

Focus – Escalation due to time delay in NRM (Referral Mechanism for Trafficking)

Learning Points:

- What is the NRM
- Who completes NRM
- Date of recording – all partners agreed that recording should be made on the day of the event.
- MACSE meeting recommendations – Do they always change after individual assessments following the MACSE meeting? Is the MACSE fully enabled to challenge recommendations not completed?
- Emotions and perceptions around formal decision making – Escalation policy – does it cover this? Improved process to address professionals' disquiet. Understanding the difference between emotion, evidence and risk.
- De-humanising the chronology – 'The Police said' instead of 'Andy said'.
- Multi-agency responsibility – roles and responsibilities clearly defined – Equal decision making.
- Hesitation to professionally challenge – Chair to be upskilled to manage the facilitation of MA professionals and professional challenge sensitively and effectively.
- How cases get presented to IROs for a final decision? Is this based upon the lead professional's personal opinion?
- Process of referring new and existing open cases.
- Decision-making for CSE to remain a multi-agency decision making format.
- CSE morning briefing for all to receive notes/information – **Rachel H to email out to all the Chairs.**
- Closed whilst open to MACSE – All managers/supervisors know that cases need to stay open. Stated at every morning meeting – how far is this understood at individual practitioner level? **RH to speak to individual team meetings**
- Minute taking within CSE2 meetings – recording and accuracy of minutes. MA partnership has a responsibility to challenge any discrepancy they find within these minutes within a reasonable timeframe (1 working week?).
- Additional CSE2 meeting should have been had to have refocused the MA partners to share new updated information.
- NRM referral route to be clear to all – Referral meeting to be held if an NRM is being considered.
- Record of speaking to person who has agreed to make the referral.
- Allocating referral of NRM to someone who can complete it quickly and within appropriate time.
- Discussions on open cases need to be done in the correct arena and professionally.
- Placement's knowledge of case processes for YP living with them - Placement providers not always invited to MACSE? Confidentiality: need to attend only for the child they know. SHAP concern was raised: perpetrators accessing projects and being allowed in because the staff are not aware that the perpetrator is a risk.
- Catch 22 to speak with school if visiting a student in school/college

} **7 minute briefing specifically on the NRM referral**

- School out of the loop regarding information on CSE/Trafficking.

Areas of discussion	Learning Points
Lack of understanding around the NRM.	<ul style="list-style-type: none"> • 7 minute briefing specifically on the NRM referral proposed.
Recording accurate dates of events.	<ul style="list-style-type: none"> • All partners agreed that recording should be made 'on the day of the event'.
MASCE meeting recommendations – Do they always change after individual assessments following the MACSE meeting?	<ul style="list-style-type: none"> • It was agreed that recommendations need to change to ensure that the cases progress.
Emotions and perceptions around formal decision making.	<ul style="list-style-type: none"> • Improved process to address 'disquietness'. • Understanding the difference between emotion, evidence and risk.
De-humanising the chronology.	<ul style="list-style-type: none"> • Organisation reference is needed to replace specifically naming staff.
Multi-agency responsibility - Decision making for all CSE cases to remain the responsibility of the multi-agency partnerships.	<ul style="list-style-type: none"> • Equal decision making is essential.
Professional challenge.	<ul style="list-style-type: none"> • Chairs to be upskilled in order to manage the facilitation of MA professionals sensitively and effectively.
Presentation of cases to IROs for final decision?	
Process of referring new and existing open cases.	
CSE morning briefing dissemination of notes/information.	<ul style="list-style-type: none"> • Lead to email out to all partners.
Professionals closing cases whilst open to MACSE.	<ul style="list-style-type: none"> • All managers/supervisors to be informed of this – There is evidence that this is now improved.
Minute taking within CSE2 meetings	<ul style="list-style-type: none"> • Recording and accuracy of minutes essential for legal proceedings.
Multi-agency sharing of new updated information.	<ul style="list-style-type: none"> • Additional CSE2 meeting is proposed to be held in order to refocus the MA partners to share new updated information. • NRM Referral meeting to be held if an NRM is being considered.
Multi-agency communication around NRM referrals & child's support	<ul style="list-style-type: none"> • Records to be kept and show precisely who has made the referral and whom they have spoken to with regards to the referral. • Allocating referral of NRM to someone who can complete it quickly and within appropriate time is essential. • Discussions on open cases need to be done professionally and in the correct arena. • Best practice for a visiting organisation entering school to 'touch base' with pastoral staff when visiting a student in school/college in order to share what support has been given and of any additional risk.

Placement's/school's knowledge of case processes for YP.	Schools and placements to be invited to CSE2 meeting and to MACSE discussions of individual children
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Actions identified:

Action to be completed	By whom?	By when?
7 minute briefing specifically on the NRM referral	Niccie Jones	
Rachel H to email out to all the Chairs.	Rachael Hill	
Practitioners to complete recordings on the same day as the event	All	
CSE2 process to be improved to allow increased opportunity for professional challenge	Rachael Hill / Timba Kanengoni	
Practitioners to be aware of recording standards including dispassionate, de-humanised language	Agency leads to cascade within organisations	
Chairs to be upskilled in order to manage the facilitation of MA professionals sensitively and effectively		
NRM referral discussion to generate process for NRM Referral Meeting to take place before a month has passed	Rachael Hill	
Schools and placements to be invited to CSE2 meetings and to MACSE meeting for individual children	MACSE coordinator	