

BRENT SAFEGUARDING ADULTS BOARD STRATEGIC PLAN 1 APRIL 2017- 30 SEPTEMBER 2019

Brent Safeguarding Adults Board promotes inter-agency co-operation at all levels of safeguarding adults work. In order to protect adults from abuse and harm, it is essential that all partners and stakeholders work closely together to develop policies and procedures that result in timely, robust and personalised inter-agency responses. The Brent Safeguarding Adults Board oversees this partnership approach by working strategically to consider, direct, assure quality and monitor actions and initiatives that enhance and improve practice across all partner agencies.

The purpose of this strategic plan is to illustrate the vision that has been agreed and to demonstrate how all relevant stakeholders will participate in achieving the goals required to make the vision a reality. The strategic plan will assist Brent Safeguarding Adults Board to support, monitor and review what partner agencies do individually and collectively to fulfil their safeguarding duties.

To deliver this vision, the BSAB facilitated an Board Awayday in January 2017, with representation from across the partnership, including the Local Authority, NHS Trusts, CCG, Metropolitan Police, Probation Service, London Fire Brigade, independent providers, service user groups, home care and residential care providers. The purpose of the event was for the BSAB to hear first-hand, the lived experience of safeguarding in Brent and to consult on the BSAB priorities for 2017/18. Feedback from this event has therefore informed the following priorities.

The strategic plan will focus on:-

1. Increasing awareness and understanding of safeguarding adults within the Brent Safeguarding Adults Board workforce and wider community

2. Continuing to work together to understand and meet the challenges of the Mental Capacity Act 2005 & Deprivation of Liberty Safeguards (DoLS)
3. Service User Voice – To ensure the work of the SAB is influenced by service users and their representatives
4. Making Safeguarding Personal – Continue to work to progress the ‘Making Safeguarding Personal’ agenda
5. To use Training & Workforce Development to support the delivery of BSAB priorities
6. To increase the voice of service users, carers and their representatives in the work of the BSAB

The Work of the Board will continue to be underpinned by the following principles:-

- **Responsibility and accountability**, where the outcome is a multi-agency approach for people who need safeguarding support;
- **Prevention and early intervention**, where the outcome is a pro-active approach that reduces risks and promotes safe services whilst ensuring independence, control and choice;
- **Access and involvement**, where the outcome is that everyone is aware of what to do if they suspect or experience abuse, and where practice and the commissioning of services are informed by feedback and satisfaction levels of those who have experience of the safeguarding process;
- **Responding to abuse and neglect**, with the outcome that people in need of safeguarding support feel safer and further harm is prevented;
- **Training and professional development**, with the outcome that all staff are aware of policies and procedures, and their practice safeguards adults and promotes understanding of harm.

2017-19						
Priority 1	Objective - Raise awareness & understanding of safeguarding adults within the Brent Safeguarding Adults Board (BSAB) workforce and wider community					
Outcome	Action	Lead	Target date	Resource (£)	Progress	RAG
1.1 There is a multi-agency approach to raising awareness & understanding of Safeguarding within the BSAB workforce and wider community	Systems and resources have been developed that raise public awareness and understanding of safeguarding adults work, with people using services and their carers an integral part of the design	CEA Subgroup	On-going	TBC		
	Partner agencies provide assurance that safeguarding training is provided so that staff and volunteers are aware of the needs of adults who might be at risk of abuse and harm, have the appropriate knowledge and competencies, and ensure they receive effective support <i>[PVI Safeguarding training & ASC L&D programme]</i> <i>Other multi-agency training available to be listed</i>	SAB/Learning & Dev Subgroup	On-going			
	Launch BSAB Safeguarding Adults Training Toolkit across BSAB	Learning & Development	May 2017	TBC		

	partnership	Subgroup (L&D)				
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	Implement action plan from safeguarding adults workforce survey 2016-17	Monitoring & Evaluation Subgroup (M&E)	Sept 2017			
	Develop basic 'how to' guidance notes/checklists for targeted audiences to support safeguarding practice	L&D Subgroup	Sept 17			
	Facilitate Engagement with the wider community, including community groups, service users, carers and faith groups to raise awareness and knowledge of Safeguarding Adults	Community Engagement & Awareness Subgroup (CEA)	On-going			
	Undertake annual community safeguarding conference and maximise participation of a diverse range of community organisations and groups. Theme - to be decided	CEA Subgroup	Oct/Nov 17	TBC		
1.2 The SAB is assured that Brent safeguarding adults procedures are effective	Monitor percentage of Concerns rejected by Brent Safeguarding Adults Team (SAT) <i>[Include in multi-agency shared data set]</i>	Executive Group/M&E	Sept 17			
	Monitor the implementation of the BSAB Training Toolkit and evidence impact	M&E Subgroup with L&D	Dec 2017			
	Provide half-day multi- agency skills development workshop, targeting PVI sector, using case studies to	L&D Subgroup with input	2 per year	TBC		

	illustrate s.42 Enquiries criteria & clarify roles and responsibilities & address any mismatch of expectations between those raising concerns and the SAT Team	from M&E Subgroup				
	Provide half-day knowledge sharing events reflecting SAB priorities and informed by SAB safeguarding workforce survey, safeguarding data and feedback from practitioners.	L&D Subgroup with input from M&E Subgroup	Oct 17	TBC		
	Undertake safeguarding adults workforce survey 2017-18 to evidence any increased awareness, knowledge and confidence	M&E Subgroup	February 2018			

Priority 2	Objective - Continuing to work together to understand and meet the challenges of the Mental Capacity Act 2005 & Deprivation of Liberty Safeguards (DoLS)					
Outcome	Action	Lead	Target date	Resource (£)	Progress	RAG
2.1 Compliance with Mental Capacity Act (MCA) 2005 means service users are supported to make decisions in their best interest	Seek good practice examples and the challenges experienced by partner agencies in implementing MCA and DoLS and develop a SAB response that promotes good practice within the SAB partnership	M&E subgroup	Aug 17	TBC		
	Provide half-day multi-agency MCA knowledge & skills development workshop (target audience to be determined)	L&D Subgroup with input from M&E	Nov 17			
	SAB is assured that Care Act 2014 s68 advocacy and MCA 2005 advocacy is available to those who need it <i>Independent advocacy referrals data to be included in shared data set TBC</i>	Establishment Concerns Subgroup	Quarterly TBC			
2.3 The SAB is assured that Deprivation of Liberty Safeguards (DoLS) practice is in line with national requirements.	The Supervisory body report annually to the Board <i>DoLS authorisation data to be included in quarterly shared data set</i>	Executive Group/M&E SAT	Annual Quarterly			

Priority 3	Objective - To increase the voice of service users and their representatives in the work of the SAB					
Outcome	Action	Lead	Target date	Resource (£)	Progress	RAG
3.1 Adults who have experiences, or are at risk of abuse and neglect shape and influence the development of safeguarding practice	BLSAB Executive Group to establish regular two-way dialogue with service user/carers and faith groups, ensuring that some meetings take place in community settings	Independent Chair/CEA	April 2017 & on-going			

Priority 4	Objective – Continue to work to progress the making safeguarding personal agenda					
Outcome	Action	Lead	Target date	Resource (£)	Progress	RAG
4.1 The SAB is assured that partner agencies continue to place ‘Making Safeguarding Personal’ at the centre of their response to adults at risk	Seek evidence from partner agencies on how MSP is being implemented & share good practice across the SAB partnership.	M&E Subgroup	July 2017			
	The principles of Making Safeguarding Personal are addressed in all multi-agency Safeguarding Training. Review Toolkit to ensure MSP adequately addressed.	L&D Subgroup				
	Review impact of safeguarding training on MSP practice <i>[Can be done as part of evidencing Training Toolkit impact in 1.2 above]</i>	M&E Subgroup with L&D	Dec 2017			
	The consent of Adults at risk is sought before a concern is raised; as are their views on the desired outcome <i>[Include in multi-agency shared data set]</i>	Executive Group/M&E	Quarterly			
	The experience of the safeguarding process is routinely collected from service users and used to inform safeguarding practice <i>[Include in multi-agency shared data set]</i>	M&E Subgroup	Quarterly			

	<i>Feedback from Service User & Carer Fora</i>					
	The experience of the safeguarding process is routinely collected from practitioners and used to inform safeguarding practice <i>Provider Forum</i> <i>Annual workforce survey</i>	M&E Subgroup				
	Undertake MSP Audit - Terms of Reference to be determined following multi-agency feedback on MPS practice	M&E Sub group	Mar 18			

PRIORITY 5	Objective – Training & Workforce Development is used to support the delivery of BSAB priorities and to add value					
Outcome	Action	Lead	Target date	Resource (£)	Progress	RAG
5.1 Good safeguarding practice is shared across BSAB Partnership	Agencies provide examples of good practice, including case studies. BSAB to disseminate via skills development/knowledge sharing workshops/conferences	Establishment Concerns L&D Subgroup	On-going			

<p>5.2 BSAB identifies 'excellence' at national and local level and creates opportunities to share best practice</p>	<ul style="list-style-type: none"> • Deliver knowledge sharing workshops • Learning from Safeguarding Adult Reviews • Annual Professionals Conference 	<p>Business Manager/ Independent Chair & L&D Subgroup</p> <p>Independent Chair/L&D Subgroup</p>	<p>At 2/3 per year</p> <p>At least 1 per year</p> <p>Annual</p>	<p>TBC</p> <p>TBC</p> <p>TBC</p>		
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<p>5.3 There is a process in place for multi-agency referrals to the BSAB to undertake Safeguarding Adults Reviews, thematic and other reviews where lessons can be learned and can contribute to the reduction of risk and harm</p>	<p>SAB Case Review Group SAR Referral Policy & Procedure in place</p>	<p>Case Review Group</p>	<p>April 17</p>			
	<p>Learning from SAR is shared across the BSAB partnership [SAB Framework Doc. To be reviewed]</p>	<p>Case Review Group/L&D Subgroup</p>	<p>On-going</p>			
	<p>There is an agreed process for recording and monitoring learning from SAR and other Reviews</p>	<p>Case Review Group</p>	<p>April 17</p>			
	<p>There is a process in place to monitor the impact of learning from SAR and other commissioned Reviews</p>	<p>M&E Subgroup</p>	<p>July 2017</p>			
<p>5.4 There is demonstrable evidence of learning from Safeguarding Adult Reviews</p>	<p>Local and national Safeguarding Adult Reviews are used as the basis for ‘could it happen here?’ learning events to inform prevention and risk management strategies</p>	<p>Independent Chair/L&D Subgroup</p>	<p>2/3 per year? TBC</p>			
	<p>At least one follow up report annually to BSAB to evidence learning from a BSAB commissioned SAR</p>	<p>M&E Subgroup</p>	<p>Annual</p>			
<p>5.5 There SAB is well informed on multi-agency establishment concerns and action being taken to</p>	<p>Provide assurance to the SAB updated on action being taken to address poor quality care and/or safeguarding issues, and how good practice is shared to improve the quality of care provision</p>	<p>Establishment Concerns Sub Group</p>	<p>On-going</p>			

<p>mitigate risks and improve the quality of care provision by commissioned services</p>						
	<p>Pressure Sores</p> <ul style="list-style-type: none"> a) Review available data across the partners to obtain a greater understanding of the extent of the issue. b) Identify multiple occurrences and locations c) Develop preventative measures (not restricted to training) d) Identify, share and embed best practice across the sector 	<p>Establishment Concerns Sub Group</p>	<p>On-going</p>			
	<p>Make recommendations for learning and development to identify course or funding sources.</p>	<p>Establishment Concerns Subgroup</p>	<p>On-going</p>			

PRIORITY 6	Objective – Better Quality Data – to work with partners to develop a multi-agency data set to monitor key safeguarding activity within the SAB partnership and to hold partners to account					
Outcome	Action	Lead	Target date	Resource (£)	Progress	RAG
6.1 Measures and processes effectively capture the outcomes of safeguarding adults work in Brent (such as improved levels of safety, reduced levels of risk, successful achievement of outcomes desired by adults at risk).	A data set and agreed key performance indicators are used by partner agencies and scrutinised quarterly by the Board.	Task & Finish Subgroup	Sept 17			
	A report template is agreed and used by partner agencies for quarterly reporting to the Board.	Executive Group	April 17			
	Statistical data is accompanied by analytic narrative so that the Board can fully appreciate the themes and trends to be addressed.	Task & Finish Subgroup	April 17			

7	Objective – An effective Board is established through good Governance, Leadership, Responsibility, Partnership & Accountability					
Outcome	Action	Lead	Target date	Resource (£)	Progress	RAG
7.1 Effective working relationships of the Board have been sustained and developed, ensuring appropriate	Priorities are clear, give strategic direction and are capable of being supported by the budget available.	Independent Chair	On-going			

representation, membership and accountability.	Board members demonstrate effective challenge and scrutiny.		On-going			
	Partners report regularly on their work to the Board.		On-going			
	The Board’s sub-groups are effective and well supported by partner agencies	Sub-group chairs and Independent Chair	On-going			
	Board agendas allow space for discussion of hot topics and conclude with action plans to ensure direction to the work and measurement of impact.	Independent Chair	On-going			
7.2 Strategic links with wider networks have been developed and key shared work streams have been identified and taken forward	Appropriate representation and effective work with Brent Safeguarding Children Board, Health and Wellbeing Board and Safer Brent Partnership	Independent Chair	On-going			

7.3 Partner and agency engagement	All agencies with a role in adult safeguarding are engaged in the management and oversight of practice.	All	On-going			
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	Non-engagement is identified and responded to by senior managers, with concerns escalated to the SAB Independent Chair.	Independent Chair	On-going			
7.4 Communication & Public Profile	Develop SAB branding and redesign of website to provide up to date and relevant information about Safeguarding in Brent and the work of the SAB partnership	Independent Chair	December 2017	£ TBC		