



Title: Multi-Agency Learning Reviews

Policy Summary

This policy sets out the criteria and method for multi- agency learning reviews

Approved by SSCB policy and Practice Sub

Quality Assurance

Reviewed every 2 years.

Version	Date	Authors	Issue Reason	Revision Date
1.0	17/01/2011	UH	New policy	24/01/2013
2.0	30.3.2017	UH	Review	30.3.2019

MULTI-AGENCY LEARNING REVIEWS

Introduction

In order to strengthen the safeguarding arrangements for children and to further develop the ethos of a learning culture, Stockport has put in place arrangements to hold multi-agency learning reviews. The development of this approach was prompted several years ago following discussion around the systems approach to reviews, as referenced in Eileen Munro's recent work¹. Munro identified that the agencies which manage risk effectively are those which have early warning systems to detect problems, and put in place regulatory actions quickly to repair weakness in the system. The system is always therefore on alert to action to improve efficiency and functioning.

Multi-agency learning reviews are one method used to monitor risk in the system. Serious Case reviews, auditing, and trends in data add to the picture of risk at any one time.

Aim and Purpose of Multi-Agency Learning Reviews

There are cases which come to light where Serious Case Reviews must be conducted, and there are also critical incidents or near miss cases which warrant a wider and formal process to include the use of Individual Management Reports. The decision to hold such reviews is made by a Serious Case Review sub-group and the process for these is outlined elsewhere. These reviews are very costly in terms of time, and commitment, and often with predictable outcomes.

It is intended that multi-agency learning reviews will operate quite differently, and sit under these processes. Multi-agency learning reviews can be conducted speedily and cost effectively, efficiently harnessing the high level of willingness of professionals to learn. Cases will be identified where there is **significant** learning to be gained across the multi-agency network. Weaknesses or faults in the system can be identified quickly through individual cases, and action plans drawn up quickly.

It is anticipated that these reviews will not generally depend on the completion of complex chronologies and agency reports, but that agency managers will come to a Review meeting fully apprised of their agency involvement, having read the case file and possibly spoken to the staff involved. Consequently the reviews will have a less bureaucratic process around them and there will be minimal delay before the necessary corrective action is put in place. They will be a vehicle for interagency review and discussion.

It is hoped that the provision of multi-agency learning reviews will enhance transparency and openness, but also provide opportunities for appropriate challenge and peer scrutiny. In addition, it is hoped that these reviews will highlight good practice and stimulate a positive learning culture.

It is essential that any lessons learned are disseminated quickly. There will be a clear line of accountability for the monitoring of any actions that are agreed out of the Review. It is planned that lessons coming out of these Reviews will be disseminated to staff in a similar way to those from Serious Case Reviews, and that multi-agency learning events will incorporate the themes and issues arising from all Stockport's reviews.

Criteria for Multi-Agency Learning Review

Practitioners and managers should keep an open mind in relation to cases where significant learning could be achieved on a multi-agency basis. This process is in addition to any single agency audits or reviews that may take place on individual cases.

These criteria are essential;

- Cases within the Team around the Child or in the Child Protection category.
- Cases where the safeguarding lead for the agency considers that a multi-agency review would promote learning for the multi-agency network. This would include examples of good practice as well as areas for development

¹ The Munro Review of Child Protection Part One: A systems analysis (2010)

Examples of cases to consider;

- Cases where an episode of poor practice did not have a good outcome for a child or family,
- Difficult to manage cases which have had a positive outcome with good multi- agency work in evidence
- Cases which featured good practice,

Process

Where the safeguarding lead for any agency believes there is something **significant** to be learned or reinforced across the multi-agency network, contact must be made with Head of Safeguarding and Learning who will determine in discussion with the referrer if a multi-agency review is appropriate. If there is capacity to conduct a multi-agency review, all agencies involved in the case will be notified and asked to prepare for the review and to take part in a round-table discussion. The Head of Safeguarding and Learning will nominate a chair for the review and fix a date for the multi-agency review.

All staff involved with the family will be encouraged to attend and the meeting with their managers. The meeting will be held in a respectful and enquiring manner to promote honest reflection and learning. They will establish what learning points have been drawn from the discussion as well as the strengths and good practice within the agency. Generally the learning can be identified within one meeting but if more time needs to be spent on the discussion and analysis, further meetings can be established. The chair of the review may also seek a view from the family about the services they have received if this is appropriate.

The chair of the meeting will then pull together a summary of the case and the learning for wider dissemination, to include the recommendations made and an action plan. The review findings and action plan will be presented to the Quality Assurance and Performance Management Sub-group. The action plan will be progressed through the Monitoring Sub-Group.

Stockport Safeguarding Children Board will be notified of the review and the outcomes through the reporting from Quality assurance and performance management sub group chair's report.

Learning Lessons

There will be a safeguarding and learning event held every term to disseminate lessons learned from serious case reviews, multi-agency learning reviews and audit. Agency learning will also be disseminated through the Training sub group. These events will concentrate on the dissemination of good practice and will give staff the opportunity to take some time out of the work place to critically reflect on their own work.

It is envisaged that single agency learning will be disseminated down through agencies using their own training pathways.

For further discussion please contact please speak to the Head of Safeguarding and Learning or the SSCB Business manager on 0161 474 5657