

Trust Board Report

Meeting Date:	25th July 2016
Title:	Safeguarding Annual Report 2015/2016
Executive Summary:	The RWT Safeguarding Annual Report is presented to the Board to provide assurance that the Trust is adhering to the requirements of safeguarding local and national legislation.
Action Requested:	For Information, approval and assurance.
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Resource Implications:	Expansion of the Safeguarding Team to address increase in activity Workforce funding implications
Equality and Diversity Assessment	Equality and Diversity issues are addressed throughout the safeguarding agenda.
Risks: BAF/ TRR (describe risk and current risk score)	N/A
Public or Private: (with reasons if private)	
References: (eg from/to other committees)	Trust Safeguarding Strategic Group
Appendices/ References/ Background Reading	N/A
NHS Constitution: (How it impacts on any decision-making)	In determining this matter, the Board should have regard to the Core principles contained in the Constitution of: <ul style="list-style-type: none"> ✚ Equality of treatment and access to services ✚ High standards of excellence and professionalism ✚ Service user preferences ✚ Cross community working ✚ Best Value ✚ Accountability through local influence and scrutiny

Background Details

1	<p>Introduction</p> <p>This report covers the period April 2015 to March 2016. It seeks to provide information and evidence of the Trust commitment to good safeguarding measures. It provides detail of the structure and assurance processes within the Trust to demonstrate that they are meeting statutory responsibilities in accordance with:</p> <ul style="list-style-type: none"> • The Safeguarding Vulnerable Group Act (2008) • The Mental Capacity Act (2005) • Clinical Governance and Adult Safeguarding – An Integrated Process (DH, 2010) • Working Together to Safeguard Children (2015) • CQC Essential Standards (2013) • The Care Act (2014) Department of Education and Skills • Wolverhampton Safeguarding Adult Board • Wolverhampton Safeguarding Children Board • Royal College of Paediatrics and Child Health, Safeguarding Children and young people: roles and competencies for health care staff. Intercollegiate Document 2014. • Intercollegiate Guidance for Adults: March 2016 • Prevent Duty Guidance: for England and Wales (2015) • Goddard Inquiry 2015 <p>The report gives details of the Safeguarding Team and provides information on the plans for the future.</p> <p>Background</p> <p>A review of the safeguarding arrangements within NHS organisations by the Care Quality Commission (CQC 2009) highlighted the need for assurance around safeguarding adults and children, including governance arrangements, training and staffing arrangements and the need for health organisations to work with others to safeguard vulnerable groups.</p> <p>The Care Act 2014 and associated statutory guidance became effective from April 2015. This has resulted in extraordinary activity around the safeguarding adult agenda - particularly in respect of reporting and managing 'safeguarding' cases within the organisation.</p> <p>The revised Working Together to Safeguard Children (2015) sets out safeguarding children as the action we take, to promote the welfare of children and protect them from harm which is everyone's responsibility. Everyone who comes into contact with children and families has a role to play. The document clarifies the roles and responsibilities of professionals and strengthens the focus away from 'systems, timescales and processes' and onto the 'needs and voices of the child'.</p> <p>In summary, Health Services continue to have a duty to provide safe and effective care to all patients who are vulnerable and Royal Wolverhampton Trust must demonstrate along with other health providers that they are meeting their statutory responsibilities in accordance with the respective legislation.</p> <p>RWT Safeguarding Children and Adult Structure 2015/16</p> <p>All Staff: All staff within RWT have a commitment to protect children and adults at risk from harm and abuse and must work in accordance to all Trust policies and procedures.</p> <p>The Chief Nurse: Is the nominated Director/Executive lead responsible for coordinating the management of safeguarding and ensures that the Board receives sufficient assurance on the effectiveness of the service. The Chief Nurse attends both safeguarding boards.</p> <p>The Head of Safeguarding (Trust Named Nurse – appointed February 2016): Manages the Children and Adult Safeguarding Service and provides expert leadership on all aspects of the safeguarding agenda. The Head of Safeguarding is responsible for the development and implementation of systems and processes, working with partner agencies in line with local and national standards and legislation and ensures that there is appropriate implementation of relevant internal and external targets and standards, contributing to national and local inspections and assessments of safeguarding arrangements. The post supports the work generated by the Wolverhampton Safeguarding Children and Adult Board.</p> <p>RWT Named Nurses for Safeguarding Children, Adults and Maternity:</p> <p>The roles, responsibilities and competence of Named Nurses and support staff are set out in Safeguarding children and young people: roles and competences for health care staff (Intercollegiate Document 2014) and for Safeguarding Adult Intercollegiate Document (March 2015). The Named Nurse/Professionals for Safeguarding have key roles and responsibilities:</p> <ul style="list-style-type: none"> • To provide an expert high quality support service to all health professionals working with adults and families within RWT.
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- To be available to give safeguarding advice and support Monday to Friday 08.00 to 16.00.
- To provide robust support to RWT ED department on a daily basis.
- To represent the Trust at appropriate subgroups of the Wolverhampton Safeguarding Children and Adult Board.
- To contribute to planning / implementation across the organisation in respect of safeguarding children and adult issues.
- To work collaboratively with multi-disciplinary and multi-agency teams including the Police and Social care.
- To contribute to the Wolverhampton Multi Agency Risk Assessment Conferences (MARAC) and Multi Agency Public Protection Arrangements (MAPPA) and Barnardo's Screening Tool (BST) group
- To work closely with Wolverhampton CCG Designated Professionals for Children and Adults.
- To contribute to the delivery of the Trust safeguarding training programme as described in the Intercollegiate Document Guidance (Children 2014, Adult 2016)
- To provide specialist safeguarding supervision to Health Visitors, School Nurses, Family Nurse Partnership Nurses, Community and Hospital Staff. This work is constantly under review to reflect the expanding business portfolio and service demands within RWT.
- To provide specialist health advice and support to front-line staff for court work, strategy meetings and case conference purposes.
- To participate in quality assurance work via audit programmes.
- Undertake internal management reviews (IMR), serious adult reviews (SAR), Domestic Homicide Reviews (DHR) and serious incident learning reviews (SILR).
- To participate in Trust internal disciplinary processes and complaints against the organisation.

RWT Safeguarding Service Admin Team (2 posts): The safeguarding administration team act as an expert resource in the following areas:

- Administration of the Trust Safeguarding Operational and Strategic Group
- Management of the safeguarding referrals from external sources and MIU/A&E's
- Co-ordination of all incoming and external safeguarding enquiries.
- Preparation of safeguarding paperwork for new starters/training packs/IT/Adult & Child Protection database/Information access
- Support Named Nurses with MARAC, MAPPA & Child (Adult) sexual exploitation documentation and other safeguarding groups both internally and externally to the organisation.

Safeguarding and Quality Assurance 2015/16 - RWT Self-Assessment Framework

During 2015, the safeguarding Self-Assessment Assurance Framework (SAAF) was adopted to provide evidence that the Trust was utilising best practice principles providing Safeguarding Children and Adult Services. The outcome of this process has continued to inform the Trust Board; NHS Wolverhampton Clinical Commissioning Group (CCG) and the Wolverhampton Safeguarding Children and Adult Board of the progress being made to safeguard local children, young people and adults. In addition, the completion of the Section 11 audit (due August 2016) will act as a benchmark of good practice for CQC inspection purposes. An action plan has been put in place, is continuously reviewed and updated and outstanding actions will be finalised by September 2016. The CCG have developed a new 'performance framework and dashboard' which will be used for quality assurance purposes from July 2016 onwards.

RWT Safeguarding Strategic Group

The Safeguarding Strategic Group (SSG) was reformed in January 2016 and has met once. It is a formal sub-group of Quality Standards Action Group (QSAG) and will provide assurance that confirms the experience of patients is fully compliant to the Mental Capacity Act 2005 and the Care Quality Commission's Essential Standards of Quality and Safety in relation to the Safeguarding agenda. SSG will provide assurance to the Trust Board through QSAG that different elements of Safeguarding Children, Adults and 'Think Family' agenda are comprehensively addressed across RWT. The SSG is chaired by RWT Chief Nurse:

- Receives a summary report from the Trust Safeguarding Operation Group.
- Provides assurance that lessons learned from Serious Case Reviews (SCR), Serious Adult Reviews (SAR) and Serious Incident Learning Reviews (SILR) are actioned and embedded

in practice.

- Provides safeguarding structure and leadership for staff within RWT
- Has a remit to develop, agree and monitor the implementation of policies and strategies which support clinical staff and managers in the implementation of the Safeguarding Children, Adults and the 'Think Family' agenda. The mechanism for final approval is via QSAG
- Meets on a quarterly basis and will be responsible for delivery of the Annual safeguarding report from 2015/16.

RWT Safeguarding Adult Service 2015/16

In December 2015, the safeguarding adults and children team joined together to become an integrated service. The adult team is comprised of:

- 1 x Named Nurse for Safeguarding Adults (1.0 wte) Band 7
- 1 x Specialist Nurse for Safeguarding Adults (1.0 wte) Band 6
- 1 x Specialist Practitioner for DV (1.0 wte) Band 7
- 1 x Specialist Practitioner for Sexual Violence (1.0 wte) Band 6
- 1 x Learning Disability Nurse (1.0 wte) Band 7

During 2015/16:

- We have updated the adult training programme to reflect the changes made in the Intercollegiate Document for Safeguarding Adults. As a Trust we are responsible for designing, developing, implementing and evaluating single agency (i.e. training carried out by an agency for its own staff) safeguarding training to all health staff and professionals. We have delivered Safeguarding Training at Level 1 & 2. Compliance has been over 90% on average over the previous year.
- We have commenced delivering the PREVENT Wrap3 training programme and all clinical staff are required to undertake this training by April 2017.
- We have contributed to 1 Safeguarding Adult Review and key staff have attended professional training to undertake IMR work.
- We have mapped out the RWT clinical areas that require safeguarding support and supervision and plan to build on this over the next year.
- We have attended all WSAB subgroups as a mandated partner.
- We have attended all of the MARAC meetings in Wolverhampton on behalf of RWT.
- We have reviewed and updated the RWT Safeguarding Vulnerable Adult Policy.
- We have scrutinised the DoLS application reporting process within RWT and plan to expand this work further by providing an up to date report on all applications and activity to our Chief Nurse every week. During 2015, 117 Dols cases were received through our service.
- A Named Nurse or practitioner was on call every day, Monday to Friday (8.30 to 4.00) to answer queries about 127 vulnerable clients. Community Nurses and Ward Staff were the main source of referral. Domestic abuse queries and allegations made against the Trust work provide the key focus. During 2015

RWT Safeguarding Children Service 2015/16

The safeguarding children team currently comprises of:

- 1 x Named Nurse for Safeguarding Children (1.0 wte) Band 7
- 1 x Named Nurse for Domestic Abuse (0.7 wte) Band 7
- 1 x Paediatric Liaison Nurse (1.0 wte) Band 6

During 2015/16,

- We have delivered Safeguarding Training to all staff at Levels 1, 2 and 3. RWT works in conjunction with WSCB training department to ensure that our relevant staff groups have access to multi-agency training in the region too. From March 2016 there has been a particular focus on increasing the compliance rate (82%) for staff undertaking Level 3 training. As a result, the safeguarding team have created additional training places to ensure that coverage is appropriate.
- We have delivered safeguarding supervision to Health Visitors, School Nurses, FNP's and Community Children Nurses every 6 months either individually or in a group setting. HV/School Nurse supervision compliance is over 95%. This supervision is a formal process of professional support and learning which aims to ensure that clinical practice promotes the child and young person's welfare.

- We have participated in 1 Serious Case Review and 1 Serious Incident Learning Review process. RWT is required to co-operate with the SCR process and address any health actions that are identified following a case review. (Section 11 Children Act 1989, 2004). Both cases continue to be under review at the time of this report. We have also developed a Health SCR/SAR/DHR group to ensure that all action plans are effectively managed and concluded.
- We have reviewed the Safeguarding Children in Hospital policy in 2015.
- We have contributed to the safeguarding self-assessment process.
- We have provided additional leadership and support to RWT staff, who are required to produce court statements and chronologies.
- We have attended all WSCB subgroups as mandated members.
- We have attended the Barnardo's Screening Tool Group meeting twice weekly.
- We have contributed to the Multi Agency Safeguarding Hub (MASH) project by recruiting a new member of staff to join the team from June 2016.

Conclusion and Action Plan 2015/16

2015/16 proved to be a challenging year for the RWT Safeguarding Service, in terms of delivering the 'required agenda' with a newly formed team and the departure of the Head of Safeguarding. The safeguarding adult agenda has grown, and this requires some rethinking about the 'Safeguarding Team structure' and how the organisation will continue to prioritise vulnerable clients with other competing financial demands and operational requirements from service delivery.

The key issues at the time of this report are to balance competing internal and external demands. It is vital that RWT maintains their link to partnership work programmes.

2016/17 will continue to be a challenge and a review of the team structure is vital to ensure that RWT can deliver on the current service requirements. The following areas will be prioritised:

- Identify increase in activity in light of new service and staff joining RWT, for example GP services, Emergency Assessment Services.
- Review of current safeguarding service support to teams that have been identified as requiring additional support, for example: Sexual Health Services, Dentistry, Health Trainers, ED staff, Cannock Chase Hospital and all external services outside of New Cross Hospital.
- Review and update of safeguarding training programme in line with the requirements of RCPG / RCN Intercollegiate Document for Children (2014) and Adults (2016) and Working Together 2015.
- A review of the current internal LADO and 'allegations against staff' reporting systems to be undertaken to ensure that the process is compliant with recommendations made by Wolverhampton Safeguarding Children (and Adult) Board.
- A review of the internal MARAC, MAPPA, BST and WSCB/WSAB Subgroup operational group meetings to ensure that the administration, attendance and reporting pathway is robust to ensure RWT meet their obligations as a result of the dramatic increase of cases being discussed.
- Review of Child Sexual Exploitation processes within RWT.
- Ensure that RWT contributes to the newly formed Multi Agency Safeguarding Hub for children (MASH). Funding options to be sought.
- Ensure that RWT contributes to the expected MASH for Adults. Funding options to be sought.
- Ensure that the safeguarding audit programme is completed.
- Work with Wolverhampton Domestic Violence Forum to roll out the 2016 Violence against Women and Girls Strategy.
- Review of the current Deprivation of Liberty (Dols) management and reporting process to include the commencement of a weekly report to RWT Chief Nurse on activity position.
- Ensure that any CQC recommendations or actions are completed.
- Delivery of WRAP 3 training to all clinical staff by April 2017.