



BWRDD DIOGELU CANOLBARTH A GORLLEWIN CYMRU

CYSUR & CWMPAS

THE MID & WEST WALES SAFEGUARDING BOARD

CYNLLUN BLYNYDDOL | ANNUAL PLAN

2019-20



INTRODUCTION

CYSUR: The Mid & West Wales Safeguarding Children Board and CWMPAS: The Mid & West Wales Safeguarding Adult Board is pleased to publish and present its third annual joint strategic plan for 2019-20. The identified fully aligned Joint strategic objectives and priority areas are a reflection of the continuing progress the Board has made in its approach to adopting an all age safeguarding people approach to children and adults at risk in Mid and West Wales.

The areas identified for continuing improvement will enable the Board and its members to fulfil their statutory responsibilities as outlined in Part 7 of the Social Services and Well-being Act (Wales) 2014 to protect and prevent children and adults at risk in the region from experiencing abuse and neglect and other kinds of harm.

Serving the citizens and diverse communities of the Mid and West Wales region which encompasses such a large geographical area of Pembrokeshire, Carmarthenshire, Ceredigion and Powys does not come without significant challenges. The board and its members however continue to be proud of the strong ethos of collaboration and partnership working that has been established at a senior executive board and sub group level. We look forward to the year ahead and continuing to build upon the strong foundations established in the preceding three years to deliver against our objectives and our aspiration to achieve excellence in Safeguarding work, professional practice and the services we provide to our communities.

Protecting and preventing children and adults at risk from experiencing harm Promoting the Wellbeing of the people of Mid & West Wales enabling them to achieve better outcomes remains central to the Board's work.



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



Jonathan Griffiths (CWMPAS Chair)
Director of Social Care
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 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 Board)	 CYSUR (Safeguarding Children Board)
Jonathan Griffiths (Chair) Director of Social Care, Pembrokeshire County Council	Jake Morgan (Chair) Director of Community Services, Carmarthenshire County Council
Anthony Griffiths (Vice-Chair) Det Superintendent, Dyfed Powys Police	Sian Passey (Vice-Chair) Assistant Director Nursing Assurance and Safeguarding Corporate Nursing, Hywel Dda University Health Board
Jake Morgan Director of Community Services, Carmarthenshire County Council	Jonathan Griffiths Director of Social Care, Pembrokeshire County Council
Alison Bulman Director of Social Services, Powys County Council	Alison Bulman Director of Social Services, Powys County Council
Sian Passey Assistant Director Nursing Assurance and Safeguarding Corporate Nursing, Hywel Dda University Health Board	Anthony Griffiths Det Superintendent, Dyfed Powys Police
Avril Bracey Head of Mental Health, Learning Disabilities & Adult Safeguarding, Carmarthenshire County Council	Stefan Smith Head of Children's Services, Carmarthenshire County Council
Carys James Statutory Director for Social Services and Corporate Lead Officer for Adult Social Care, Ceredigion County Council	Elfed Hopkins Corporate Lead Officer for Families & Children Services, Ceredigion County Council
Jason Bennett Head of Adult Services, Pembrokeshire County Council	Anthony Maynard Head of Children's Services, Pembrokeshire County Council
Michael Gray Head of Adult Services, Powys County Council	Jan Coles Head of Children's Services, Powys County Council
Christine Harley Assistant Chief Executive, National Probation Service	Christine Harley Assistant Chief Executive, National Probation Service
Rhian Lovell Assistant Chief Executive, Wales Community Rehabilitation Company	Rhian Lovell Assistant Chief Executive, Wales Community Rehabilitation Company
Mandy Rayani Director of Nursing, Quality & Patient Experience, Hywel Dda University Health Board	Mandy Rayani Director of Nursing, Quality & Patient Experience, Hywel Dda University Health Board
Rhiannon Jones Director of Nursing, Powys Teaching Health Board	Rhiannon Jones Director of Nursing, Powys Teaching Health Board

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
Sonia Mason Assistant Director of Safeguarding (Named Nurse), Powys Teaching Health Board	Sonia Mason Assistant Director of Safeguarding (Named Nurse), Powys Teaching Health Board
Karen Toohey Designated Nurse, National Safeguarding Team (NHS Wales), Public Health Wales	Karen Toohey Designated Nurse, National Safeguarding Team (NHS Wales), Public Health Wales
Daphne Rose Designated Nurse, National Safeguarding Team (NHS Wales), Public Health Wales	Daphne Rose Designated Nurse, National Safeguarding Team (NHS Wales), Public Health Wales
Nikki Harvey Head of Safeguarding, Welsh Ambulance Services NHS Trust	Nikki Harvey Head of Safeguarding, Welsh Ambulance Services NHS Trust
Hazel Lloyd-Lubran Regional Third Sector representative, Ceredigion Association of Voluntary Organisations (CAVO)	Hazel Lloyd-Lubran Regional Third Sector representative, Ceredigion Association of Voluntary Organisations (CAVO)
Chris Harrison Regional representative for Heads of Commissioning	Steve Davis Regional representative of Youth Justice Managers
	Kate Evan-Hughes Regional representative of Directors of Education
	Dr Ingrid Prosser Named Doctor, Child Protection, PTHB
	Dr Damitha Ratasinghe Named Doctor, Child Protection, HDUHB

Mid & West Wales Safeguarding Board Business Unit
Julie Breckon Regional Safeguarding Board Manager
Tessa Fudge Business Coordinator

IDENTIFIED STRATEGIC PRIORITY OUTCOMES FOR 2018-19

1. **Better Engagement:** To demonstrate that the voice of children and adults affected by the work of the Board is central to our work and that the views of children, young people, adults at risk, their families and frontline practitioners inform practice and shape services.
2. **Systematic Learning:** To continually develop and improve the way we work so that outcomes for children, young people and adults at risk improve.
3. **Increased Knowledge and Skills:** To be assured that we know the people who are most at risk in our region and effectively safeguard them.
4. **Strong Leadership, Influence and Challenge:** To provide robust strategic leadership and effective challenge across the partnership and influence the national agenda in relation to Mid & West Wales safeguarding priorities.

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.

1 <u>Better Engagement</u>: To demonstrate that the voice of children and adults affected by the work of the Board is central to our work and that the views of children, young people, adults at risk, their families and frontline practitioners inform practices and shape services		
Priority Area	What do we want to achieve?	What are the outcome indicators?
1.1 Engagement with Adults at Risk.	Better communication and engagement with adults at risk at a practice and strategic level in adult safeguarding work.	Regional Forums will be established and processes developed that will capture the voice of adults at risk.
		We will better understand the experience of adults at risk in Safeguarding work.
		The voice of adults at risk will directly inform and influence professional practice and the board's work.
1.2 CADW Junior Group and local Safeguarding Children's Junior Boards.	Regular consistent attendance by CADW members at the Executive Board.	The relationship between the senior executive board and junior group CADW is strengthened.
	Further develop existing communication lines between the CADW regional group and Local Junior Boards and ensure work streams align.	The voice of children and young people directly influences the work of the board.
	Review current CADW work-plan to ensure this is reflective of the Senior Board's priorities.	
1.3 Community Groups, Sport and leisure Clubs.	Develop a safeguarding toolkit for affiliated and non-affiliated community groups and sports and leisure clubs, to include safeguarding responsibilities for paid staff and volunteers.	Children and adults who access these groups and activities will be safer via raised awareness of responsibilities amongst clubs and group organisers, parents and carers.
1.4 Collaboration with Regional Partnerships.	Joint work to be undertaken with the West Wales Partnership Board to support ongoing work on: <ul style="list-style-type: none"> • service user participation and engagement. • workforce development. 	Meaningful, time and cost effective collaborative work is established with other regional partnerships.
		The existing service user engagement programme for adults at risk is extended and strengthened.
		Workforce planning, recruitment and retention across vulnerable parts of the social care workforce is strengthened.

1.5 Board Website.	Increase public and professional accessibility to the regional board's website via an improved design and layout.	Members of the public, community groups and front line practitioners are better informed of the Board, its work and its functions.
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2 Systematic Learning: To continually develop and improve the way we work so that outcomes for children, young people and adults at risk improve

Priority Area	What do we want to achieve?	What are the outcome indicators?
2.1 Multi-agency Professional Forums.	Ensure all local Operational Groups identify cases and opportunities to undertake two MAPF's within the year.	Professional development is supported through improved skills and knowledge via training and engagement in the MAPF process.
	Ensure practitioners have the necessary training and skills to: <ul style="list-style-type: none"> • manage and oversee the delivery of MAPF's. • facilitate Learning Events. 	Better service and professional responses to children and adults at risk through raised awareness of lessons learned resulting in improved safeguarding practice.
	Ensure lessons learned identified via MAPF's are disseminated and shared across the region.	
2.2 Child and Adult Practice Reviews.	Raise awareness of the criteria and referral process for undertaking Adult Practice Reviews.	Numbers of referrals for consideration into the Regional APR Sub-Group will increase.
	Improve processes for sharing and disseminating lessons learned from regional and national APR and CPR reviews to front line practitioners.	Children and adults at risk are safer via improved professional knowledge and improved safeguarding practice.
	Develop a regional toolkit to support the delivery and process of undertaking Child and Adult Practice Reviews.	Independent Reviewers and Panel chairs are better supported in their roles enhancing and improving the quality of reviews undertaken.
2.3 Multi-agency Safeguarding Training.	Implement key actions from the Mid and West Wales Training Strategy 3-year delivery Plan to deliver specialist bespoke and higher tier multi-agency training.	Consistent multi-agency safeguarding training will be delivered across the region.
		Assurance is provided to the board on the type and quality of safeguarding training that is being delivered to multi-agency practitioners.
2.4 Thresholds for Children and Adults at Risk.	Implement and embed the Regional Threshold Document for Adults and Risk in Mid and West Wales into practice.	Professional responses to those who may be at risk will be timely, robust and proportionate to need and risk identified.

	A better understanding of thresholds applied to children and adults identified to be at risk of significant harm.	
2.5 Domestic Abuse Referrals For Adults.	Implement a consistent regional model for the management and processing of Domestic Abuse referrals for adults.	Professional responses to victims of Domestic Abuse will timely, proportionate to risk and need and signposted to community resources when appropriate.
2.6 Suicide Prevention.	Review the ongoing work of the Mid and West Wales Suicide and Self Harm Strategy.	Via increased knowledge and awareness of risk indicators professional responses to those most at risk will improve.
	Ensure front line practitioners are better aware of risk factors associated with suicide and opportunities to share good practice across agencies are maximised.	

3 Increased Knowledge and skills: To be assured that we know the people who are most at risk in our region and effectively safeguard them

Priority Area	What do we want to achieve?	What are the outcome indicators?
3.1 Workforce Development, Recruitment and Retention.	Implement the recommendations of the Workforce Development Deep Dive Audit undertaken across Local authority children's services teams in partnership with the West Wales Partnership Board.	Recruitment and retention practice in vulnerable teams and service will improve.
		Vacancy levels in hard to recruit areas will decrease.
3.2 Risk Register.	Develop a frameworks to enable local operational groups to report high-level multi-agency safeguarding risks to the executive Board.	Improved efficiency and strategic focus of the executive board. A consistent thematic model for reporting high-level risk into the Executive Board from Local Operational Groups will be established.
3.3 Long Term Strategy and Plan.	Develop a 5-year board strategy and Plan.	The board has a clear long-term vision with clear goals and measurable outcomes.
3.4 Quality Assurance Framework and Regional Audits.	A better understanding of professional practice in respect of <ul style="list-style-type: none"> • Preventable pressure sores • The use of advocacy for Adults at risk. 	Through increased knowledge, the numbers of adults at risk developing preventable pressure sores will decrease.
		Opportunities to improve the provision of advocacy services to Adults at risk will be identified.
3.5 Violence Against Women Domestic Abuse and Sexual Violence.	Implementation of the Regional VAWDASV strategy with specific focus on the 2019/20 identified enablers for change; <ul style="list-style-type: none"> • Reflect and Review • Data and Evidence • Continuing Consultation with Survivors. 	Regional Set of Indicators to monitor and evaluate the strategy and its effect.
		Consistent Data set in relation to VAWDASV across the region to support the performance framework.
		Regional Survivor Engagement framework.
3.6 Contracts and Commissioning With Care and Nursing Homes.	Complete and launch a regional process for the management of escalating concerns.	A consistent model of support and monitoring for care and nursing homes will be established across the Mid and West Wales Region.
	Develop and deliver bespoke Safeguarding Training for Registered Managers in care and nursing homes.	

	A better understanding of thresholds applied to children and adults identified to be at risk of significant Harm.	Through increased knowledge and awareness of safeguarding responsibilities the quality of care provided to residents in care and nursing homes will improve.
3.7 Information Sharing.	Increase and raise awareness of professionals' responsibilities and duties to legally and proportionately share information in safeguarding work.	The quality and timeliness of information sharing across agency boundaries will improve.
	Complete and implement a regional multi-agency sharing protocol.	

4 Strong Leadership, Influence and Challenge: To provide robust strategic leadership and effective challenge across the partnership and influence the national agenda in relation to Mid & West Wales safeguarding priorities

Priority Area	What do we want to achieve?	What are the outcome indicators?
4.1 Sexual Abuse Response Services for Children in Mid and West Wales.	Work collaboratively with health partners to establish a model of service delivery that meet the needs of victims of sexual assault and abuse in Mid and West Wales.	Reponses times for forensic medical examination for child victims of sexual assault and abuse will improve.
		The distance child victims of sexual assault and abuse have to travel will decrease.
4.2 Children Who Are Electively Home Educated.	Continue to work with Welsh Government and National Independent Safeguarding Board in relation to the development of stronger legislation and a national protocol to safeguard children who are electively home educated.	The board continues to directly influence the national strategic agenda in relation to children who are electively home educated.
		Children in Wales who are electively home educated are better safeguarded.
4.3 DBS checks for Staff Who Work With Children and Adults.	Clearer guidance from Welsh Government regarding requirements for DBS checks for staff who come into contact with children and adults at risk.	Recruitment practice for staff in key positions is safer.
4.4 Recognition for Excellent Practice.	Develop an annual multi-agency staff award ceremony that identifies and acknowledges excellent safeguarding practice and achievement.	Recognition and reward for high standards and achievement will improve staff morale.
		A platform for sharing excellent professional practice across the multi-agency partnership will be developed.
4.5 Signs of Safety.	Establish a regional group to provide peer support and shared resources for the ongoing development and implementation of Signs of Safety.	
4.6 National Protection Procedures for children and Adults at Risk.	Ensure procedures are launched in line with the agreed national timetable in Autumn of 2019.	Awareness raised amongst practitioners of professional responsibilities to children and adults at risk and how these align to legislation as outlined in the Social Services and Well-being Act 2014.

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	10%	Probation: <ul style="list-style-type: none"> • NPS 2.5% • CRC 2.5% 	5%	

Proposed Budget 2018-19		Proposed Agency Contributions 2018-19	
Staff Costs and Salaries	99,800	Ceredigion County Council	11,280
		Powys County Council	18,740
IT equipment & software	1,000	Carmarthenshire County Council	26,180
Office, admin & recruitment costs	7,450	Pembrokeshire County Council	18,740
Travel, venues & communication	5,100	Dyfed Powys Police	12,490
Publicity, promotion & translations	1,500	Wales Probation Service	3,125
Commissioning of research, independently commissioned projects and external delivery of bespoke regional training	10,000	Community Rehabilitation Service	3,125
		Hywel Dda Health Board	23,380
		Powys Teaching Health Board	7,790
		Public Health Wales	0
TOTAL	124,850	TOTAL	124,850

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, national coordination of National Safeguarding Week themes and communication; and other ad-hoc/bespoke events that are arranged externally.

The Board looks forward to the pending appointment of the new National Independent Safeguarding Board (NISB) and is committed to continuing to work collaboratively with them on issues of mutual importance. The continuing work in relation to children who are Electively Home Educated has been particularly effective and the board looks forward to identifying future opportunities of mutual interest

in which together we can make a real difference to the lives of children and adults at risk in Mid and West Wales.

It will continue to liaise and work with the Welsh Government on any issues of national importance and continue to engage in the work commissioned to Cardiff and the Vale Safeguarding Board to rewrite the National Safeguarding Procedures.

In the coming year we have committed to undertake some collaborative work with the Mid and West Wales Partnership Board in respect of Workforce Development and Citizen Engagement which we feel is a reflection of the boards continuing evolution and maturity.

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

Good progress has been made in the last year to better engage adults at risk. This will be reflected in the forthcoming annual report to be published in July 2019 and will continue to be a key focus for the CWMPAS Board. A number of exciting projects will sit underneath these work streams which will aim to encourage meaningful engagement in the boards work with adults at risk including survivors of Domestic Abuse.

The CYSUR Board commissioned TGP Independent Advocacy Service to facilitate its CADW Regional Junior Safeguarding Board (RJSB). The membership is made up of children and young people from across the four counties. The group meets four times a year which includes an annual residential event. 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.

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 arrangements. 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 as the Board recognises further work is needed to ensure there is meaningful and genuine engagement by children and young people and work streams are aligned to the board's strategic priorities.

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

www.cysur.wales or www.cwmpas.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 – Tel: 01554 742322 Email: CRTChildren@carmarthenshire.gov.uk Outside of Office Hours: Tel: 0300 333 2222
CEREDIGION: During Office Hours: Contact Centre – Tel: 01545 574000, Fax: 01545 574002 E mail: contact-socservs@ceredigion.gov.uk Outside of Office Hours: Emergency Duty Team – Tel: 0300 456 3554
PEMBROKESHIRE: During Office Hours: Assessment Team – Tel: 01437 776444 Email: ccat@pembrokeshire.gov.uk Outside of Office Hours: Emergency Duty Team – Tel: 0300 333 2222
POWYS: Powys People Direct: Tel: 01597 827666 E mail: people.direct.children@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 or make a referral through our website www.carmarthenshire.gov.uk Email: adultsafeguarding@carmarthenshire.gov.uk
CEREDIGION: During Office Hours: Contact Centre – Tel: 01545 574000, Fax: 01545 574002 E mail: contact-socservs@ceredigion.gov.uk Outside of Office Hours: Emergency Duty Team – Tel: 0300 456 3554
PEMBROKESHIRE: During Office Hours: Duty Team – Tel: 01437 776056 Email: adult.protection.team@pembrokeshire.gov.uk Outside of Office Hours: Emergency Duty Team – Tel: 0300 333 2222
POWYS: Powys People Direct: Tel: 01597 827666 Email: people.direct.adult@powys.gov.uk