



BWRDD DIOGELU CANOLBARTH A GORLLEWIN CYMRU

CYSUR & CWMPAS

THE MID & WEST WALES SAFEGUARDING BOARD

CYNLLUN BLYNYDDOL | ANNUAL PLAN

2024-25



Bwrdd Iechyd
Addysgu Powys
Powys Teaching
Health Board



Iechyd Cyhoeddus
Cymru
Public Health
Wales



Bwrdd Iechyd Prifysgol
Hywel Dda
University Health Board

Gwasanaeth Prawf
Cenedlaethol
National Probation
Service



Heddlu • Police
DYFED-POWYS



INTRODUCTION

CYSUR: The Mid & West Wales Safeguarding Children Board and CWMPAS: The Mid & West Wales Safeguarding Adults Board is pleased to publish and present its eighth annual joint strategic plan for 2024-25. CYSUR and CWMPAS remains in our view a consistent source of strength in promoting regional and national safeguarding practice. This plan builds on the strong foundation we have as a Board.

We have produced an ambitious plan and programme of work, which builds on our achievements of last year. A key priority for us this year is to continue and complete our work on leading the development of the Single Unified Safeguarding Review Learning and Development Framework. This will embed a comprehensive training and learning framework across Wales that will now incorporate and embrace multi-agency learning from Domestic Homicide and Mental Health Homicide Reviews as well as Child and Adult Practice Reviews.

The need for better Information Sharing across agencies in safeguarding practice continues to feature in national and regional practice reviews. The coming year will see us embark upon an ambitious and innovative programme of work which will seek to strengthen this area of practice, utilising advances in technology and digital platforms. We look forward to exploring the possibilities that this strategic initiative will make available to us and how this may be able to influence the national strategic safeguarding agenda moving forward.

Improving and building upon our existing regional quality assurance framework, alongside the work being led by the National Independent Safeguarding Board, and further embedding the lived experiences of children and adults at risk in the Board's work programme are key identified priorities for us this year.

We have no doubt the long-standing ethos of collaboration and strong partnership working across agencies in our region will be a continuing source of strength in moving forward and delivering against our objectives together.



Jake Morgan (CYSUR Chair)
Director of Community Services
Carmarthenshire County Council




Michael Gray (CWMPAS Chair)
Director of Social Services and Housing
Pembrokeshire County Council



OUR VISION

The vision of the Mid & West Wales Safeguarding Board is that all people in the region live their lives free from violence, abuse, neglect and exploitation and that their rights are protected. All safeguarding work is sensitive to and firmly rooted in respect for differences in race, ethnicity, culture, ability, faith and sexual orientation. Engaging with and being responsive to the needs of all stakeholders, including children, young people, adults at risk, their families, carers, service providers and the wider community, is essential to promote the Board's vision.

Mid & West Wales Safeguarding Executive Board Membership

 CWMPAS (Safeguarding Adults Executive Board)	 CYSUR (Safeguarding Children Executive Board)
Michael Gray (Chair) Director of Social Care, Housing and Public Protection, Pembrokeshire County Council	Jake Morgan (Chair) Director of Community Services, Carmarthenshire County Council
Jayne Butler (Vice-Chair) Det Superintendent, Dyfed Powys Police	Christine Harley (Vice-Chair) Assistant Chief Executive, National Probation Service
Jake Morgan Director of Community Services, Carmarthenshire County Council	Michael Gray Director of Social Care, Housing and Public Protection, Pembrokeshire County Council
Audrey Somerton-Edwards Interim Director of Social Services, Ceredigion County Council	Audrey Somerton-Edwards Interim Director of Social Services, Ceredigion County Council
Nina Davies Director of Social Services, Powys County Council	Nina Davies Director of Social Services, Powys County Council
Sharon Daniel Deputy Director of Nursing, Hywel Dda University Health Board	Sharon Daniel Deputy Director of Nursing, Hywel Dda University Health Board
Claire Roche Director of Nursing and Midwifery, Powys Teaching Health Board	Claire Roche Director of Nursing and Midwifery, Powys Teaching Health Board
Olwen Morgan Assistant Director of Nursing, Assurance and Safeguarding Hywel Dda University Health Board	Olwen Morgan Assistant Director of Nursing, Assurance and Safeguarding Hywel Dda University Health Board
Ifan Charles Assistant Chief Constable, Dyfed Powys Police	Ifan Charles Assistant Chief Constable, Dyfed Powys Police
Avril Bracey Head of Adult Social Care, Carmarthenshire County Council	Jayne Butler Det Superintendent, Dyfed Powys Police
Donna Pritchard Deputy Director of Social Services and Corporate Lead Officer, Porth Gofal, Ceredigion County Council	Jan Coles Head of Children's Services, Carmarthenshire County Council
Mel Laidler Head of Adults' Services, Pembrokeshire County Council	Donna Pritchard Deputy Director of Social Services and Corporate Lead Officer, Porth Gofal, Ceredigion County Council

Sharon Frewin Head of Adults' Services, Powys County Council	Darren Mutter Head of Children's Services, Pembrokeshire County Council
Christine Harley Assistant Chief Executive, National Probation Service	Sharon Powell Head of Children's Services, Powys County Council
Mandy Nichols-Davies Head of Safeguarding Adults & Children (Named Nurse), Hywel Dda University Health Board	Mandy Nichols-Davies Head of Safeguarding Adults & Children (Named Nurse), Hywel Dda University Health Board
Jayne Wheeler-Sexton Assistant Director of Safeguarding (Named Nurse), Powys Teaching Health Board	Jayne Wheeler-Sexton Assistant Director of Safeguarding (Named Nurse), Powys Teaching Health Board
Debbie Pachu Designated Nurse, National Safeguarding Team (NHS Wales), Public Health Wales	Debbie Pachu Designated Nurse, National Safeguarding Team (NHS Wales), Public Health Wales
Position Vacant Head of Safeguarding, Welsh Ambulance Services NHS Trust	Position Vacant Head of Safeguarding, Welsh Ambulance Services NHS Trust
Chris Harrison Regional representative for Heads of Commissioning	Steve Davis Regional representative of Youth Justice Managers
	Regional Directors of Education Rotating membership from Pembrokeshire, Carmarthenshire, Ceredigion and Powys
	Dr Ingrid Prosser Named Doctor, Child Protection, Powys Teaching Health Board
	Dr Damitha Ratnasinghe Named Doctor, Child Protection, Hywel Dda University Health Board
Mid and West Wales Safeguarding Boards Business Unit	
Julie Breckon Regional Strategic Safeguarding Manager for Children and Adults at Risk	
Rebecca Reynolds Practice Review Business Manager	
Theresa Welch Business Development Officer	
Stuart Hicks Business Coordinator	

IDENTIFIED STRATEGIC PRIORITY OUTCOMES FOR 2024-25

- 1. Develop a culture of collaboration and innovation across the partnership, which promotes a safe, skilled and resilient workforce.**
- 2. Measure, evidence and understand the impact of this Board's work on professional practice, and how this improves outcomes for children and adults at risk.**
- 3. Undertake systemic analysis of organisational performance and change to better understand its impact on children and adults at risk.**
- 4. Continue to influence and contribute to the national strategic agenda to support improvements in safeguarding legislation, guidance and policy.**

How we intend to achieve these outcomes and the summary of improvements we propose to make to enable us to fulfil our objectives is listed in our Business Plan below.

Mid & West Wales Safeguarding Board Business Plan 2024-25

1. Develop a culture of collaboration and innovation across the partnership, which promotes a safe, skilled and resilient workforce.

Priority Area	What do we want to achieve?	What are the outcome indicators?
1.1 Information Sharing	Utilise advances in technology and available digital platforms, to facilitate and enhance better information sharing across agencies in safeguarding practice.	A pilot exercise will be undertaken and evaluated in the region, using artificial intelligence to improve information sharing for people identified to be at increased risk of harm.
		An increase in mechanisms to share information across and between Board agencies, for the purposes of safeguarding and prevention of harm.
		Better platforms will exist for sharing and monitoring concerns.
1.2 Thresholds	Implement a revised regional threshold document, to provide the right help at the right time for children and their families across the continuum of need from early intervention to children at risk of significant harm.	Risk assessments, intervention and the provision of safeguarding services for children and adults at risk, will be timely and proportionate to the level of need.
	Review existing thresholds for adults at risk and update accordingly in light of changes to legislation, policy and practice.	A greater level of consistency will be evident in the application of thresholds across the four local authority footprint areas and practitioners from statutory agencies via the availability of clear practice guidance.
1.3 Regional Safeguarding Training	Implement the new National Training Standards and Framework across all agencies of the Board via the Training Sub Group.	The Standards will be applied consistently and effectively across all partner agencies in the region.
		Children and adults at risk will be safer as a result of enhanced knowledge, skills and the provision of quality training aligned to national standards.
1.4 Develop collaborative Approaches to	Consolidate and continue to implement existing workforce strategies across agencies across the region.	Collaboration on best practice and 'what works' in recruitment and retention and growth will be utilised and shared across LA and agency boundaries.

the Safeguarding Workforce		The number of staff vacancies and numbers of employed agency workers in business critical service areas will decrease over time.
-----------------------------------	--	----------------------------------------------------------------------------------------------------------------------------------

2. Measure, evidence and understand the impact of this Board's work on professional practice, and how this improves outcomes for children and adults at risk.

Priority Area	What do we want to achieve?	What are the outcome indicators?
2.1 Embed understanding of the Lived Experiences of children and adults at risk into Board Discussions	Identify opportunities to incorporate user voice into existing Board activities and programmes. Examples of this could include the RSB Award Ceremony, inclusion of service user stories/feedback in meetings/events/training, focus groups or panels.	The Board is able to evidence service user voice within its frameworks and workstreams, and that this influences the Board's decision-making and programme of work.
	Recruit an adult service user onto the Regional Executive Board as a one-year pilot exercise.	The board meeting, discussions and agreed action will be directly influenced by an adult service user with lived experience of safeguarding practice and service.
	Strengthen links with third-sector organisations, e.g. the voluntary sector/advocacy organisations, with whom this Board could collaborate in developing mechanisms to capture service user voice.	New pathways will be developed which allow children and adults at risk who engage with third-sector organisations to share their perspectives and views with the Board.
	LOGs to implement case studies of lived experience into their agendas, mirroring the model developed within the Executive Board agenda.	Each LOG meeting will include a focus on an individual case to promote a person-centred approach for children and adults at risk.
2.2 Adult Safeguarding Practice	Develop and embed a more consistent multi-agency response to safeguarding practice, aligned to the Wales Safeguarding procedures across the region.	Adults at risk in need of intervention or a service will receive a more proportionate and coordinated response across agencies.
2.3 Suicide Prevention	Evaluate Pilot Rapid Response Model for those immediately impacted by an act of suspected suicide.	Supportive networks around a person who may have completed suicide will be strengthened.

		An evidence based model to support, peers, family and community members immediately impacted by an incident of suspected suicide will be introduced.
2.4 Risk Register	Implement a multi-agency risk register.	The Boards line of sight on high-level multi-agency risk will be strengthened, enabling a coordinated multi-agency response to children and adults at high risk of harm.
2.5 Regional Junior Safeguarding Board (CADW)	Support CADW to review its membership, focus and programme of events.	The work of CADW will be driven and informed by the young people who sit on the Junior Safeguarding Board.

3. Undertake systemic analysis of organisational performance and change to better understand its impact on children and adults at risk.

Priority Area	What do we want to achieve?	What are the outcome indicators?
3.1 Audits	Develop and embed a multi-agency audit programme.	Regional quality assurance processes will be strengthened providing a holistic multi-agency analysis of safeguarding practice and key themes.
3.2 Learning	Improve our methods for sharing learning and disseminating lessons learned from practice reviews.	Children and adults at risk will be safer as a result of more informed safeguarding intervention and practice, due to improved information and training.
	Utilise National Safeguarding Week to disseminate learning from practice reviews, multi-agency audits and key quality assurance themes and trends.	
3.3 Quality Assurance and Performance	Review the Board's new Quality Assurance framework and explore opportunities to obtain qualitative data	Multi-agency reporting arrangements to the Board will be strengthened with a holistic picture of multi-agency practice and activity provided.
	Capture the core metrics of the NISB Multi-agency Safeguarding Performance Framework.	Regional quality assurance processes will be aligned to key national workstreams.

	Develop existing framework to include a reporting mechanism on the provision and quality of multi-agency training akin to the national training standards and framework.	Regional arrangements for reporting on the quality, delivery and commissioning of safeguarding training will be strengthened.
--	--------------------------------------------------------------------------------------------------------------------------------------------------------------------------	-------------------------------------------------------------------------------------------------------------------------------

4. Continue to influence and contribute to the national strategic agenda to support improvements in safeguarding legislation, guidance and policy.

Priority Area	What do we want to achieve?	What are the outcome indicators?
4.1 Single Unified Safeguarding Review (SUSR)	Lead on the development and Implementation of a national training framework in partnership with the Welsh Government and national stakeholders, prior to the implementation of the Single Unified Safeguarding Review.	Processes and platforms for learning lessons from safeguarding practice will be consolidated and enhanced via the development of high-quality training.
	Implement the SUSR model across the region upon the implementation of the statutory guidance scheduled for autumn 2024.	The Regional Safeguarding Board and relevant sub-groups will adhere to the SUSR Statutory Guidance in its undertaking of regional reviews, embracing wider learning from domestic homicides and mental health homicides, supporting improved multi-agency safeguarding practice and learning.
4.2 Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV)	Support the VAWDASV Strategic and Delivery Groups in their programme of work as set out under the regional strategy and strategic plan.	Clear, evidence based progress will be made against the actions set out in the VAWDASV Strategy 2023-27, which can be accessed here . This will improve safeguarding services and practice for victims of domestic abuse.
4.3 Rapid Review of Child Protection Arrangements	Analyse and consider the findings and recommendations of the national review undertaken by CIW, Estyn and HIW and implement any multi-agency action needed as required.	The Board will identify any clear, region-specific actions required to meet the objectives and recommendations arising from the national review. The Board will be able to demonstrate progress in respect of these multi-agency actions via robust monitoring and reporting.

4.4 Preventable Infant Deaths linked to Safe Sleep	Work with Public Health Wales to better promote awareness amongst parents and practitioners on increased risk factors associated with infant safe and unsafe sleep practices.	Risk factors associated with safe sleep will be better understood, and as a result, can improve support provided to families.
	Convene a Task and Finish Group to develop a multi-agency risk assessment tool or matrix in respect of safe sleep.	
	Consider, via this Task and Finish Group, innovative means of communicating with parents about safer sleep.	Safe sleep guidance will be more readily available and accessible, and parents will better understand safe sleep practice.
4.5 Wales Safeguarding Procedures	Develop a more consistent implementation of Section 5 of the Wales Safeguarding Procedures for practitioners and those in a position of trust across Wales and the region.	National workstreams in this area will be supported by senior safeguarding managers within this region and regional processes will be consolidated and strengthened, promoting a consentient approach across agencies.

PROPOSED BOARD EXPENDITURE TO ACHIEVE OUR OBJECTIVES

Local Authorities: <ul style="list-style-type: none"> Ceredigion 15% Powys 25% Carmarthenshire 35% Pembrokeshire 25% 	60%	Health: <ul style="list-style-type: none"> Hywel Dda UHB 75% Powys Teaching HB 25% 	25%	Total: 100%
Police <ul style="list-style-type: none"> Dyfed Powys Police 	10%	Probation: <ul style="list-style-type: none"> National Probation Service 	5%	

Proposed Budget 2024-25		Proposed Agency Contributions 2024-25	
Staff Costs and Salaries	205,890	Ceredigion County Council	17,813
		Powys County Council	29,610
IT equipment & software	1,120	Carmarthenshire County Council	41,348
Office, admin & recruitment costs	8,400	Pembrokeshire County Council	29,610
Travel, venues & communication	4,260	Dyfed Powys Police	19,727
Publicity, promotion & translations	9,500	Wales Probation Service	9,903
Commissioning of research, independently commissioned projects and external delivery of bespoke regional training	10,100	Hywel Dda Health Board	36,949
		Powys Teaching Health Board	12,310
		Welsh Government Funding	42,000
TOTAL	239,270	TOTAL	239,270

Welsh Government Project Funds – Single Unified Safeguarding Review Learning and Development Framework	
2022/23	30,000
2023/24	70,000
2024/25	30,000
TOTAL OVER 3 YEARS	130,000

HOW WE PROPOSE TO COLLABORATE WITH OTHER PERSONS OR BODIES

The Mid & West Wales Safeguarding Board will continue to work collaboratively and in partnership with all other Safeguarding Boards in Wales via attendance at regular Business Manager and Business Coordinator meetings facilitated by Welsh Government. This includes regular sharing of information and good practice regarding practice reviews, coordination of National Safeguarding Week themes and communication, and other ad-hoc/bespoke events that are arranged externally. In particular, strong collaboration will be achieved this year with various key stakeholders as we oversee implementation of the Single Unified Safeguarding Review Learning and Development Framework.

We continue to shape the national safeguarding agenda and conversation, and we continue to work with the National Independent Safeguarding Board and Welsh Government on several national workstreams to support the national safeguarding agenda.

HOW WE GIVE PEOPLE WHO ARE AFFECTED BY THE BOARD'S WORK THE OPPORTUNITY TO PARTICIPATE

The CYSUR Board continues to commission TGP Independent Advocacy Service to facilitate its CADW Regional Junior Safeguarding Board. Members of the group regularly attend the Executive Board to discuss their work with members. The group meets four times a year, which this year will include two residential events. The group will continue to provide advice and information to the Executive Board in the coming year on a variety of safeguarding issues that are important and relevant to young people. Having developed and launched an outstanding resource last year which firmly embeds the voice of children and young people in safeguarding training for multi-agency practitioners, the Board will work with CADW this year to evaluate this implementation and further seek their views on how safeguarding practice in our region can be improved for children at risk of abuse, neglect or harm.

As well as the regional CADW Board, each of the four local Counties, Pembrokeshire, Carmarthenshire, Ceredigion and Powys, has their own Local Junior Safeguarding Groups and partnerships. These are closely aligned to three out of four of the Local Operational Groups (LOGs) where junior members attend and provide information to LOG meetings on local safeguarding issues for young people. This will continue in the coming year.

Further work will be undertaken to ensure the current regional junior group and membership links more closely with local safeguarding groups and forums as outlined above, and that their views represent the whole region. This will be developed in the coming year.

Further work to better engage adults at risk in the work of the Board is needed, and this will be progressed in the coming year via numerous objectives identified in our Annual Strategic Plan. Hearing the voices of victims of domestic abuse will continue this year as outlined in the regional VAWDASV regional strategy (2023-2027): [VAWDASV Strategy \(2023-27\)](#)

For more information on the Mid & West Wales Safeguarding Board, please go to our website: www.cysur.wales

HOW TO REPORT A CONCERN

If you suspect a child, young person or adult is at **immediate risk of harm call 999** and speak with the **Police**.

If you would like to report a **non-urgent** incident or have a problem or general query, you can call the Police 24hr non-emergency number on **101**.

If you are concerned about the safety or wellbeing of a child, you have a duty to report it immediately – contact:

CARMARTHENSHIRE:

During Office Hours: Central Referral Team – 01554 742322 (8:45am - 5pm Monday – Thursday, 8:45am - 4:30pm Friday)

Outside of Office Hours: 0300 333 2222

Email: CRTChildren@carmarthenshire.gov.uk

CEREDIGION:

During Office Hours: Contact Centre – 01545 574000

Outside of Office Hours: Emergency Duty Team – 0300 4563554

Email: contact-socservs@ceredigion.gov.uk

PEMBROKESHIRE:

During Office Hours: Assessment Team – 01437 776444

Outside of Office Hours: Emergency Duty Team – 0300 333 2222

Email: CCAT@pembrokeshire.gov.uk

POWYS:

Front Door: 01597 827666 (8.45am - 4.45pm Monday – Thursday, 8.45am - 4.15pm Friday)

Outside of Office Hours: 0845 0544847

Email: csfrontdoor@powys.gov.uk

If you are concerned about the safety or wellbeing of an adult, you have a duty to report it immediately – contact:

CARMARTHENSHIRE:

IAA service on 0300 333 2222 (available 24hrs, 7 days a week) or make a referral through the website www.carmarthenshire.gov.uk

Email: iaa@deltawellbeing.org.uk

CEREDIGION:

During Office Hours: Contact Centre – 01545 574000

Outside of Office Hours: Emergency Duty Team – 0300 4563554

Email: contact-socservs@ceredigion.gov.uk

PEMBROKESHIRE:

During Office Hours: Duty Team – 01437 776056

Outside of Office Hours: Emergency Duty Team – 0300 333 2222

Email: adult.protection.team@pembrokeshire.gov.uk

POWYS:

During Office Hours: 03456 027050 (8.30 - 4.45 Monday – Thursday, 8.30 - 4.15 Friday)

Outside of Office Hours: Emergency Duty Team – 0300 333 2222

Email: assist@powys.gov.uk