



# Gloucestershire Safeguarding Adults Board

## Strategic Plan 2015-2018

Key

2015/16	Year one
2015/17	Year two
2015/18	Year three

	<i>What are we going to do?</i>	<i>How are we going to do it?</i>	<i>Progress so far</i>	<i>Further actions needed</i>	<i>Lead</i>	<i>Time Scale</i>
<b>Empowerment</b>						
1	We will give individuals relevant and clear information about recognising abuse, how to report it and the choices available.	<ul style="list-style-type: none"> <li>Deliver the Safeguarding Communication Strategy.</li> </ul>	<ul style="list-style-type: none"> <li>Joint safeguarding adults and children's campaign calendar in place</li> <li>Regular meetings of Communication leads in place</li> <li>GCC Communication team assisted in launch of Annual Report and P&amp;P 2014/15</li> <li>Events have been supported locally by Specialist Safeguarding Practitioners</li> <li>CCG resourced the development of new safeguarding posters</li> </ul>	<ul style="list-style-type: none"> <li>Safeguarding Adults Roadshows to be organised and to dovetail with Childrens Roadshows</li> <li>The Workforce Dev Group are developing Handy Safeguarding Information Cards</li> </ul>	Comms Group	2015/18
		<ul style="list-style-type: none"> <li>Keep the GSAB Website updated</li> </ul>	<ul style="list-style-type: none"> <li>Documents and links being updated and is ongoing</li> <li>Safeguarding information on Web pages updated and includes pages containing P&amp;P and annual report and strategic plan</li> <li>GSAB minutes published on website</li> <li>Hero and Flash panels developed on website</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing updates with various guidance, policies and alerts sent out</li> </ul>		2015/18
		<ul style="list-style-type: none"> <li>Review Workforce Development strategy in line with the Care Act 2014 - completed</li> </ul>	<ul style="list-style-type: none"> <li>Workforce development sessions planned</li> <li>Induction pack in draft.</li> <li>Planning of Continual Professional Development day</li> <li>GSAB / GSCB Safeguarding induction module developed</li> <li>Joint GSCB / GSAB BME training under development</li> <li>Workforce development needs of GSAB, Care Act and emerging case reviews are addressed</li> <li>Safeguarding level 2 CPD trainers event held in October</li> </ul>	Complete		2015/16 complete

2	We will consult with and listen to the voice of people who have experienced the safeguarding process as a way of learning how to improve our safeguarding services	<ul style="list-style-type: none"> <li>Learning from the national Safeguarding Outcome Pilot Survey</li> </ul>	<ul style="list-style-type: none"> <li>Pilot carried out to test the survey questions last year</li> <li>Results of National Pilot published <a href="http://www.hscic.gov.uk/article/4769/Safeguarding-Outcomes-Measure-Pilot-Study">http://www.hscic.gov.uk/article/4769/Safeguarding-Outcomes-Measure-Pilot-Study</a></li> </ul>	Complete	Service User	2015/16 complete
		<ul style="list-style-type: none"> <li>Effective implementation of the Care Act 2014 in line with a personalised approach and Making Safeguarding Personal (MSP)</li> </ul>	<ul style="list-style-type: none"> <li>Keep abreast of the making safeguarding personal programme and developments</li> <li>Further workshops being attended</li> <li>Teleconference feedback sessions on MSP developments in Gloucestershire</li> <li>Tools and mechanisms continue to be developed to hear the views and wishes of adults going through the safeguarding process</li> </ul>	<ul style="list-style-type: none"> <li>Task &amp; Finish Group to be established to monitor and support continuing improvement in MS</li> <li>MSP temperature check telephone discussion booked with a consultant on behalf of ADASS</li> </ul>	Carer Work Stream	2015/17
		<ul style="list-style-type: none"> <li>Establishing relationships with service user/carer groups/forums</li> </ul>	<ul style="list-style-type: none"> <li>To scope and identify established user led groups/forums who can be approached for their input into safeguarding work</li> <li>LD Quality Review Team (Building Better Lives) are members of the Comms sub group</li> <li>Safeguarding have attended LD Events to distribute safeguarding promotional material (leaflets, keyrings) at: Parent/carer AGM; Parent/Carer Forum; Glos Concordat Anniversary; Big Health Check Day</li> <li>GSAB Chair attending LD Partnership Board</li> <li>GSAB Chair took part in LD video script</li> <li>Links have been established with voluntary organisations of user led groups/forums</li> </ul>	<ul style="list-style-type: none"> <li>Conversations being held with Age UK Glos to consider and establish links to any known existing user groups</li> </ul>	P&P	2015/17

	<i>What are we going to do?</i>	<i>How are we going to do it?</i>	<i>Progress so far</i>	<i>Further actions needed</i>	<i>Lead</i>	<i>Time Scale</i>
<b>Protection and Prevention</b>						
3	We will support people to report signs of abuse and we will respond and take actions to reduce risk and prevent further abuse occurring	<ul style="list-style-type: none"> <li>Implementing the rewritten Multi Agency Safeguarding Policy &amp; Procedures in line with the Care Act</li> </ul>	<ul style="list-style-type: none"> <li>Working alongside the West Midland editorial group and SCIE</li> <li>P&amp;P published on the GSAB website</li> <li>Awareness raising sessions delivered to practitioners Countywide</li> <li>Policies, protocols and guidance being updated and reviewed as appropriate</li> </ul>	<ul style="list-style-type: none"> <li>Care &amp; Support Statutory guidance recently released by DoH is being reviewed against the P&amp;P</li> <li>Updated section 6.19 (responding to organisational failure and abuse section presented to P&amp;P sub group for sign off)</li> </ul>	P & P Work Stream	2015/17
		<ul style="list-style-type: none"> <li>Ensure the individual suffering abuse or neglect are at the centre of the safeguarding process and have choice and control</li> </ul>	<ul style="list-style-type: none"> <li>Outcome measures to be implemented</li> <li>To develop quantitative and qualitative measures in safeguarding</li> <li>all tools and processes are being updated to reflect Care Act and personalised interventions</li> <li>Meeting arranged with Head of Service for Integrated Adult Social Care to review implementation of MSP across locality teams</li> </ul>	<ul style="list-style-type: none"> <li>Final draft changes made to data collection tools with ICT</li> <li>Launch of new tool (SAFE 1) to be planned to include locality awareness sessions.</li> </ul>		2015/17
		<ul style="list-style-type: none"> <li>Safeguarding Adults to join the Multi Agency Safeguarding Hub (MASH)</li> </ul>	<ul style="list-style-type: none"> <li>Safeguarding adults represented within the MASH</li> <li>From Dec'15 MASH Board agreed adult safeguarding to withdraw – to be reviewed Dec'16</li> </ul>	Complete		2015/16 Complete

4	Support staff to recognise victims of modern slavery to take appropriate action	<ul style="list-style-type: none"> <li>Anti Slavery Partnership Board and associated Task and Finish Group is being considered</li> </ul>	<ul style="list-style-type: none"> <li>Awaiting update from Glos Constabulary and GCC</li> <li>GSAB Chair a member of the ASP Board</li> </ul>	<ul style="list-style-type: none"> <li>ASP Board formed and met 13/4/16</li> <li>Task &amp; Finish Group identified and led by Sue Bradshaw and attended by Head of safeguarding and head of integrated service for adult social care – inaugural meeting 1/6/16. Draft action plan produced</li> </ul>		2015/17
5	We will ensure our workforce and wider community have the appropriate knowledge, skills and confidence to protect vulnerable people	<ul style="list-style-type: none"> <li>3 year Workforce Development Strategy and pathway in line with the revised GSAB policy and procedures &amp; Care Act 2014</li> </ul>	<ul style="list-style-type: none"> <li>Wider workforce around the professional development and the Care Act</li> <li>CPD ½ day event for approved safeguarding trainers took place on 17/3/15 on Care Act workforce development implications.</li> <li>Supervision Tool to evidence knowledge transfer is being piloted</li> <li>Safeguarding bespoke minute taking course being delivered across GCC &amp; GCS</li> <li>Regular meetings taking place to review care providers who have not raised any safeguarding concerns over 12months</li> <li>Work continues on basic awareness e-learning modules for adults and children's</li> </ul>	Complete	WFD Work Stream	2015/16 Complete
		<ul style="list-style-type: none"> <li>Delivering training to commissioners, ensuring safeguarding is central to the commissioning process.</li> </ul>	<ul style="list-style-type: none"> <li>Joint training with GSCB for commissioners, has taken place</li> <li>Workforce development have supported commissioning in relation to safeguarding as part of provider contract and service reviews</li> <li>Bespoke Training delivered to Public Health Team 14/10/15</li> </ul>	<ul style="list-style-type: none"> <li>A Safeguarding Adults input on two induction workshops for Commissioning Team (Quality Assurance) staff is planned</li> </ul>		2015/18

	<ul style="list-style-type: none"> <li>Ensure compliance with the MCA and Deprivation of Liberty Safeguards.</li> </ul>	<ul style="list-style-type: none"> <li>The MCA &amp; DOLs programmes have been updated in light of the Cheshire West ruling</li> <li>Quarterly MCA and safeguarding newsletter established</li> </ul>	<ul style="list-style-type: none"> <li>Continue to update tools, await further legislative changes and monitor implementation</li> <li>Workforce Dev Group are working in collaboration with Health (GCS) to design a Train the Trainer package for the Mental Capacity Act and DoLS,</li> </ul>		2015/16
	<ul style="list-style-type: none"> <li>Ensure effective and timely progress against national and local commitments to the Winterbourne View Improvement programme</li> </ul>	<ul style="list-style-type: none"> <li>Completed 31 March 2015. Gloucestershire recognised as an area of best practice. Gloucestershire continues to respond to subsequent local and national plans in supporting people with challenging behaviour. Work scrutinised by the Health and Wellbeing Board, the Joint Commissioning Partnership Executive and is co-ordinated through a multi-agency working group</li> </ul>	Complete		2015/16 complete
	<ul style="list-style-type: none"> <li>Ensure Council Members understand their responsibilities in relation to Safeguarding Adults</li> </ul>	<ul style="list-style-type: none"> <li>Shadow Cabinet meeting attended by Head of Safeguarding</li> <li>Safeguarding Cllr. Development event took place October'15</li> <li>Updated councillors briefing distributed</li> <li>Process in place to alert Cllr's. of SAR's taking place in their constituency</li> <li>Lead Cllr. Receive regular performance data reports</li> </ul>	<ul style="list-style-type: none"> <li></li> </ul>		2015/18

	<ul style="list-style-type: none"> <li>• Ensure learning from Safeguarding Adult Reviews is shared and put into practice</li> </ul>	<ul style="list-style-type: none"> <li>• Sending GSAB alert informing of each review that will take place</li> <li>• Alert when report is to be published</li> <li>• Recommendations aligned to each appropriate sub group</li> <li>• Action plans overseen by Management Committee</li> <li>• Safeguarding specialist practitioners linked to each locality to share and disseminate learning</li> <li>• Sub-group identify national and local learning</li> <li>• South West Conference on self neglect and SAR's (17/3/16)</li> <li>• SAR Training Event arranged (15/6/16)</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>		2015/18
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Work in Progress

	<i>What are we going to do?</i>	<i>How are we going to do it?</i>	<i>Progress so far</i>	<i>Further actions needed</i>	<i>Lead</i>	<i>Time Scale</i>
<b>Proportionality</b>						
6	We will make sure professionals work in the adults at risk best interests and only get involved as much as needed	<ul style="list-style-type: none"> <li>Being clear and explicit about the definitions of Risk Assessment Management/Positive Risk Taking</li> </ul>	<ul style="list-style-type: none"> <li>Has been included on the Policy &amp; Procedure Work Group Action Plan</li> <li>CCG are progressing work around Positive Risk Taking with safeguarding represented on the group</li> <li>Audit of Risk assessment and protection plans on Audit work plan</li> <li>Dates shared - Risking happiness plays</li> </ul>	•	<b>Policy &amp; Procedure Work Stream &amp; Workforce Dev</b>	<b>2015/16</b>
		<ul style="list-style-type: none"> <li>Continue to provide an effective initial screening and triage service to all concerns that are reported and consider potential alternatives if thresholds not met</li> </ul>	<ul style="list-style-type: none"> <li>Under regular review – data analysis indicates more consistency in threshold decisions</li> <li>Workforce development will Consider manager / leader development needs</li> <li>Delivery of out of hours service under review</li> <li>Specialist Practitioners continue to develop screening and triage competencies</li> </ul>	•		<b>2015/18</b>



		<ul style="list-style-type: none"> <li>Develop our workforce to have competent specialists across all partner agencies who can both assess risk and fully understand the range of legal and welfare interventions.</li> </ul>	<ul style="list-style-type: none"> <li>Recording and reporting the percentage of staff who have received appropriate safeguarding training in statutory organisations.</li> <li>Supervision tool drafted for managers to use to evidence knowledge transfer.</li> <li>Train the trainer event held in Nov'15 – 12 new trainers have been approved</li> </ul>	<ul style="list-style-type: none"> <li>A generic staff public services induction E-learning module – script to be finalised and design/production for module to be sourced by June 2016.</li> </ul>		
		<ul style="list-style-type: none"> <li>The promotion of the role of Advocates as outlined in the Care Act to provide people with support throughout the Safeguarding process</li> </ul>	<ul style="list-style-type: none"> <li>Advocacy contracts under review</li> <li>The need for advocates to be considered at all times is embedded in the P&amp;P</li> <li>data collection in place to collect evidence of advocacy is being utilised appropriately in safeguarding enquiries and SAR's</li> </ul>	<ul style="list-style-type: none"> <li></li> </ul>	<p><b>Fiona Jones (GCC)</b></p>	<p><b>2015/16</b></p>

No	What are we going to do?	How are we going to do it?	Progress so far	Further actions needed	Lead	Time Scale
<b>Partnership</b>						
7	Effective multi agency partnership working and information sharing agreements are place	<ul style="list-style-type: none"> <li>The GSAB and the independent chair will hold themselves and other partners to account</li> </ul>	<ul style="list-style-type: none"> <li>Constitution and Memorandum updated and ratified by the GSAB</li> <li>Annual Board CPD ½ day held on 27/4/16</li> <li></li> </ul>	<ul style="list-style-type: none"> <li>GSAB self assessment audit completed</li> <li>Individual Feedback from Independent Chair to agencies</li> </ul>	GSAB & Workforce Development Work Stream	2015/16
		<ul style="list-style-type: none"> <li>Information sharing and escalation protocols understood by all staff</li> </ul>	<ul style="list-style-type: none"> <li>Safeguarding Adults Review protocol in place</li> <li>Escalation Protocol in place and published on GSAB webpages</li> <li>Information Sharing Guidance ratified/shared and published – Feb'16</li> </ul>	<ul style="list-style-type: none"> <li></li> </ul>		2015/16
		<ul style="list-style-type: none"> <li>Strengthening relationships and links with other strategic partnership</li> </ul>	<ul style="list-style-type: none"> <li>Quarterly meetings held with CQC and Healthwatch</li> <li>Independent Chair strengthening relationships with NHS QSG and Health &amp; Well Being Board</li> <li>Independent Chair has met with CSP Chairs</li> </ul>			2015/16

	<i>What are we going to do?</i>	<i>How are we going to do it?</i>	<i>Progress so far</i>	<i>Further actions needed</i>	<i>Lead</i>	<i>Time Scale</i>
<b>Leadership, Accountability &amp; Governance</b>						
8	We will ensure that the GSAB and all partners know what is expected of them and that lines of accountability are clear	<ul style="list-style-type: none"> <li>QA is embedded within all the work of the SAB</li> </ul>	<ul style="list-style-type: none"> <li>Audit work stream in place</li> <li>GSAB self assessments distributed – CPD event organised to review content</li> <li>Multi agency audits carried out as appropriate to QA practice</li> <li></li> </ul>	<ul style="list-style-type: none"> <li>GSAB Quality Assurance Framework in final draft – to be ratified by the GSAB May'16</li> </ul>	GSAB	2015/18
		<ul style="list-style-type: none"> <li>SAB performance management information includes feedback from people experiencing the safeguarding process</li> </ul>	<ul style="list-style-type: none"> <li>Included within the 2015/18 Dashboard</li> <li>To include areas that will be developed from Making Safeguarding Personal</li> <li>Changes made to GSAB Dashboard</li> </ul>			2015/17

	<ul style="list-style-type: none"> <li>Produce an annual report and present it to the Overview and Scrutiny Committee and the Health &amp; Well Being Board</li> </ul>	<ul style="list-style-type: none"> <li>2013/14 annual report published</li> <li>Consider content and format for 2015/16 and to ensure in line with Care Act</li> <li>draft annual report presented to GSAB 21/5/15</li> <li>request for 2015/16 annual report contributions progressed</li> </ul>	<ul style="list-style-type: none"> <li></li> </ul>		2015/18
	<ul style="list-style-type: none"> <li>Ensure the board has the capacity to plan and carry out its strategic objectives in line with the Care Act</li> </ul>	<ul style="list-style-type: none"> <li>3 year financial commitment from CCG and Police</li> <li>Consider ongoing resources - Letters submitted to CCG and Police for funding</li> <li>funding contributions agreed by CCG &amp; police for 2016/17</li> </ul>	<ul style="list-style-type: none"> <li>The Bristol, Gloucestershire, Somerset and Wiltshire Community Rehabilitation Company have agreed to make a financial contribution to the Gloucestershire Safeguarding Adults Board this year of £1000.</li> </ul>		2015/16