



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>
Empowerment						
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"> Deliver the Safeguarding Communication Strategy. 	<ul style="list-style-type: none"> Joint Safeguarding adults and children's campaign calendar in place and being progressed 	<ul style="list-style-type: none"> 2015/16 Campaign Calendar discussed with GCC Communication Team and GSCB Business Officer. Meeting of Communication leads in partner agencies held on 17/4/15 - draft Communication Calendar agreed and new working protocol 	Comms Group	2015/18
	<ul style="list-style-type: none"> Keep the GSAB Website updated 	<ul style="list-style-type: none"> Documents and links being updated and is ongoing 		2015/18		
	<ul style="list-style-type: none"> Review Workforce Development strategy in line with the Care Act 2014 	<ul style="list-style-type: none"> completed 	<ul style="list-style-type: none"> Workforce development sessions planned Induction pack in draft. Planning of Continual Professional Development day GSAB / GSCB Safeguarding induction module developed Joint GSCB / GSAB BME training under development Workforce development needs of GSAB, Care Act and emerging case reviews are addressed 	2015/16		

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"> • Learning from the national Safeguarding Outcome Pilot Survey 	<ul style="list-style-type: none"> • Pilot carried out to test the survey questions last year 	<ul style="list-style-type: none"> • Results of National Pilot published http://www.hscic.gov.uk/article/4769/Safeguarding-Outcomes-Measure-Pilot-Study 	Service User Carer Work Stream	2015/16
		<ul style="list-style-type: none"> • Engaging with the national Making Safeguarding Personal Programme & the local implementation of the Care Act in light of a personalised approach 	<ul style="list-style-type: none"> • Keep abreast of the making safeguarding personal programme and developments 	<ul style="list-style-type: none"> • Further workshops being attended • Teleconference feedback sessions on MSP developments in Gloucestershire 		2015/17
		<ul style="list-style-type: none"> • Establishing relationships with service user/carers groups/forums 	<ul style="list-style-type: none"> • To scope and identify established user led groups/forums who can be approached for their input into safeguarding work 	<ul style="list-style-type: none"> • Meeting with LD Quality Review Team (Building Better Lives) took place and are members of the Comms sub group • Safeguarding to attend LD Events to distribute safeguarding promotional material (leaflets, keyrings) at: Parent/carers AGM; Parent/Carers Forum; Glos Concordat Anniversary; Big Health Check Day 		2015/17

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Protection and Prevention						
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"> Implementing the rewritten Multi Agency Safeguarding Policy & Procedures in line with the Care Act and MSP 	<ul style="list-style-type: none"> Working alongside the West Midland editorial group and SCIE 	<ul style="list-style-type: none"> To be submitted to an extra-ordinary Board for ratification prior to launch on 1/10/15 	Policy & Procedure Work Stream	2015/17
		<ul style="list-style-type: none"> Ensure the individual suffering abuse or neglect are at the centre of the safeguarding process and have choice and control 	<ul style="list-style-type: none"> Outcome measures to be implemented 	<ul style="list-style-type: none"> To develop quantitative and qualitative measures in safeguarding all tools and processes are being updated to reflect Care Act and personalised interventions 		2015/16
		<ul style="list-style-type: none"> Safeguarding Adults to join the Multi Agency Safeguarding Hub (MASH) 	<ul style="list-style-type: none"> Triage in place Safeguarding adults represented within the MASH 			2015/16
4	We will ensure our workforce and wider community have the appropriate	<ul style="list-style-type: none"> Updating the 3 year Workforce Development Strategy and pathway in line with the revised GSAB 	<ul style="list-style-type: none"> Planning in place for the workforce implications of the Care Act 	<ul style="list-style-type: none"> CPD ½ day event for approved trainers takes place on 17/3/15 on Care Act workforce development implications. 	Workforce Development Work Stream	2015/16

knowledge, skills and confidence to protect vulnerable people	policy and procedures & Care Act 2014		<ul style="list-style-type: none"> Supervision Tool to evidence knowledge transfer is being piloted 		
	<ul style="list-style-type: none"> Delivering training to commissioners, ensuring safeguarding is central to the commissioning process. 	<ul style="list-style-type: none"> Joint training with GSCB for commissioners, has been initiated and will help to ensure safeguarding is central to the commissioning process 	<ul style="list-style-type: none"> Workforce development have supported commissioning and safeguarding as part of provider contract and service reviews 		2015/18
	<ul style="list-style-type: none"> Ensure compliance with the MCA and Deprivation of Liberty Safeguards. 	<ul style="list-style-type: none"> The MCA & DOLs programmes have been updated in light of the Cheshire West ruling 	<ul style="list-style-type: none"> Continue to update tools, await further legislative changes and monitor implementation 		2015/16
	<ul style="list-style-type: none"> Ensure effective and timely progress against national and local commitments to the Winterbourne View Improvement programme 	<ul style="list-style-type: none"> 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 continues to be scrutinised by the Health and Wellbeing Board, the Joint Commissioning Partnership Executive and is co-ordinated through a multi-agency working group 			2015/16

	<ul style="list-style-type: none"> • Ensure Council Members understand their responsibilities in relation to Safeguarding Adults 	<ul style="list-style-type: none"> • Shadow Cabinet meeting attended by Head of Safeguarding – information booklet produced 			2015/18
	<ul style="list-style-type: none"> • Ensure learning from Safeguarding Case Reviews is shared and put into practice 	<ul style="list-style-type: none"> • User lead and GSAB meeting being held 15/5/15 to consider Home X recommendations • 'Peggy' recommendation meeting to be progressed 			2015/18

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>
Proportionality						
5	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"> Being clear and explicit about the definitions of Risk Assessment Management/Positive Risk Taking 	<ul style="list-style-type: none"> Has been included on the Policy & Procedure Work Group Action Plan 	<ul style="list-style-type: none"> GCC out of hours duty team safeguarding training at foundation level takes place in February 2015 Workforce development will Consider manager / leader development needs ii.)meetings with Safeguarding screening and triage team, out of hours duty team, adult help desk and referral centres being considered 	Policy & Procedure Work Stream & Workforce Dev	2015/16
		<ul style="list-style-type: none"> Continue to provide an effective initial screening and triage service to all concerns that are reported and consider potential alternatives if thresholds not met 	<ul style="list-style-type: none"> Under regular review – data analysis indicates more consistency in threshold decisions 			2015/18

	<ul style="list-style-type: none"> 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. 		<ul style="list-style-type: none"> Recording and reporting the percentage of staff who have received appropriate safeguarding training in statutory organisations. Supervision tool drafted for managers to use to evidence knowledge transfer. 		
	<ul style="list-style-type: none"> The promotion of the role of Advocates as outlined in the Care Act to provide people with support throughout the Safeguarding process 		<ul style="list-style-type: none"> Advocacy contracts under review 	Fiona Jones (GCC)	2015/16

No	What are we going to do?	How are we going to do it?	Progress so far	Further actions needed	Lead	Time Scale
Partnership						
6	Effective multi agency partnership working and information sharing agreements are place	<ul style="list-style-type: none"> The GSAB and the independent chair will hold themselves and other partners to account 	<ul style="list-style-type: none"> Constitution and Memorandum of Understanding under review to meet the Care Act 2014 requirements 	<ul style="list-style-type: none"> Drafted and being considered by GSCB To hold an annual Board CPD day and introduce an induction pack for new Board members. 	GSAB & Workforce Development Work Stream	2015/16
		<ul style="list-style-type: none"> Information sharing and escalation protocols understood by all staff 	<ul style="list-style-type: none"> Safeguarding Adults Review interim protocol in place 	<ul style="list-style-type: none"> SAR policy being developed by Gloucestershire and the West Midlands Editorial Group for adoption by Gloucestershire 		2015/16
		<ul style="list-style-type: none"> Strengthening relationships and links with other strategic partnership 	<ul style="list-style-type: none"> Quarterly meetings held with CQC and Healthwatch 	<ul style="list-style-type: none"> Independent Chair strengthening relationships with NHS QSG and Health & Well Being Board 		2015/16

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Leadership, Accountability & Governance						
7	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"> QA is embedded within all the work of the SAB 	<ul style="list-style-type: none"> Quality Assurance included on sub group agendas Audit work stream established. Audit to be carried out two full day multi agency audits carried out this year (6 cases where an adult had been the focus of a concern and 7 complex self neglect cases) 	<ul style="list-style-type: none"> Future Audits to include: examination of how central the adult at risk's wishes and views are to the safeguarding enquiry, domestic violence and safeguarding adults, concern decision-making under section 42 of the Act 	GSAB	2015/18
		<ul style="list-style-type: none"> SAB performance management information includes feedback from people experiencing the safeguarding process 	<ul style="list-style-type: none"> Included within the 2015/18 Dashboard 	<ul style="list-style-type: none"> To include areas that will be developed from Making Safeguarding Personal 		2015/17

	<ul style="list-style-type: none"> Produce an annual report and present it to the Overview and Scrutiny Committee and the Health & Well Being Board 	<ul style="list-style-type: none"> 2013/14 annual report published 	<ul style="list-style-type: none"> Consider content and format for 2015/16 and to ensure in line with Care Act draft annual report presented to GSAB 21/5/15 	2015/18
	<ul style="list-style-type: none"> Ensure the board has the capacity to plan and carry out its strategic objectives in line with the Care Act 	<ul style="list-style-type: none"> 3 year financial commitment from CCG and Police 	<ul style="list-style-type: none"> Consider ongoing resources - Letters submitted to CCG and Police for funding funding contributions agreed 	2015/16
	<ul style="list-style-type: none"> Undertake an annual Self Assessment Process 	<ul style="list-style-type: none"> GSAB annual self assessment to be carried out in Autumn 2015 	<ul style="list-style-type: none"> Follow up on findings from Self Assessment – part of Audit work plan 	2015/18

Updated on 15th February 2015Updated 1st May 2015Updated 13th May 2015Updated 14th May 2015