning across agencies.

The learning from this review will be referenced in the **SCC Children and Learning Services** workforce academy development plan for 21/22. Feedback from review activity will feed into practice bulletins and practice weeks

**Southampton Clinical Commissioning Group (CCG)**- although capacity has been stretched in health agencies due to Covid-19, a recent Joint Targeted Area Inspection practice run has been contributed to by health colleagues and the CCG. The CCG also contributes regularly to the partnership's Safeguarding Practice Improvement Group activity and recommendations from Child Safeguarding Practice Reviews are included within the audit activity of the group.

**SSCP:** the learning from the JTAI practice run has been shared with partner agencies and the agreed themes for 2021/22 audit activity for the Safeguarding Practice Improvement Group include Child Exploitation. The learning from this review will be included within audit activity.

#### **Recommendation 9**

a) The SSCP should seek to ensure that the HIPS Child Exploitation Strategy is well known and understood by all professionals and agencies that work in Southampton. This strategy should also include the work of the Violence Reduction Unit.

b) The SSCP should seek to maintain the six weekly meetings which have recently begun with the head of service for the Safe City Partnership. This is to ensure activity tackling CCE within the City takes place in a coordinated manner.

The **SSCP** regular produce and share a HIPS Exploitation Newsletter – this highlights the work of the county wide Child Exploitation Strategic Group and is shared widely. This is a strategy that crosses the four local safeguarding children partnerships. SSCP members are part of the Safe City Partnership supporting co-ordination of activity to tackle child criminal exploitation.

**Southampton Children and Learning Services:** The HIPS exploitation strategy will be appropriately highlighted in practice bulletins and practice weeks. School Improvement Officers are sharing, at least on a half term basis, strategy information and newsletters which include the work of the VRU to all Head teachers and Designated Safeguarding Leads.

**University Hospital Southampton Foundation Trust** – The HIPS Child Exploitation Strategy will be relaunched on the back of this review to ensure this is well known and understood by

staff. This will include ensuring it is embedded in all relevant safeguarding children training, included in safeguarding meetings, reports and newsletters to staff.

**Southampton Clinical Commissioning Group**- the Associate Designated Nurse for Safeguarding in Hampshire currently sits on the county wide child exploitation strategic group and is involved in discussions relating to updating the county wide strategy. Once this work is finalised, communications and update sessions will follow to ensure that professionals are aware of where to access this strategy and how to use it.

**Solent NHS Trust**- Looked After Children staff are accessing Wednesday lunch time workshops provided by the safeguarding partnerships on a rolling basis.

Solent safeguarding training, this is a continues rolling program of level three training which is in line with the intercollegiate document. County wide safeguarding partnership training is promoted via safeguarding team as well as management, champions, and comms pathways. This is on a rolling plan.

Bespoke Supervision model now in place for Looked After Children team.

Safeguarding team have provided Child Exploitation Risk Assessment Framework awareness week, in March 2021. This will include daily one-hour virtual discussions for staff.

**Hampshire Constabulary** are working closely with partner agencies to deliver the county wide Exploitation Strategy. There is a Safeguarding Partnership delivery group in each of the 4 areas with strategic oversight from partner agencies. Hampshire Constabulary chair one of these groups and attend the others to support and where applicable lead on the wider partnership delivery.

In addition, there are already several work streams in train, as identified in this report, to enhance officer and staff understanding with regards to exploitation, this is a continuing programme of work.