

**NHFT Trust Board: 27<sup>th</sup> July 2016**  
**Safeguarding Annual Report April 2015-March 2016**



### **Situation**

This annual report covers the work carried out by the NHFT Safeguarding Children's and Adults Services from April 2015 to March 2016.

### **Background**

The Director of Nursing, AHPs and Quality is also the Director of Safeguarding and is accountable for Safeguarding within the Trust.

The Safeguarding Team is responsible for ensuring all staff are aware of their obligation to safeguard both Children and Adults who access NHFT services. In addition the teams oversee and review all policies and guidelines related to Safeguarding, which are all in date.

### **Assessment**

Significant progress continues to be made across the Trust in relation to safeguarding training for both adults and children. A new E-Learning training package for all staff to access was introduced this year and has received positive feedback.

Joint work continues with partner agencies to develop and promote safe systems and practice for both children and adults in a challenging and changing safeguarding landscape.

NHFT carried out a Safeguarding week promoting Safeguarding as 'Everybody's Business'. Where members of the Safeguarding Team visited key NHFT sites and attended multi-agency forums to promote current issues within safeguarding to both staff and professional colleagues. Due to the success of this week, NHFT will continue to host this as an annual event.

Recognition of the increased level of work within the team has led to a review of the Safeguarding Team and the operational roles required undertake this activity. The increase in activity with the MASH (Multi-Agency Safeguarding Hub) has also led to a business plan being submitted and additional support being agreed. Recruitment for these additional roles commenced in April 2016. The Safeguarding Team will continue to work with services to ensure that local recommendations for improvement are in place within the required time frame.

### **Recommendation**

That the Trust Board will support the Safeguarding Teams focus for the forthcoming year within children's services is:

- \* Child Sexual Exploitation (CSE)
- \* Female Genital Mutilation (FGM)
- \* Neglect

Areas of adult safeguarding to focus on; providing assurance around safeguarding activity in line with the Care Act 2014 include:-

- \* Domestic Abuse
- \* Vulnerable Adults Risk matrix Process (VARM)
- \* Implementing the Making Safeguarding Personal Concept

<b>Paper sponsored by:</b>	<b>Julie Shepherd, Director of Nursing, AHPs &amp; Quality</b>
<b>Paper authored by:</b>	Rose Lovelock, Safeguarding Clinical Lead
<b>Date submitted:</b>	19 <sup>th</sup> July 2016
<b>DIGB Q strategic alignment*:</b>	<b>Develop</b>
	Innovate
	<b>Grow</b>
	<b>Build</b>
	<b>Quality</b> ✓
<b>Organisational Risk Register Considerations:</b>	None believed to apply
<b>FOMI considerations:</b>	None believed to apply
<b>Equality considerations:</b>	None believed to apply

June 2010

# **Safeguarding Annual Report April 2015 - March 2016**

**Presented by:**

Julie Shepherd

Director of Nursing, AHPs and Quality

**Prepared by:**

Rose Lovelock

Safeguarding Clinical Lead

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## **1) Introduction**

Northamptonshire Healthcare NHS Foundation Trust (NHFT) understands and acknowledges that safeguarding children and adults is everybody's business. NHFT is committed to safeguarding all children, young people and adults at risk of abuse, and we believe that all our clients have an equal right to protection from abuse, regardless of their age, race, religion, gender, ability, background or sexual identity. Consideration for the welfare of the child, young person or vulnerable adult is paramount. NHFT encourages staff to act quickly and proportionately to protect children and adults where abuse is suspected.

This annual report will reflect on the key safeguarding activities for children and adults for the period 01 April 2015 to 31 March 2016, incorporating the work of the joint adult and child Safeguarding Team.

We take every reasonable step to ensure that children, young people and vulnerable adults are protected where our staff and partners/associates are involved in the delivery of our work. All concerns and allegations of abuse will be taken seriously and responded to promptly and appropriately by our Safeguarding Leads. We enable all our staff and those who work with us to make informed and confident decisions regarding safeguarding. All staff receives mandatory safeguarding training relevant to their job description and safeguarding is a fundamental component of all care provided.

The safeguarding of all our patients; both adults and children remains a priority for the Trust. The implementation of the new Care Act 2014 includes clear references to safeguarding, including a statute for a Safeguarding Adults Board from 2014/15 and a framework for the membership and annual reporting arrangements. This change in statute means there will be an increased profile and public accountability for Boards in their key function of monitoring the activities of all agencies responsible for safeguarding services, and holding them to account for what they do. This has brought the Northamptonshire Safeguarding Adults Board in line with the existing Northamptonshire Safeguarding Children's Board. In NHFT we are well placed to take forward the challenges arising from such significant changes. Safeguarding continues to be addressed under one combined agenda, following a 'Think Family' approach and covers all areas of specialities across the organisation.

This reporting period continues to see challenges for both the Safeguarding Team and the wider organisation, with changes which has led to a submission of a Business plan to provide support from NHFT within Northamptonshire's Multi Agency Safeguarding Hub (MASH).

## **2) Brief Overview of National and Local Safeguarding Drivers**

The importance of safeguarding vulnerable patients continues to underpin all the Trust's values and health care activities. This includes recognising staff that may have no direct contact with children or whom may be caring for a child with behaviours which may impact on their ability to care for a child. Safeguarding as everybody's business fits into every component of NHFT's 2016-17 strategy to Develop, Innovate, Grow and Build (DIGB). Our aim is to create a sustainable organisation, which patients would recommend as a place to receive care, and staff would recommend as a place to work.

### **Neglect as a Key Priority:**

Neglect was a feature in NHFT activity in 2015 - 2016. The Safeguarding Team wrote a report on neglect; the aim was to address neglect and how staff from NHFT was ensuring that practitioners could identify levels of neglect within Northamptonshire. This report has been shared at various forums within the organisation.

One manifestation of neglect is that there is often a failure to access universal services. It is therefore crucial that health practitioners within NHFT can recognise and respond to the early signs indicative of neglect. The report addressed how practitioners within NHFT are equipped to recognise and respond to the indicators that a child's needs are being neglected. The report identified the resources available in Northamptonshire, compared to other resources available nationally to support practitioners risk assessment.

What emerged from the report was that two tools, rather than one universal tool were being used in Northamptonshire to assess neglect. These findings were escalated to Northamptonshire Safeguarding Children's Board and a Multi-Agency Task and Finish Group was set up to address this.

It was agreed by partner agencies to adopt the Graded Care Profile (GCP) and after the launch of the tool in May 2016; the GCP is now endorsed by NSCB. The expectation is that NHFT's workforce particularly Health Visitors and School Nurses will be trained to use the tool. Barnardo's, which is commissioned by the NSCB to deliver the training, is accessible to all of NHFT.

### **Safe Sleeping Campaign**

The multi-agency Safe Sleeping campaign was launched early in 2016. This was triggered by a number of child deaths in the county as a direct result of co-sleeping. Northamptonshire's Safeguarding Children's Board committed itself to raising the importance of safe sleeping and NHFT were involved in the promotion and the launch of the safe sleeping initiative. The midwives provide information in the form of a booklet, and the advice within the booklet is

reinforced by the Health Visitors in the community. The message is reinforced by all partner agencies post birth.

### **3) Summary of Current Arrangements for Safeguarding within NHFT**

The NHFT Trust Board continues to hold ultimate accountability for ensuring that safeguarding responsibilities are met. This is supported by the NHFT Safeguarding Groups which are chaired by the Director of Nursing, AHPs and Quality. Safeguarding activities continue to be led on a day-to-day basis by a team of experienced professionals who provide support to all of NHFT's service users and staff. Whilst the Director of Nursing, AHPs and Quality remains the director responsible for safeguarding, the Safeguarding Team has moved into the operational directorate, to enhance the partnership working with frontline staff; supporting the fact that safeguarding is every member of staff responsibility.

In relation to Safeguarding Adults, activity is underpinned by the safeguarding principles which were set out by the government in the statutory guidance accompanying the Care Act 2014. The following six principles apply to all sectors and settings including care and support services. The principles inform the ways in which we work with adults.

- Empowerment – The presumption of person-led decisions and informed consent, supporting the rights of the individual to lead an independent life based on self-determination.
- Prevention - It is better to take action before harm occurs, including access to information on how to prevent or stop abuse, neglect and concerns about care quality or dignity.
- Proportionality - Proportionate and least intrusive response, appropriate to the risk presented.
- Protection - Support and representation for those in greatest need, including identifying and protecting people who are unable to take their own decisions, or to protect themselves or their assets.
- Partnership - Local solutions through services working with their communities. Communities have a part to play in preventing, detecting and reporting neglect and abuse.
- Accountability - Accountability and transparency in delivering safeguarding, with agencies recognising that it may be necessary to share confidential information, but that any disclosure should be compliant with relevant legislation.
- The new statutory framework for adult safeguarding clarifies the roles and responsibilities of local authorities and other organisations; and placing a duty of co-operation with safeguarding on the NHS.

The Safeguarding Team works collaboratively with other safeguarding professionals both in a multi-agency and multi-professional approach, locally and across the region. This includes representation at the Northamptonshire Safeguarding Children's Board and the Northamptonshire Safeguarding Adults Board. Monitoring of safeguarding activity forms part of the Trust's governance arrangements and is reported quarterly to NHFT's Quality and Governance Committee. Each quarterly report includes data required by the NHS commissioning contracts and the Local Safeguarding Children/Adults Boards.

Safeguarding children's activity across the Trust has been supported for the past 3 years by the Multi Agency Safeguarding Hub (MASH). The purpose of MASH is to make the right decisions for the right families at the right time. This in turn will ensure timely and necessary actions to improve the outcomes for vulnerable children. Northamptonshire MASH is a co-located team consisting of:

- Children's Social Care
- Police
- Health (lead by NHFT)
- Education
- Probation
- Youth offending Service (virtual)
- East Midlands Ambulance Service (virtual)
- Fire and Safety (virtual)
- Inter-personal domestic violence advisor
- Early help and prevention teams
- Crime reduction initiative (virtual)
- Reducing Incidence of Sexual Exploitation (RISE)

The Health Team within the Northamptonshire MASH are NHFT staff funded by the Nene and Corby Clinical Commissioning Group (CCG). The CCG have provided increased funding for 2016/17 to support and meet the increased referrals, ensuring all are acted on within agreed timescales; safeguarding children.

The table below shows month by month MASH activity by NHFT health staff working in the MASH from December 2015 - March 2016.

#### MONTHLY MASH FIGURES

DATE: December 2015-March 2016	Dec	Jan	Feb	Mar
REDS COMPLETED	148	141	123	129
AMBERS COMPLETED	58	24	86	89
TOTAL CHILDREN COMPLETED	396	379	387	401
TOTAL ADULTS COMPLETED	469	376	427	454
STRATEGY MEETINGS ATTENDED	73	53	57	71
REDS ON BOARD AT CLOSE OF DAY	20	24	13	17
AMBERS ON BOARD AT CLOSE OF DAY	386	506	415	439
REDS BREECHED	1	0	3	0
NUMBER OF HEALTH STAFF IN MASH	79	63	61	62
NUMBER OF HEALTH HOURS IN MASH	587.5	460	419	400.5

#### 4) Summary of Key Safeguarding Achievements of 2015 - 2016

During this reporting period significant progress has been made with both the safeguarding adults and children's work plans and objectives. Key achievements are summarised below:

- The Making Safeguarding Personal (MSP) programme, led by the Association of Directors of Adult Social Services (ADASS) and Local Government Association (LGA), with funding from the Department of Health, has gained widespread momentum. The direction for safeguarding adults is to ensure client focussed outcomes are achieved. MSP is about ensuring that the clients wishes, thoughts and values are taken into account and they have a voice in any decision making process.
- Joint work with partner agencies to develop and promote safe systems and practice for both children and adults in a challenging and changing safeguarding landscape.
- NHFT Safeguarding week took place in October 2015 and is now a regular event in the NHFT calendar, promoting Safeguarding as 'Everybody's Business'. Members of the Safeguarding Team visited key NHFT sites and attended multi-agency forums to promote current issues within safeguarding to both staff and professional colleagues.
- The Safeguarding Team have delivered a programme of lunchtime seminars for all staff to attend. Topics such as Vulnerable Adult Risk Matrix Process (VARM), female Genital Mutilation (FGM), effective MASH referrals, Domestic Abuse and Breast Ironing. The one hour lunchtime sessions have been well attended and positive feedback received by the team.

## **5) Training**

Training for NHFT workforce in safeguarding adults and children remains a key priority for the Safeguarding Team. There is an expectation that all staff will be trained to the appropriate level according to their role and responsibilities. The training aims to equip staff with the knowledge and confidence to recognise signs of abuse; know their responsibilities and know how to report cases as a very minimum.

NHFT continue to offer bespoke Safeguarding Management training along with joint safeguarding adults and child level 2 packages and a safeguarding children's level 3 package.

In April 2015 the Safeguarding Team made significant changes to the level 3 training, which has developed from a 3 hour training session to an all-day event in line with the intercollegiate document 2015.

The Safeguarding Team developed a level 2 E-Learning package during this year which has been well received by staff, as uptake has been good. This, in line with the variety of bespoke training packages, has been linked to an increase in compliance of staff trained, in line with the expected target of 90% compliance.

## **6) PREVENT**

CONTEST lays out the Governments counter terrorism strategy; PREVENT is a key component of the strategy and aims to stop people becoming terrorists or supporting terrorism. The CONTEST strategy is primarily organised around four key principles:

- PURSUE: to stop terrorist attacks
- PREVENT: to stop people becoming terrorists or supporting terrorism
- PROTECT: to strengthen our protection against a terrorist attack
- PREPARE: to mitigate the impact of a terrorist attack

The Health Service is a key partner in PREVENT and encompasses all parts of the NHS and charitable organisations, including private sector bodies which deliver health services to NHS patients.

PREVENT has 3 national objectives:

Objective 1: respond to the ideological challenge of terrorism and the threat we face from those who promote it.

Objective 2: prevent people from being drawn into terrorism and ensure that they are given appropriate advice and support.

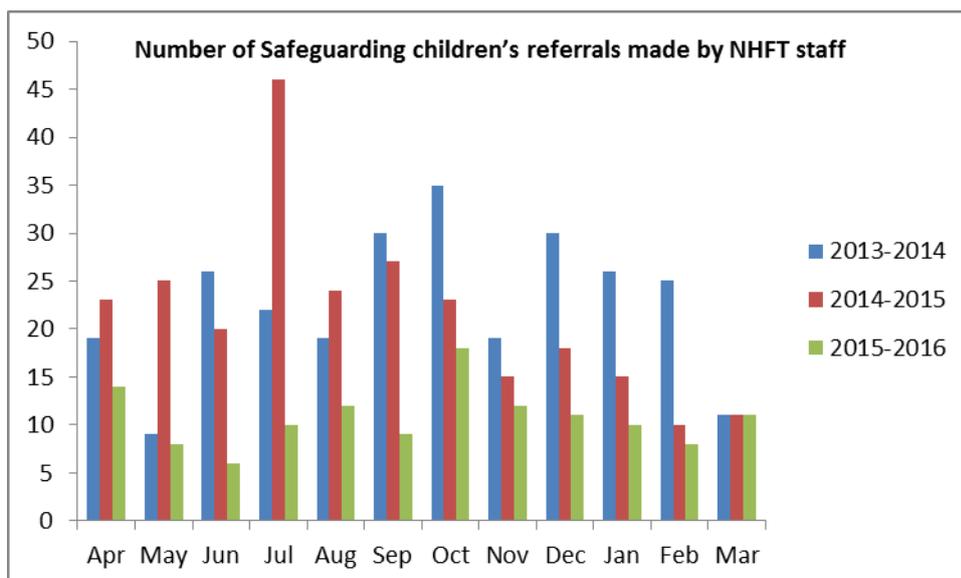
Objective 3: work with sectors and institutions where there are risks of radicalization which we need to address.

During this year we have introduced Prevent training as part of the staff induction and there are more facilitators delivering the training than previously, which has seen an increase in compliance of staff trained with the Department of Health 'WRAP' training. At year end we have approximately 30% of staff who have attended the once only mandatory training. The PREVENT training will continue to run over the next couple of years to capture the remaining 70% of staff who require training.

The Head of Safeguarding Adults is the lead for PREVENT within NHFT and attends the Northamptonshire Channel panel which is a multi-agency meeting that discusses the risks and support of to individuals who have been referred in as a prevent concern. This process ensures that the most vulnerable individuals within the county are identified as at risk of radicalisation are appropriately supported.

### 7) Safeguarding Children Activity Data

The ability to recognise safeguarding risks to the unborn baby, children and young person, and to know what to do next is an essential component of NHFT's mandatory safeguarding training. Staff are advised during safeguarding training to contact the Safeguarding Team if they require advice, support and supervision to manage cases. We continue to request that staff send a copy of a safeguarding referral so we can monitor activity.

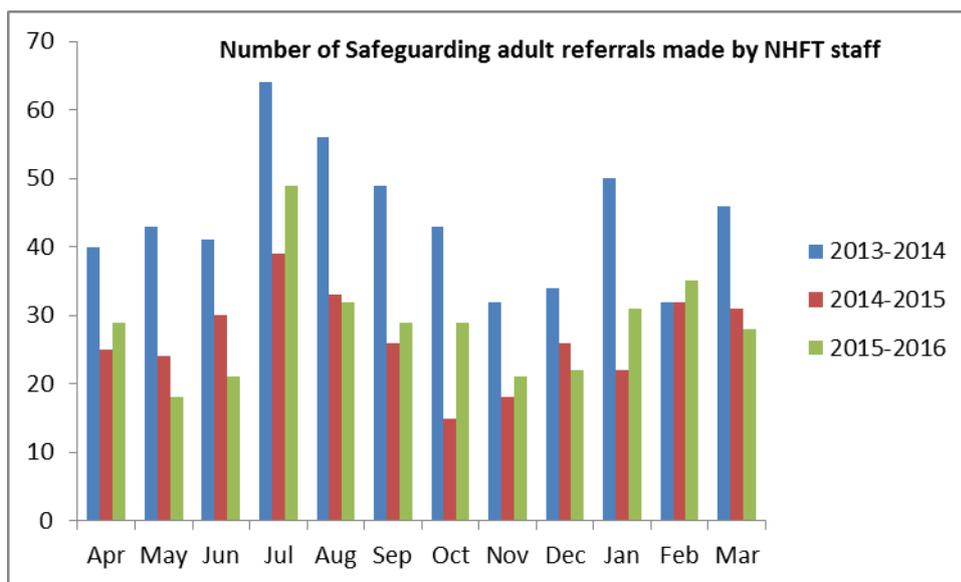


## Serious Case Reports and Management Reviews (SCR)

There have been two children SCR's that NHFT has been involved in during 2014-2015. One has been concluded and subsequently published and the second SCR will be published following the outcome of an impending court case related to the incident.

### 8) Safeguarding Adults Activity Data

The number of referrals shows a decrease this year. However, it is to be noted that the referral process changed this year and referrals are made via electronic system via the NCC website. This has caused practitioners some anxiety, as once the referral is submitted there is no way of saving the document to enable it to be copied to the NHFT Safeguarding Team. Therefore the number of referrals to the Adults Team does not reflect the full picture of NHFT referrals. We are working with our NCC partners to find a way of comparing our numbers with NCC referrals and ensuring we are reporting the same.



### Safeguarding Adults Reviews (SAR)

A Serious Case review for Adults has been commissioned by the Northamptonshire Safeguarding Adults Board into the care of patient who was known to NHFT Mental Health inpatient services. NHFT have produced an Independent Management Report which has been taken from an extensive Serious Incident Report and an investigation undertaken within the Trust. NHFT are fully engaged in the Safeguarding Adult review process. The Review will continue into next year and report is due in July 2016.

## **9) Named Doctors**

In accordance with statutory guidance for children, the Trust has a named doctor for child protection, Dr Sachin Sankar, who is a consultant child and adolescent psychiatrist. To complement Dr Sankar's role and to strengthen clinical leadership for safeguarding adults, NHFT also has in post a Named Doctor for Safeguarding Adults, Dr Paul Koranteng, who is a consultant psychiatrist in elderly mental illness.

## **10) Safeguarding Group**

The safeguarding function of the organisation is directed and monitored by the Safeguarding Groups. These groups meet monthly and are chaired by the Director of Nursing, AHPs & Quality. Its membership is taken from all key professional groups within the organisation and commissioning bodies. The minutes of the Safeguarding Group meetings are received and monitored by the Trust Quality & Governance Committee.

The Safeguarding Group meetings consider safeguarding activity within the organisation, and also the key themes coming from Northamptonshire Improvement Board, Northamptonshire Safeguarding Children Board (NSCB), Northamptonshire Safeguarding Adults Board (NSAB) meetings and Northamptonshire Executive Safeguarding Group. The Safeguarding Groups ensure that the Trust can keep pace with national and local developments, and build new and more effective relationships with other localities and Clinical Commissioning Groups (CCGs).

## **11) Audit and Inspection Activity**

Monthly audit activity continues this year and is driven by the Northamptonshire (safeguarding) Improvement Board in order to establish multi-agency engagement with safeguarding children responsibilities.

Multi-agency audits for children's services have reviewed various topics over the year with a focus on pre mobile babies, self-harm, new parents with a diagnosed learning disability and neglect. The findings from these audits have been distributed to staff within training delivered by the Safeguarding Team, and shared across services throughout NHFT.

The organisation regularly takes part in a range of multi-agency audits under the directive of the NSCB and NSAB and these bodies monitor audit results and subsequent action plans.

The NHFT safeguarding adult function has been assessed within the past year by commissioners using the standard Safeguarding Adult Assessment Framework (SAAF). The SAAF has been completed and NHFT have made a judgement as to whether the objectives have been achieved or require further work. Areas for improvement are highlighted within an action plan and progress of this is monitored by NHFT Adult Safeguarding Group.

## 12) Safeguarding & Domestic Violence / Multi-Agency Risk Assessment Conferences (MARAC)

**MARAC's** are now running 6 times a month across the county with NHFT nurse covering each event and representing adults and children's health. Referrals into MARAC from health remain low, with those coming from Health Visitors being appreciated by the conference for their appropriateness, detail and insight. There are changes happening in the way that mental health information is collected and shared at MARAC and this is being developed with joint liaison with the Community Mental Health Teams (CMHT). Training of the CMHT's is underway and the new SystmOne process will go live in June 2016.

**Police Notifications** about domestic abuse in families where there are children is now shared with NHFT and Education daily. This is providing very useful information about standard, medium and high risk abuse happening within a day of the event. This is only reflective of abuse that the police are called to attend. This is proving useful in staff being made aware of families issues at an earlier stage, enabling early intervention and support to otherwise unknown, universal children. The process continues to be monitored and evaluated by an inter-agency working party and protects our staff from potentially risky confrontations with victims and alleged perpetrators.

Data has been collected since January 2015 and is indicated in the table below.

Date	Number of notifications received	Total children	Already known - CP, MARAC, MASH etc.	Risk				Age Category			Area						
				High	Medium	Standard	Not specified	Unborn	0-school years	school-19 years	Wellingborough	East Northants	Kettering	Corby	Dav/ S. Northants	Northampton	Out of county / Can't find
Jan	358	685	117	67	307	308	5	9	207	472	82	41	79	86	101	270	26
Feb	316	660	216	81	287	274	18	9	250	401	76	35	92	95	87	260	15
Mar	53	81	25	7	38	36	0	1	30	50	4	1	15	8	14	35	4
Apr	171	268	83	19	67	148	34	1	78	191	33	19	32	45	47	80	12
<b>Total</b>	<b>898</b>	<b>1694</b>	<b>441</b>	<b>174</b>	<b>699</b>	<b>766</b>	<b>57</b>	<b>20</b>	<b>565</b>	<b>1114</b>	<b>195</b>	<b>96</b>	<b>218</b>	<b>234</b>	<b>249</b>	<b>645</b>	<b>57</b>

**Domestic abuse training** continues to be delivered across the county to all NHFT staff. In the form of:

- Basic domestic abuse training – 3 hours – delivered monthly with average attendance at 20+ and often sessions have a waiting list
- Ask the Question - 3 hours – for HV teams only – delivered 3 times a year - limited to 18 per session with average attendance at about 10
- STAR days - basic DA training to Mental Health Teams – 2 hours – delivered within teams own internal training programme
- Pre-registration and student enhancement training continues as requested by the university
- Specialist subject training e.g., HBV and sexual violence is commissioned and delivered as requested

**The domestic abuse conference** took place in November 2015 with over 200 participants and covered generic domestic abuse and its hidden “Behind Closed Doors” nature and more specific sexual violence. All feedback and evaluation has proved this to be a very successful event. A conference aimed at raising the awareness of businesses to DA; the impact on its workforce, and the role they can play in supporting staff is being planned for October 2016. The NHFT DA lead nurse chairs the conference sub group of NADASA, (Northamptonshire against Domestic and Sexual Abuse).

**The Serious Incident Review Group** was set-up at the end of 2015 to consider cases thought to have been a near miss domestic homicide. The purpose of this quarterly group is for key parties (including NHFT) to look at their roles and responses in the cases and consider if Lessons can be learnt to prevent near misses in the future.

**LADO/DASM.** The Trust provides pro-active management of potential safeguarding concerns raised via LADO/DASM and works to mitigate any potential risks to the organisation. Issues relating to staff who hold a professional registration are reviewed against the professional registration requirements and onward referrals to professional bodies are made when necessary. To further enhance our role in managing, supporting and resolving concerns raised, a detailed log has been established at the beginning of the 2015 financial year to build on this work, and to enable review of any emerging patterns/themes. Further detailed reporting in this respect will be available in forthcoming reports.

NHFT is represented at several forums and meetings across the county, including being involved in the county domestic abuse strategy subgroup of the interpersonal violence board.

## **Child Sexual Exploitation (CSE)**

All health staff within NHFT has been made aware of the CSE Toolkit and assessment through level 2 and level 3 safeguarding training (mandatory), and by liaison with the Child Sexual Exploitation Specialist Nurse for the RISE Team and NHFT. This information is available for all health practitioners to access on the NHFT Hub under safeguarding.

The Child Sexual Exploitation Specialist Nurse for the RISE Team and NHFT has been in post for one year and has delivered bespoke training/presentations about CSE and how to recognise it, understanding the grooming process and how to act/report it.

The Child Sexual Exploitation Specialist Nurse for the RISE Team and NHFT provides support, guidance and advice to all health practitioners where there are concerns about child sexual exploitation. The Specialist Nurse is available daily Monday to Friday to discuss concerns and ways to report. The details for the Specialist Nurse are on the NHFT Hub under safeguarding.

The RISE Team keep a record of referrals to the team; therefore, NHFT can identify referrals received from health.

## **13) Summary**

This report summarises the key safeguarding activities and achievements in this reporting period. It has been important to maintain the quality of safeguarding practice across the Trust during a challenging period of change and continuing financial austerity. Multi-agency working in this current environment is difficult, as the complexity and numbers of safeguarding cases increases.

Supporting staff in day to day practice through the delivery of high quality training has been essential, underpinned by case management advice and supervision delivered by the Safeguarding Teams.

Whilst the Trust takes seriously it's safeguarding duties and is compliant with local and national requirements the Board needs to be aware that safeguarding is an area of high risk to the organisation and across partner agencies. This is particularly true with regard to safeguarding children locally.

Whilst there is clearly still much to be achieved in the coming year, the Board can be assured that the Trust is achieving the required standard in respect of its safeguarding function.

#### **14) Recommendations and Key Objectives for 2016/17**

Areas of focus for the forthcoming year within children's services are:

- Child Sexual Exploitation (CSE)
- Female Genital Mutilation (FGM)
- Neglect

Areas of focus for adults include:

- Domestic abuse
- Vulnerable Adults Risk Matrix process
- Implementing the Making Safeguarding personal concept.