

Powys Teaching Health Board Safeguarding Annual Report 2021-2022



GIG
CYMRU
NHS
WALES

Bwrdd Iechyd
Addysgu Powys
Powys Teaching
Health Board

Safeguarding and Public Protection
Diogelu ac Amddiffyn y Cyhoedd



Contents

	Page
Introduction	3
PTHB Safeguarding Team	4
Safeguarding Maturity Matrix & Improvement Plan 2021-2022	5-8
Governance and Rights Based Approach	9-16
Safe Care	17-35
ACE Informed	36
Learning Culture	37-49
Multi Agency Partnership Working	50-52
Practice Improvements during 2021-2022	53-57
New Design of Safeguarding & Public Protection Intranet	58
Areas of Challenge	59
Safeguarding & Public Protection; A Look Ahead into 2022-23	60-62



Introduction

Powys Teaching Health Board (PTHB) is responsible for providing health care and well-being services for approximately 133,000 people living throughout the area of Powys, this includes health services both provided by and commissioned on behalf of PTHB.

PTHB employs 3173 members of staff which includes 700 bank staff. Care is delivered across a network of services and practitioners. The geography and rurality can make access to some services a challenge and requires the health board to be innovative and creative to ensure Powys residents have timely access to high quality services to meet their needs. PTHB is uniquely positioned as Powys accounts for a quarter of the land mass in Wales and borders a number of other Welsh and English Health Boards.

Powys Teaching Health Board is committed to ensuring safeguarding is part of its core business. The Health Board recognises that safeguarding children and adults at risk is a shared responsibility that requires all our employees to have the competencies to safeguard people, and are able to develop strong effective joint working relationships with our partner agencies and colleagues.

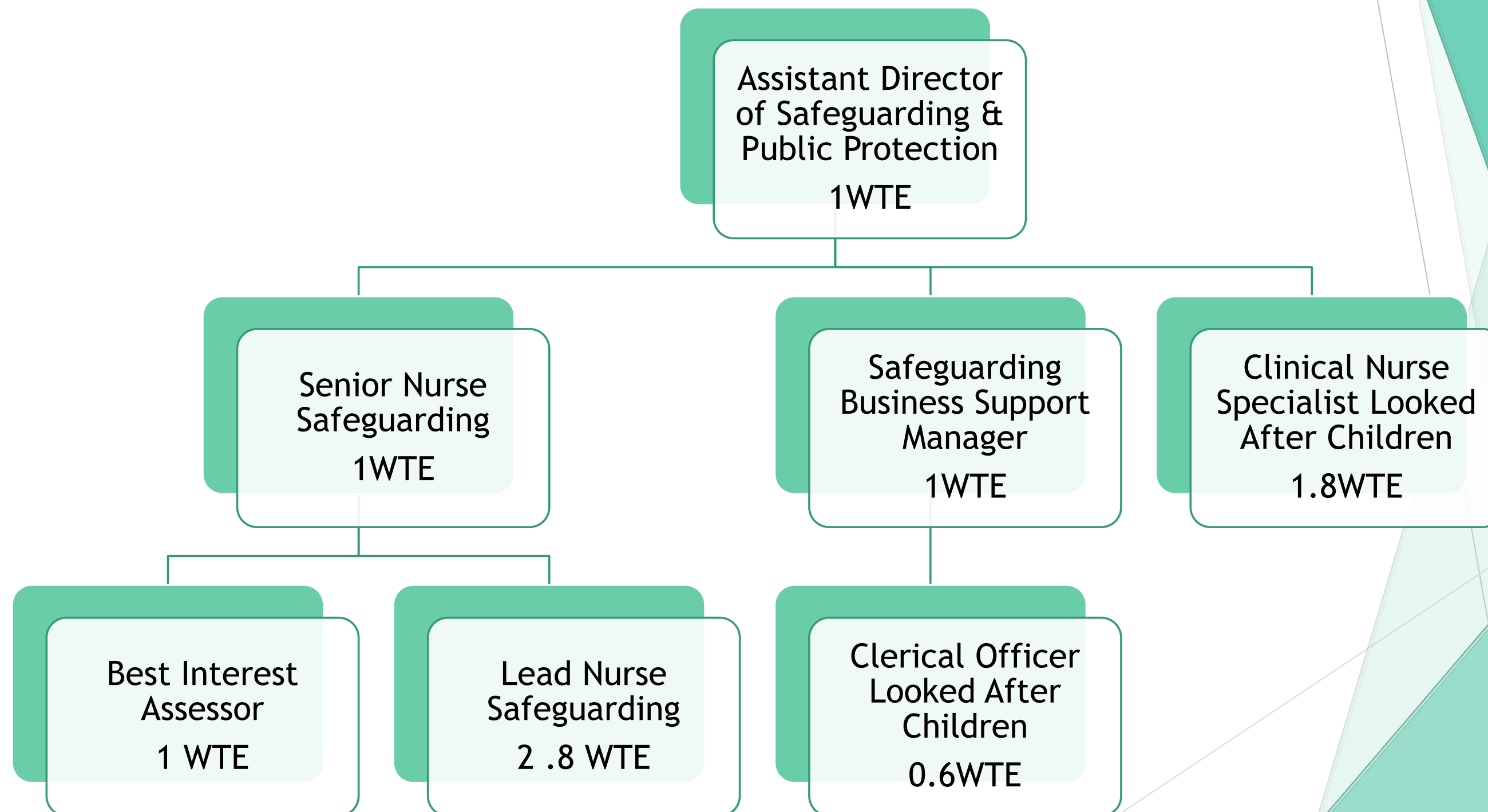
Our vision is that Powys residents live their lives free from violence, abuse, neglect and exploitation. The Health Board will promote the United Nations Convention on the Rights of the Child, Human Rights and the United Nations Principles for Older Persons in all its work.

This annual report outlines, with examples, how the safeguarding service is performing and innovating to deliver an accessible, research led service. It provides an update on safeguarding priorities during 2021-2022 and identifies safeguarding key developments during 2022-2023.

The Safeguarding Service acknowledges the need to build on what has already been achieved, to ensure PTHB and all contracted services fully meet their statutory responsibilities for preventing harm and act in a timely way on concerns raised about the welfare of people who reside, work or visit Powys.

PTHB Safeguarding Team

During 2021/22 PTHB Safeguarding Team said farewell to two Senior Safeguarding Nurses after many years working with the organisation. This gave opportunity to redesign the service with the appointment of a new Senior Nurse Safeguarding and Safeguarding Lead Practitioner. This change has given opportunity to the reorganisation of duties leading to a wider range of experiences and development opportunities.



NHS Safeguarding Maturity Matrix

NHS Wales has an essential role in ensuring that all adults and children receive the care, support and services they need in order to promote a healthy, safer and fairer Wales, however measuring the effectiveness of health services and their contribution to safeguarding adults and children is difficult and complex.

The Safeguarding Maturity Matrix (SMM) is a self-assessment tool which addresses the interdependent strands regarding safeguarding; service quality improvement, compliance against agreed standards and learning from incidents and reviews.

Powys Teaching Health Board's SMM self-assessment and improvement plan is completed annually and submitted to the National Safeguarding Team. Both are used, alongside other health boards submissions, to inform a national report through the NHS Wales Safeguarding Network to the Chief Nursing Officer in Welsh Government. The aim of capturing and collating a national SMM is to provide assurance, share practice and drives improvements towards a 'Once for Wales' consistent approach to safeguarding across Wales.

PTHB Safeguarding Maturity Matrix

PTHB's 2022 self assessment score for each of the Standards were scored as below; ACE Informed has increased from the 2021 submission as improvements have been made in regards to Ask & Act compliance, raising awareness regarding exploitation and completion of the LAC action plan within the renewal workstream. A maturity score of 4/5 indicates comprehensive assurance is in place with 75% or more of the indicators being evidenced. The Health Board are always reviewing where improvements can be achieved and implemented.



PTHB's Safeguarding Annual Report is aligned to the Standards of the Safeguarding Maturity Matrix

PTHB Safeguarding Maturity Matrix Improvement Plan 2021-22

Governance & Rights Based Approach

We Said	We Achieved	We need to progress
Children Rights/Children's Pledge must be embedded throughout the Health Board	LAC Nurses share The Childrens Pledge with children who are looked after and their carers at their first contact	Expand this model out across all services Progress the development of enabling feedback from Children Looked After & their carers
All Safeguarding documents to be moved to Teams, utilise Office 365 to create Forms for Training feedback and analysis. Design new booking system for supervision. Link systems to enable efficient and accurate data collection	New Data set developed and presented quarterly at SSG Forms created for Training feed back New Booking system for group supervision	Monitor, report and use data to inform ongoing development

Safe Care

We Said	We Achieved	We need to progress
PTHB must prepare for the implementation of Liberty Protection Safeguards, PTHB workforce need to increase their knowledge, skills and confidence in MCA and DoLS	Upskilling of staff knowledge and skills re MCA & DoLS has been a focus yet there remains gaps in its application. Development of LPS Working and Oversight Group Responded to MCA Code of Practice and Welsh Regulations	Progress fixed team contract for a MCA Lead & additional BIAs Upskilling of staff knowledge & skills us the MCA Competency Framework
PTHB to be assured professionals are aware of, and using PTHB's Was Not Brought Protocol	Protocol audited, revised and relaunched Chronology Function created in WCCIS Team Leads Dash Boards display WNB	Repeat Audit planned for 2022/23 Team Leads to review Dash Boards monthly
PTHB must comply with the National Standards for CP Medicals. The CP Medical rota requires strengthening to meets the needs of the children in Powys. To seek assurance of the quality of CP Medicals	Links with CTMUHB to support CP rota. Regular meetings with LA to establish CP Medicals group and how we deliver multi agency Childhood Injuries Training	Formalise links with CTMUHB Set date to commence CP Medical Group with LA & Police Deliver multi agency training

PTHB Safeguarding Maturity Matrix Improvement Plan 2021/22

	We Said	We Achieved	We need to progress
Safe Care	Strengthen the Managing Allegations of Abuse or Neglect made against Professionals and those in a Position of Trust process	New Policy developed jointly with WOD. New Tracker & risk assessment developed Presented to Strategic & Operational Groups	Embed into operational teams
	Develop functionality in WCCIS for practitioners to capture significant events in a chronology that is visible & shared by all practitioners	Functionality built into WCCIS SOP developed Promoted within teams via presentation to Team Leads	Process in place to audit compliance quarterly
	Undertake a review/audit of MCA	This has not progressed within the HB. Work is underway to audit jointly with PCC	Complete audit by Sept 2022
	Utilise Social Media messaging to share safeguarding and public protection announcements & messages across the organisation and to the Public	Annual Tracker established to map relevant National Campaigns to enable planning Seasonal messages created to highlight How to keep safe Track all ad hoc posts detailing content and frequency for repeat/rolling message	Share with National Safeguarding Network

PTHB Safeguarding Maturity Matrix Improvement Plan 2021/22

Ace Informed

We Said	We Achieved	We need to progress
PTHB to be assured that the CSERQ4/15 is used routinely within health settings & establish a system to identify children at risk of Child Exploitation within the Electronic Health Board's System.	Audit practitioner knowledge of CSERQ Newsletter on the use of the CSERQ developed to raise awareness, child at risk of CE alert added to electronic system Improved data shared at MACE	Further work planned around safeguarding and exploitation
Improve Health Boards awareness of services available to victims of Sexual Assault	Pathways mapped	Continue to engage at National and Regional SARC meetings
Audit Safeguarding Children Standards for Adult Mental Health Professionals	Audit completed	Consider an annual joint MH & Safeguarding Audit

Learning Culture

We Said	We Achieved	We need to progress
Safeguarding Supervision and Training compliance requires improvement Develop a system to monitor compliance within each Service Group	Audit Safeguarding Supervision – recommendation completed Quarterly compliance shared with Heads of Service Groups and at SSG & OSG	Continue to monitor and report Support improvement
Coordinate a Safeguarding Conference on Exploitation	Planning progressing to arrange for Safeguarding Week	Consider making this an annual event
Improve health practitioner awareness, understanding and how to respond to concerns regarding child & adult neglect	Neglect Newsletters Included in Level 3 Training	Training Package being developed by end of 2022

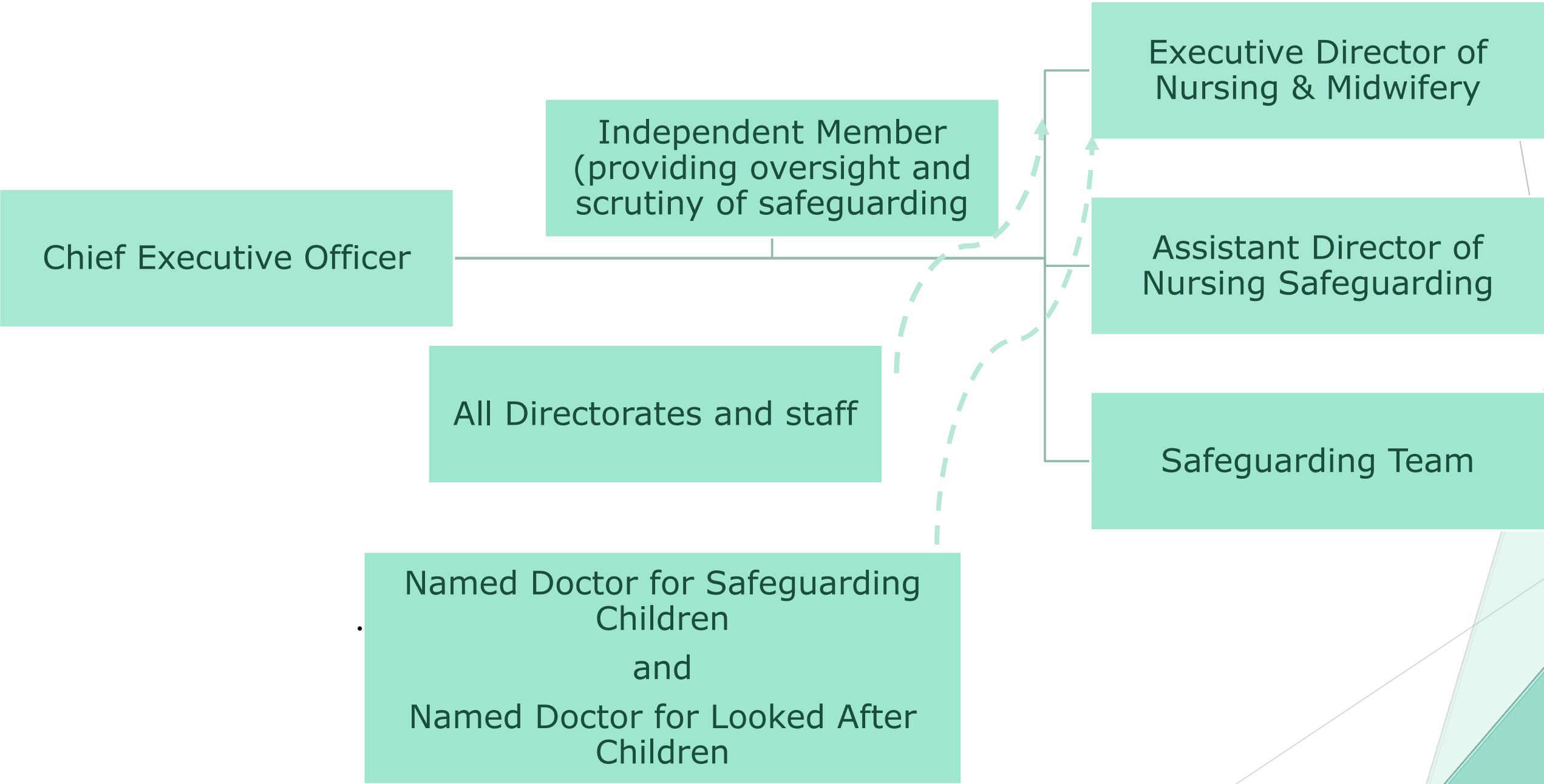
Multi Agency Partnership Working

We Said	We Achieved	We need to progress
PTHB to increase our contribution to strategy discussions with the LA and Police via PTHB Safeguarding HUB	Safeguarding Hub has enabled a Lead Nurse to be part of adult and child strategy discussions. Flows of information and calls into the safeguarding team is more efficient and effective	Monitor and report activity

Governance & Rights Based Approach

Although the Chief Executive assumes overall responsibility for safeguarding, the Executive Director of Nursing and Midwifery is the delegated Executive Lead for Safeguarding. The Health Board's Vice Chair is the designated Lead Independent Member for children's and young people's services with responsibility for providing oversight and scrutiny of the broader safeguarding agenda.

Safeguarding Lines of Accountability



Governance & Rights Based Approach

Reporting arrangements

PTHB has in place clear lines of communication, responsibility and accountability. Whilst the Chief Executive has the overall responsibility for Safeguarding, the Executive Director of Nursing and Midwifery is the lead Executive Officer in taking forward strategic direction, policy implementation and reports on safeguarding matters to the Board.

Governance Reporting Structure



Governance & Rights Based Approach

PTHB Safeguarding Strategic Group is chaired by Executive Director of Nursing and Midwifery, the group supports the Health Board to execute its duties to safeguard children and adults at risk within the statutory frameworks (Social Services & Well-being (Wales) Act 2014, Children Act 1989, 2004). It also aims to ensure that the Health Board promotes and protects the welfare and safety of children and adults who become vulnerable or are at risk at any time.

The Safeguarding Strategic Group has an Independent Board Member within its membership and each Service Area is represented by a Senior Manager. The group ensures there is scrutiny of the data being presented, the implementation, monitoring and audit of relevant guidance, receives the reports from Domestic Homicide Reviews, Adult and Child Practice Reviews and monitors the implementation of recommendations across the organisation.

The Safeguarding Strategic Group provides a link between PTHB, the Regional Safeguarding Board, the Violence Against Women, Domestic Abuse and Sexual Violence Strategic Group and NHS Wales Safeguarding Network.

During 2021-22

NHS Safeguarding Maturity Matrix and Improvement Plan completed

Safeguarding Operational Group & Practice Improvement Group combined

Safeguarding Strategic Group met quarterly

NHS Wales Audit & Assurance Services; Midwifery Safeguarding Supervision Safeguarding Internal Audit completed

PTHB represented at the M&WWSB, NHS Safeguarding Network & VAWDASV Board

PTHB Safeguarding Intranet Page hosts a suite of National, Regional & PTHB Policies and documents

Safeguarding Audits completed: Was Not Brought/No Access Visits, CSERQ, Safeguarding Supervision & RE1

Governance & Rights Based Approach

Legislation and associated guidance details the roles and responsibilities of agencies in relation to safeguarding and public protection and include levels of accountability; responsibilities and duties of staff; the skills and competencies required by staff to perform their duties; handling individual cases and effective interagency working at all levels. These include;

- ▶ Children Act 1989 & 2004
- ▶ United Nations Convention on the Rights of the Child UNCRC
- ▶ Wales Safeguarding Procedures (2019)
- ▶ Working Together to Safeguard Children (2018)
- ▶ Protecting Children & Young People, GMC (2012)
- ▶ Safeguarding Children & Young People Intercollegiate Document: Roles & Responsibilities for Health Care Staff – January 2019 4th Edition
- ▶ Adult Safeguarding: Roles and Competencies for Health Care Staff – August 2018 1st Edition
- ▶ Social Services & Well-being (Wales) Act 2014
- ▶ The Well Being of Future Generations (Wales) Act 2015
- ▶ NSF, Health Inspectorate Wales, Vulnerable Groups Act (2006)
- ▶ NICE 16, Standard 13 (Vulnerable Groups)
- ▶ Mental Capacity Act 2005 & Mental Capacity (Amendment) Act 2019 (Liberty Protection Safeguards)
- ▶ Dignified Care: Two Years On (2014): Older People
- ▶ Violence Against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015
- ▶ Mental Health Act, 1983
- ▶ Health and Care Standards (April 2015) Standards 2.7
- ▶ Counter Terrorism and Security Act 2015
- ▶ Children Wales Act 2020

Governance & Rights Based Approach

Powys Teaching Health Board has a number of Policies, Protocols and Guidance documents to support the Safeguarding and Public Protection processes within the Health Board. These include:

SGP002 – Safeguarding Supervision Protocol

SGP011 Child Protection Medical Policy

SGP012 Looked After Children Guidance for Health Professionals

SGP034 PREVENT Policy

SGP035 Child Exploitation Guidance

SGP036 Safeguarding Policy



SGP041 Managing Allegations of Abuse & Neglect

SGP042 Deprivation of Liberty Safeguards Policy & Procedure

SGP047 Policy for Children & Adults who "Was Not Brought" to health appointments

SGP049 Mental Capacity Act

SGP050 DoLS Signatory SOP

SGP051 Significant Event Chronology SOP

Governance & Rights Based Approach

United Nations Convention on the Rights of the Child (UNCRC)

UNCRC - United Nations Convention on the Rights of the Child is an international agreement that protects the human rights of those under the age of 18.

It lists **42** rights that all children and young people, everywhere in the world have.

Children's rights are enshrined in Welsh law under Rights of Children and Young Persons (Wales) Measure 2011 - underlining Wales' commitment to children's rights and the UNCRC.

Along with the Government, all people who care for children and young people are duty bearers under the UNCRC. That means they have a responsibility to uphold children's rights.

The Childrens Commissioner introduced a Children's Right Approach, a principled and practical framework for working with children grounded in the UN Convention on the Rights of the Child

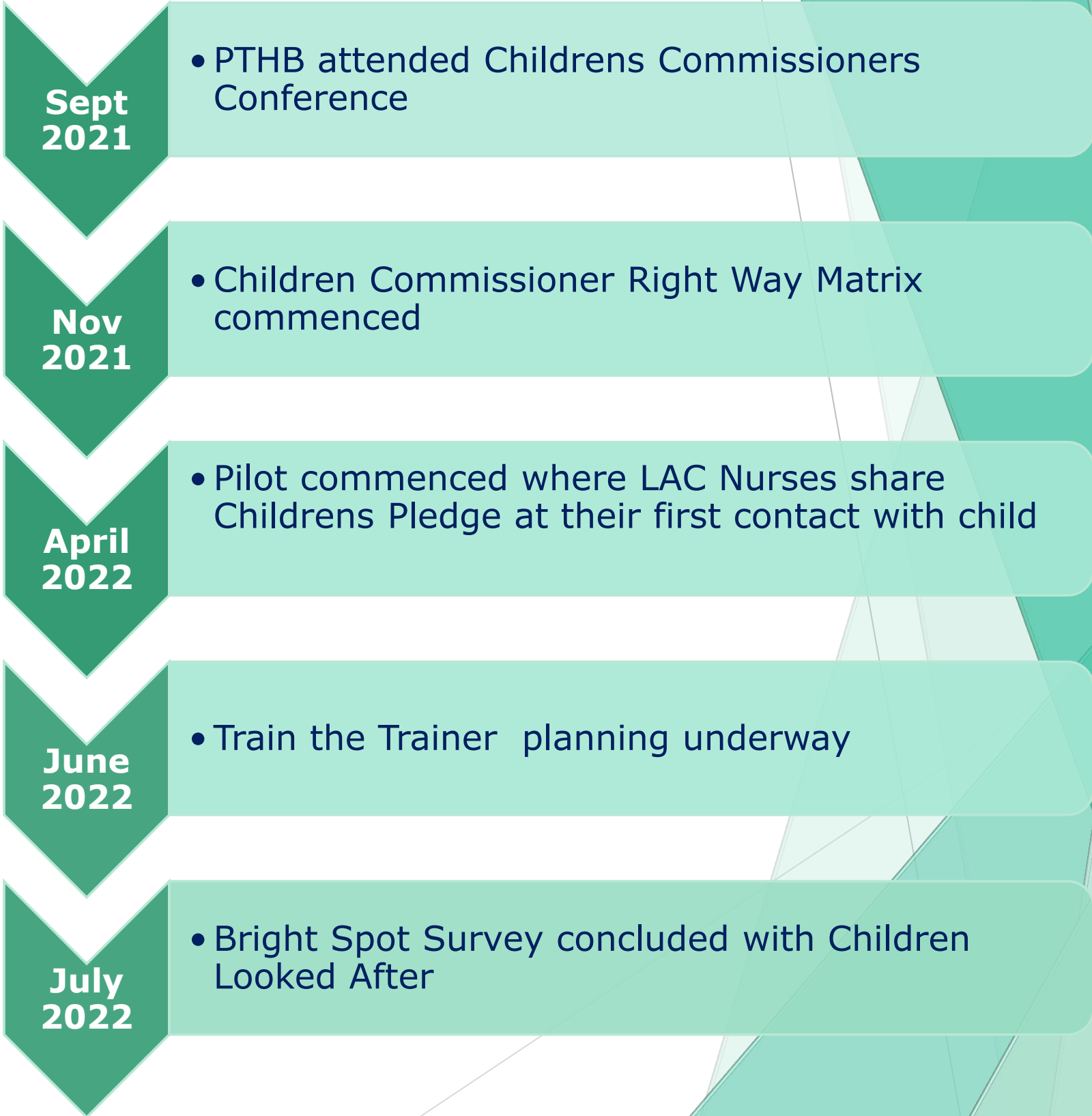
A Children's Rights Approach is about placing the UNCRC at the Core of planning and service delivery and integrating children's rights into every aspect of decision making, policy and practice

***The Right Way:
A Childrens Right
way Approach in
Wales***

**Embedding the UNCRC
Equality and non-
discrimination
Empowering children
Participation
Accountability**

Governance & Rights Based Approach

A Children’s Rights Approach to Health



Safeguarding Referrals Raised by PTHB Staff during 2021-2022

In accordance with the Social Services and Well-being (Wales) Act 2014 and the Children Act 1989/2004, the Health Board has a statutory duty to report a child or adult who is (a) experiencing or is at risk of abuse, neglect or other kinds of harm, and (b) has needs for care and support needs.

191 child Safeguarding reports were made by PTHB staff in 2021-2022

10%
related to concerns about emotional abuse

32% related to concerns about neglect

18% related to concerns about domestic abuse

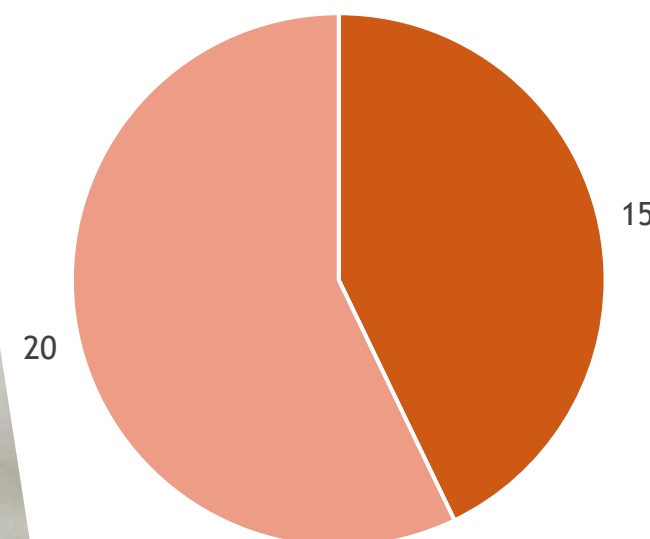
Living a life that is free from harm and abuse is a basic right for every child within Wales

Safe Care

Child Protection Medicals

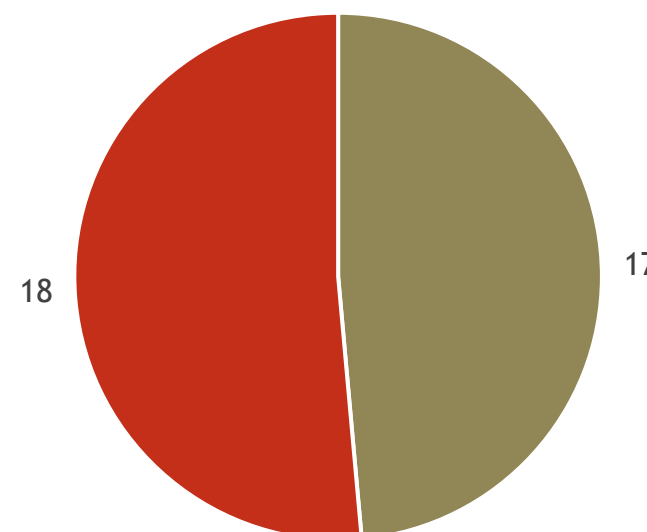
35 Child Protection medicals were undertaken during 2021-2022

CP Medical by Age



■ Under 5 ■ Over 5

CP Medical by Gender



■ Female ■ Male

Child Protection Medical Pathway

Clear referral pathway developed into CTUHB for children living in South Powys who require a CP Medical. North Powys pathway well established with SaTH

PTHB Safeguarding leads invited and contribute to all strategy discussions which supports multi agency decision making regarding the request for a Child Protection Medical.

Child Exploitation

Safe Care

MACE (Multi Agency Child Exploitation)

MACE meetings provide a framework to facilitate regular information sharing, data analysis, quality assurance, performance and professional challenge on information and intelligence relating to Victims, Offenders, Locations and Themes relating to Child Exploitation.

The MACE Panel have the ability to;

- Use this analysis to direct resources under the four strands of Prevent, Pursue, Prepare and Protect. Identify broader themes and best practice in relations to interventions.
- Provide evidence towards outcomes and actions from the National Action Plan to Tackle Child Sexual Exploitation (Wales) on behalf of the Mid and West Safeguarding Board.

MACE meetings are held quarterly. PTHB are represented at each meeting.

Online Abuse

Safe Care
Sexual Exploitation

Criminal Exploitation

Child Exploitation

PTHB have been working to develop a data set of information which is shared at MACE Meetings & supports the multi agency response required when working to keep children safe from Exploitation.

Child Exploitation requires a child centred approach which considers the holistic needs of the child. The CSERQ4/15 Checklist is intended to help health practitioners assess risk and to support their professional judgement on deciding when to make a child safeguarding report

PTHB is promoting the use of a Child Sexual Exploitation Risk Questionnaire (CSERQ4/15), a questionnaire designed to be used within health settings

Harmful Sexual Behaviour Sexual Exploitation Trafficking



Safe Care

Looked After Children

Looked After Children (LAC) are children up to the age of 18 for whom the Local Authority is providing accommodation or care for a period of more than 24 hours (Children Act 1989). Children who are looked after are amongst the most socially excluded groups in our society and have been found to have significantly increased health needs in comparison with children from comparable socio-economic backgrounds (Sampeys 2015)

Improving the health of children who are looked after is a multi-agency responsibility involving local authorities and health agencies. PTHB have a duty to comply with the statutory legislation: Part 6, Social Services & Wellbeing (Wales) Act 2014 – Looked After & Accommodated Children

Safe Care

Looked After Children

Throughout 2021-22 PTHB Clinical Nurse Specialist for Children Looked After and Health Visitors continued to Work flexibly around the needs of the child offering advice and support to both children and professionals. This included completing LAC health assessments, attending LAC reviews, Pathway Plans for 16+ children and strategy meetings. The views of the children are captured during their statutory health assessment and help to shape the child's LAC Health Plan



A background image showing a group of diverse children smiling and looking towards the camera. The image is slightly faded to allow text to be overlaid.

Safe Care Looked After Children

During 2021-2022

368 LAC Health Assessments
were completed by Powys
Looked After Children Nurses &
Health Visitors

84% were completed within
statutory
timescales

293 Health Assessments
were with children from
Powys

75 Health Assessments
were with children from
other Local Authorities



Safe Care

Looked After Children

Improvements in 2021-22

Redesign of Looked After children Health Questionnaire

During the Covid 19 pandemic PTHB introduced virtual health assessments due to necessity, overtime it became evident that developing choices for children regarding their Health Assessment was needed.

This resulted in a redesign and digitalisation of the Health Questionnaire with input from the children and carers. Some children expressed they did not want to answer some of the questions due to the way they were worded and there was nowhere to add free text, one example of the changes made on the children's request is we have added to the sexuality question '*would prefer not to say*'.

The children now have a choice for their Health Assessments, face to face, virtual via Teams or via the Health Questionnaire. By valuing the children's needs and choices we are less likely to encounter refusals and can provide the support they need.



Safe Care

Looked After Children

Improvements in 2021-22

The LAC Team developed training slides for the Local Authority to use during a Social Workers Induction to;

- ❖ support and improve Social Workers understanding of the Looked After Children Clinical Nurse Specialist role
- ❖ remind Social Workers of the importance of informing health of changes in children's placements and providing consent for a child's Initial Health Assessment

Safeguarding Referrals Raised by PTHB Staff during 2020-21

In accordance with the Social Services and Well-being (Wales) Act 2014 and the Children Act 1989/2004, the Health Board has a statutory duty to report a child or adult who is (a) experiencing or is at risk of abuse, neglect or other kinds of harm, and (b) has needs for care and support needs.

102 adult reports were made by PTHB staff in 2021-2022

34% were in relation to **neglect**

6% were in relation to **emotional** abuse

16% were in relation to **financial** abuse

Living a life that is free from harm and abuse is a basic right for every adult within Wales

Safe Care

Best Interest Assessments, Mental Capacity Assessments and Deprivation of Liberty Safeguards

The Deprivation of Liberty Safeguards (DoLS), (Mental Capacity Act (2005)) became effective on 1st April 2009. Its purpose is to provide a legal framework for safeguarding the deprivation of an individual's liberty in a hospital or care home setting.

The DoLS apply to anyone aged 18 and over, who suffers from a mental disorder or disability of the mind, such as dementia, or a profound learning disability; who lacks the capacity to give informed consent to the arrangements made for their care or treatment and for whom deprivation of liberty (within the meaning of Article 5 of the European Convention of Human Rights) is considered, after an independent assessment, to be necessary and in their best interest and to protect them from harm.

Process


Once a person is deemed to lack capacity an application is sent to the DoLS Team, applications are prioritised and assessments are allocated. The current process involves independent assessments from trained Best Interest Assessors (BIAs) and medical staff qualified in the field of psychiatry, who are registered under Section 12 of the MHA. Once assessments are completed and recommendations made, they are scrutinized and signed by a PTHB DoLS signatory.

DoLS activity: 2021/2022

	Q1	Q2	Q3	Q4
PTHB DoLS Figures	2021/22	2021/22	2021/22	2021/22
Number of referrals for the period	147	105	118	92
Number of urgent referrals for the period	130	96	111	59
Number of standard/renewal referrals for the period	17	9	7	33
Number withdrawn/not granted	120	98	101	83
Number allocated to internal BIAs	16	10	11	10
Number allocated to external BIAs	5	21	35	101
Number granted	19	15	8	6
Total outstanding applications at end of quarter	49	30	39	34

Safe Care

Work undertaken during 2021/2022 to improve processes and knowledge of DoLS and MCA



A Welsh Government Grant funded an additional BIA and the Spot purchasing of Best Interest Assessments to support in managing the DoLS backlog

50 Places made available to staff on a 5 day MCA training course

Spot purchasing of Best Interest Assessments to address the DoLS backlog

MCA Competency Framework developed

2 Best Interest Assessors supported to attend Assessing Capacity post-graduation course

Copies of Working with the MHA and Working with the MCA Act were purchased and disseminated across the organisation

Safe Care

Violence Against Women, Domestic Abuse and Sexual Violence

Modern Slavery Coercion & Control Forced Marriage

Violence against women, including domestic abuse and sexual violence (VAWDASV) is a major public health problem in Wales and globally, and is a violation of human rights. Through taking a public health approach to VAWDASV, we can make progress towards achieving our vision: *a Wales that is free from violence against women, domestic abuse and sexual violence.*

Violence against women, domestic abuse and sexual violence has far reaching consequences for families, children, communities and society. The direct harm to the health and well-being of victims is clear, and at its most severe can, and does, result in death. However, impacts are not just on health and wellbeing but include human rights, poverty, unemployment, homelessness and the economy.

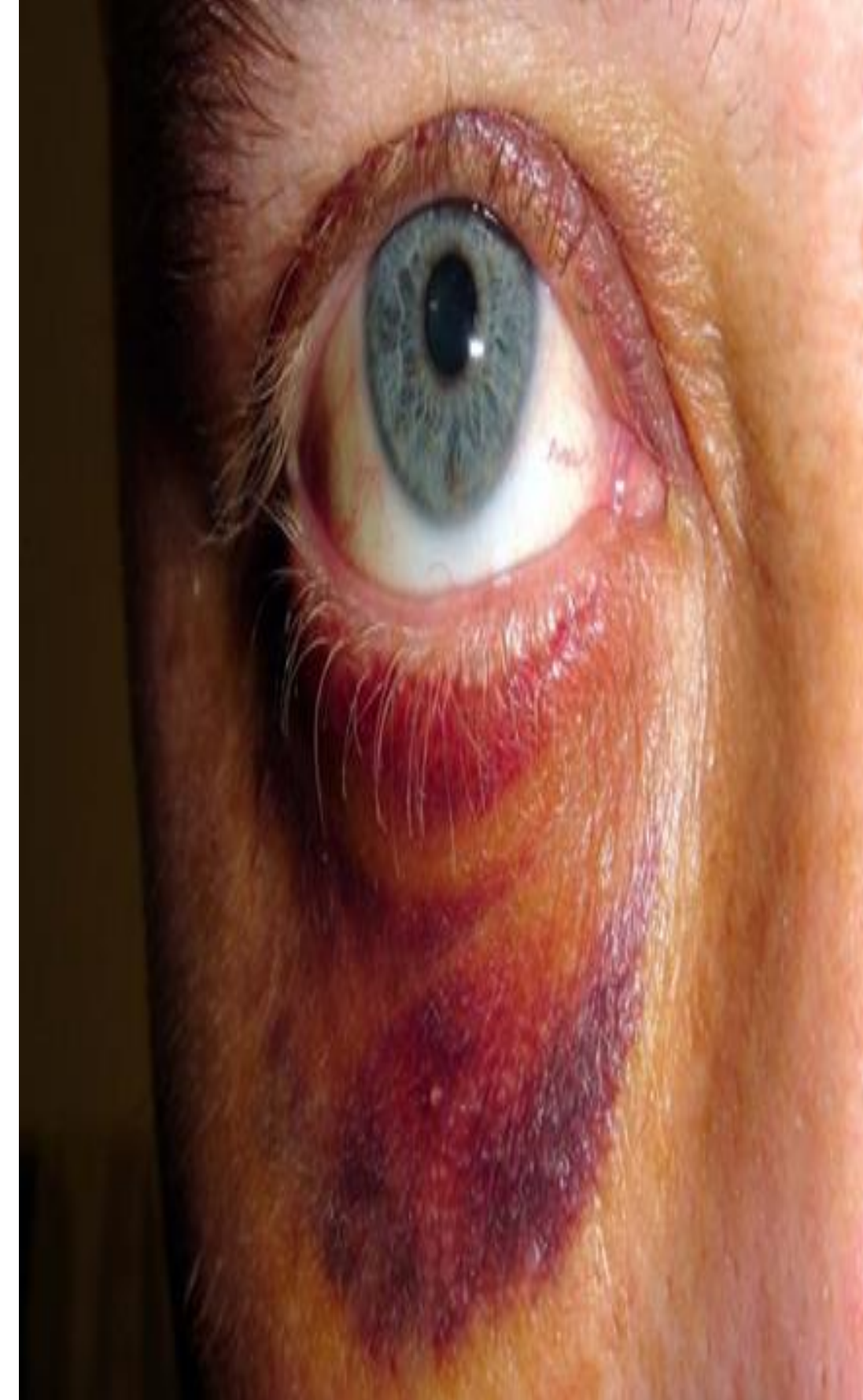
Sexual Violence Child to Parent Modern Slavery FGM

Safe Care

Violence Against Women, Domestic Abuse and Sexual Violence

All forms of violence and abuse are unacceptable, anyone who experiences violence against women, domestic abuse and sexual violence deserves an effective and timely response from all public services.

The enactment of the Violence Against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015 requires the public sector in Wales to work together, in a consistent and cohesive way, to improve the outcomes for individuals and their families subjected to violence against women, domestic abuse or sexual violence.



Child FGM Parent Modern Slavery
Financial Physical Sexual Violence
Coercion & Control
Exploitation Cuckooing

Safe Care

Violence Against Women, Domestic Abuse and Sexual Violence

PTHB Key Activities during 2021-22

Partnership Working

PTHB Facebook & Twitter pages used to share national and regional campaigns

Delivery of VAWDASV Group 2 Ask & Act training via MS Teams – Compliance 77%

VAWDASV awareness raising within PTHB with bi monthly newsletters

Safeguarding Leads completed Group 3 Train the Trainer course

Domestic Abuse Risk assessment Training delivered to over 90 practitioners

PTHB is 1 of 10 partners supporting a further 3 years of the Regional Perpetrator Programme

FGM Data shared with the VPU to inform development of Vulnerability map

PTHB VAWDASV Policy updated

National & regional SARC programme recommenced



Safe Care

Violence Against Women, Domestic Abuse and Sexual Violence

Powys Teaching Health Board receives Daily Domestic Abuse Notifications from Dyfed Powys Police following a report of Domestic Abuse when an individual involved is pregnant or there are children associated with the victim or perpetrator.

During 2021-2022 there were

326

Daily Domestic Incident Notifications received from the Police which were shared with the appropriate GP, HV Hub, School Nurse Hub and Midwifery

Sexual Violence, Physical Abuse, Child to Parent, Modern Slavery, Exploitation, Forced Marriage, Coercion & Control, Financial Abuse, FGM, Buckkooing

Safe Care

Violence Against Women, Domestic Abuse and Sexual Violence

Domestic Abuse Daily Discussion (DADD) is a multi-agency conference call where all high risk victims of domestic abuse are discussed within 48 hours of a domestic incident, enabling earlier intervention, joint decision making and timely decisions around Claire's Law disclosures. If a high risk case requires additional safety planning via the MARAC process, the MARAC is better informed regarding risk and risk management.

During 2021-2022 there were

137 daily discussions where **466** cases were discussed and risk assessed

Sexual Violence
Child to Parent
Forced Marriage
Physical
Financial
FGM
Exploitation
Cuckoo
Coercion & Control
Modern Slavery

Safe Care

Violence Against Women, Domestic Abuse and Sexual Violence

PTHB Safeguarding Team actively participate in all aspects of the MARAC process. A representative from the Safeguarding Team attends all MARAC meetings along with our colleagues in Mental Health.

Domestic Abuse Multi Agency Risk Assessment Conferences (MARAC) are held every two weeks. MARAC meetings are victim-focused, agencies share information on the highest risk cases of domestic abuse. A safety plan for each victim is developed.

During 2021-2022 there were **25** MARAC meetings

which developed safety plans for **77** high risk victims

Physical Modern Slavery Exploitation
Forced Marriage Sexual Violence Child to Parent Financial FGM Cuckooing
Coercion & Control

Safe Care

Violence Against Women, Domestic Abuse and Sexual Violence



Live Fear Free Helpline Llinell Gymorth Byw Heb Ofn
0808 80 10 800
ffôn • tecst • sgwrsio byw • ebost
call • text • live chat • email

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#LiveFearFree

**Ddylai neb
deimlo'n
ofnus gartre**

Os wyt ti neu rywun
rwyf ti'n ei 'nabod
yn dioddef trais
neu gamdriniaeth,
mae help ar gael o
hyd, ddydd a nos.



**Home shouldn't
be a place
of fear**

If you or someone
you know is
experiencing
violence or abuse,
help is still
available 24/7.

Sgwrsia â ni yn gyfrinachol / Chat to us confidentially

llyw.cymru/bywhebofn

0808 80 10 800

gov.wales/livefearfree

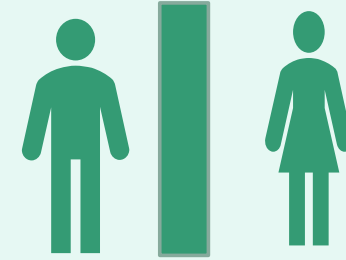
ACE Informed

Adverse Childhood Experiences range from children suffering from or being in a household where there is;



Emotional Abuse

Parental Separation



Alcohol Abuse

Incarceration



Mental Illness



Drug Use



Sexual Abuse



Physical Abuse



Adverse Childhood Experiences (ACEs) are traumatic events, particularly those in early childhood that significantly affect the health and wellbeing of people in Wales, the rest of the UK and the world.

We can break the cycle of ACEs at any stage; it's never too late. Preventing ACEs in a single generation or reducing their impact can benefit not only those children but also future generations in Wales.

Incarceration

Emotional Abuse

Sexual Abuse

Alcohol Abuse

Drug Use

Physical Abuse

Parental Separation

Mental Illness

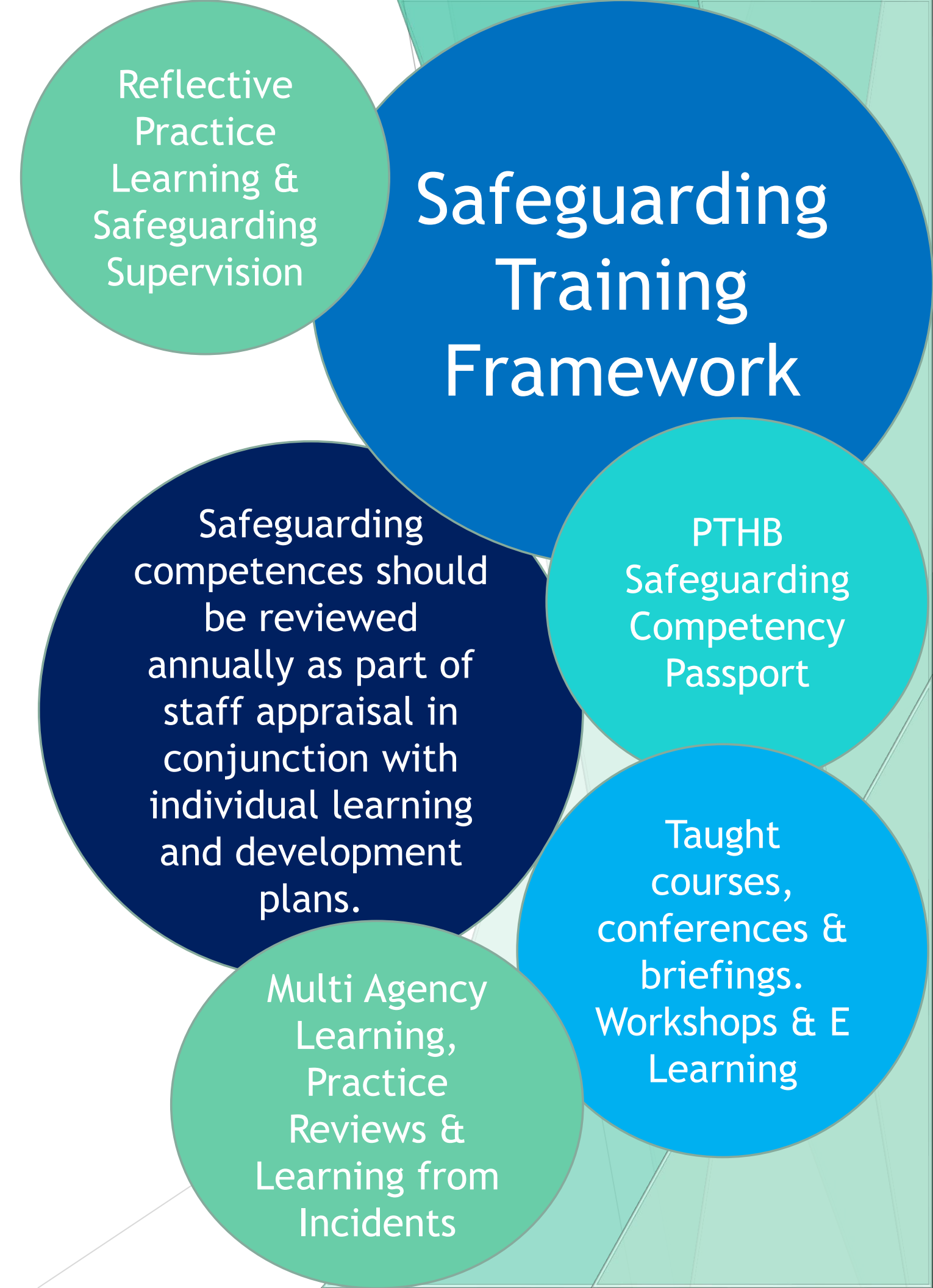
Learning Culture

Training & Development

When abuse or neglect is identified, it should be dealt with swiftly, effectively and in ways that are proportionate to the concerns raised.

The Social Services and Well-being (Wales) Act offers a clear expectation that children & adults must be at the centre of any safeguarding response and where possible, remain in control of decisions & planning, ensuring their voice is heard.

Agencies must ensure personalised support is offered by staff, who fully recognise their roles and responsibilities in relation to Safeguarding.



Learning Culture

Training & Development

Powys Teaching Health Board has a responsibility to support their employees develop knowledge, skills and the competencies to perform effectively in their role and know how to respond to concerns in line with local and national policies and processes. PTHB is signed up the National Safeguarding Training Framework co-produced by NST, Health Boards & Trusts. The framework is aligned to and benchmarked against the;

- ❖ Intercollegiate guidance, national workforce competencies such as the UK Core Skills Training Framework (2018)
- ❖ Adverse Childhood Experiences (ACEs) Skills and Knowledge Framework for Wales (March 2019)
- ❖ National Training Framework for Violence Against Women Domestic Abuse and Sexual Violence (2016)



Learning Culture

Training & Development

**8 MCA & DoLS
Training sessions
delivered to 44
staff**

**Safe Lives
Training
delivered to 103
staff**

**19 Ask & Act
Training sessions
delivered to 432
staff**

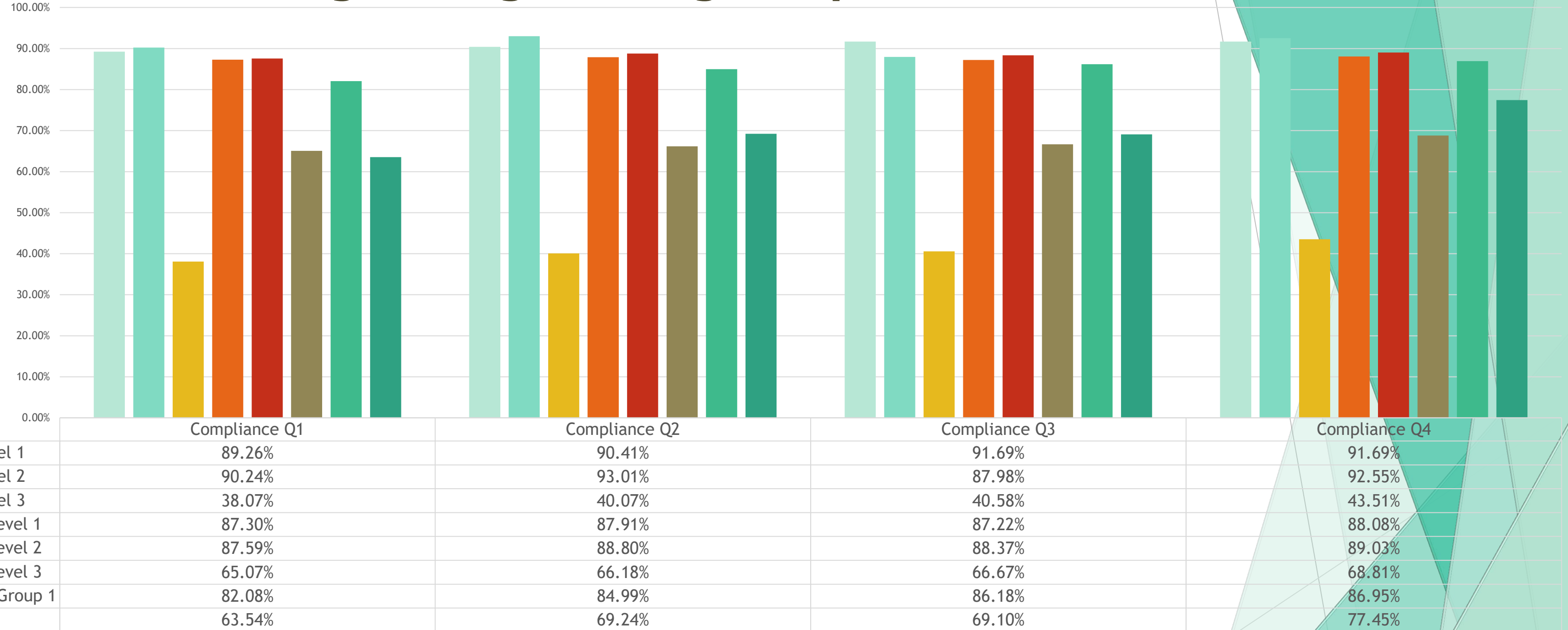
**During 2021-2022 the Safeguarding
Team delivered a variety of training
over MS Teams to PTHB Practitioners**

**4 Safeguarding
Children Level 3
sessions delivered
to 45 staff**

**4 Safeguarding
Adults Level 3
sessions delivered
to 153 staff**

Learning Culture

PTHB Safeguarding Training Compliance 2021-2022



Adult & Children Level 1 & 2 & VAWDASV Group 1 remain around or above 85%
 Adult & Children Level 3 shows some improvement with a plan being developed to further understand individual team requirements
 Ask & Act - good progress made from the launch in 2020

Learning Culture

Training & Development

Throughout 2021-22 PTHB Safeguarding Team continues to produce themed newsletters including;



Learning Culture

Learning from Reviews

To support the principles of Child, Adult and Domestic Homicide Reviews, PTHB formed a Practice Review Group, the first meeting was held in July 2021

The objectives of the group include;

- ▶ Ensure all actions plans for CPRs, APRs, MAPFs and DHRs are monitored until completed.
- ▶ Review and scrutinise all health records following a serious safeguarding incident to identify immediate learning and develop an action plan to improve practice if needed. This action should not wait until the outcome of a practice review.
- ▶ Identify specific audits when required so that lessons may be learnt and fed back into practice.
- ▶ Identify specific audits to ensure that changes in practice or processes has been achieved and maintained.
- ▶ Identify the development of policies or guidance in response to any learning or change in practice identified as the result of a review.
- ▶ Ensure that the dissemination of learning and themes identified following a practice review forms part of the action plan and is shared in a way that engages all relevant staff groups, for example, use of Briefings, posters, learning events, MS Teams.
- ▶ Review Regional Practice Reviews to identify learning and cross reference with practice in PTHB

Multi Agency

Shared Learning

Themes Identified

Learning from
Incidents

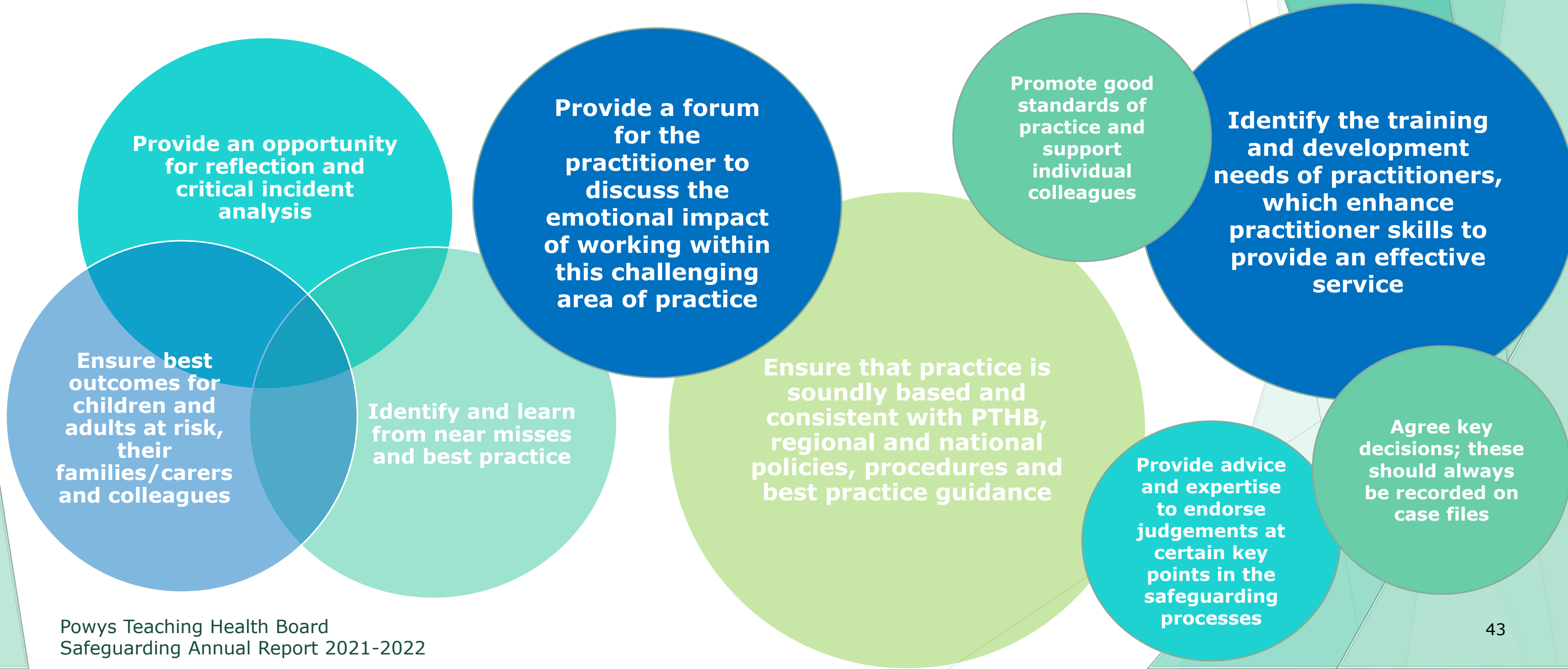
Transparency

Learning Event

Learning Culture

Safeguarding Supervision, Advice & Support

Staff should be able to raise concerns and feel supported in their safeguarding role. Effective safeguarding supervision is important in promoting good standards of practice and to support individual staff members; it should assist in ensuring health practitioners are competent and confident and provides a safe environment for challenging practice. **Good quality safeguarding supervision can help to;**



Learning Culture

Safeguarding Supervision, Advice & Support

Staff should be able to raise concerns and feel supported in their safeguarding role. Effective safeguarding supervision is important in promoting good standards of practice and to support individual staff members; it should assist in ensuring health practitioners are competent and confident and provides a safe environment for challenging practice.

Good Quality Safeguarding supervision can help to:

- ❖ Provide an opportunity for reflection and critical incident analysis.
- ❖ Identify and learn from near misses and best practice.
- ❖ Ensure best outcomes for children and adults at risk, their families/carers and colleagues.
- ❖ Promote good standards of practice and support individual colleagues.
- ❖ Ensure that practice is soundly based and consistent with PTHB, regional and national policies, procedures, and best practice guidance.
- ❖ Provide a forum for the practitioner to discuss the emotional impact of working within this challenging area of practice.
- ❖ Identify the training and development needs of practitioners, so each has the skills to provide an effective service.
- ❖ Provide advice and expertise to endorse judgements at certain key points in the safeguarding processes.
- ❖ Agree key decisions; these should always be recorded on case files by the practitioner.

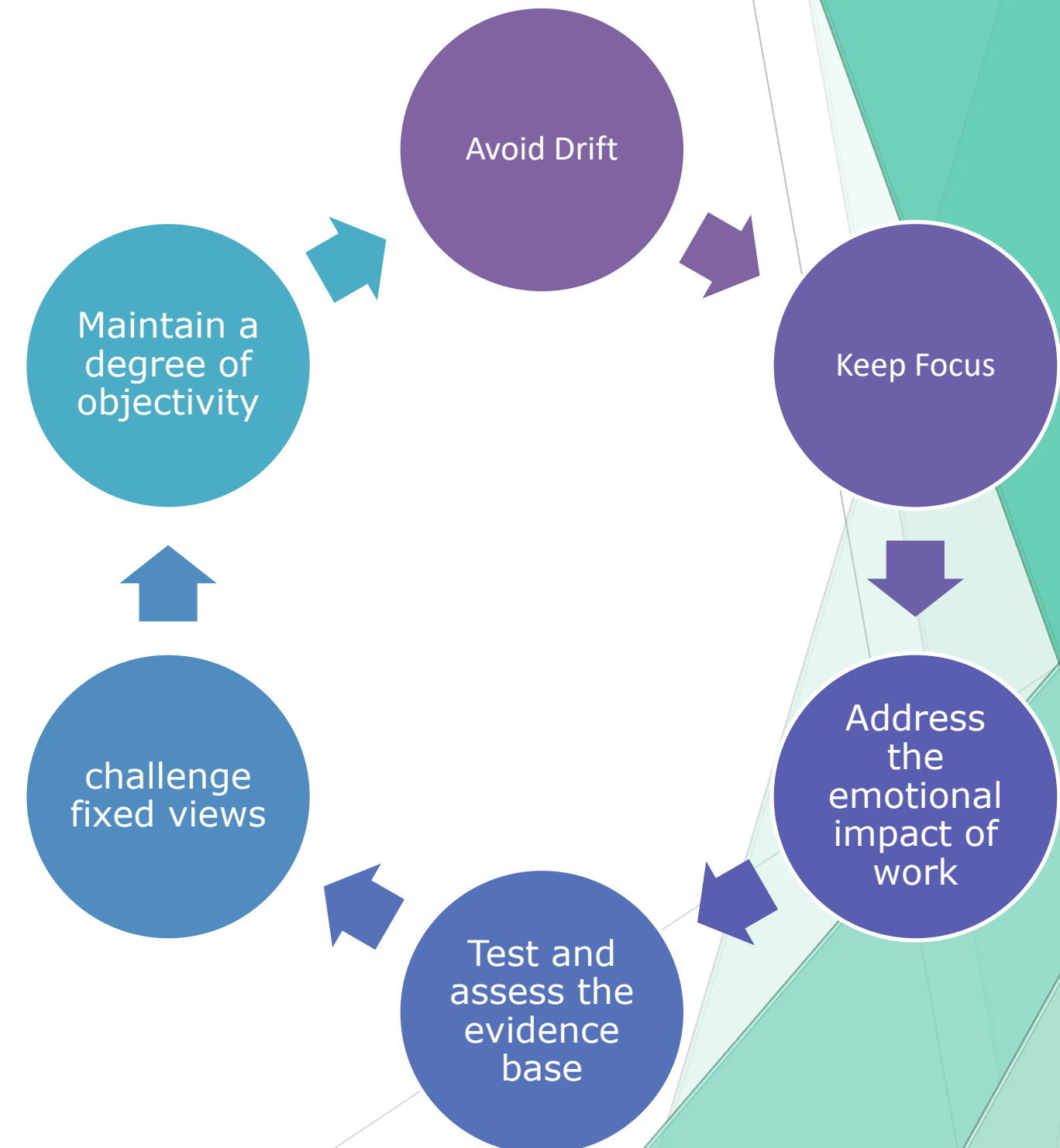
Learning Culture

Safeguarding Supervision, Advice & Support

Types of Safeguarding Supervision available to PTHB staff include;

- ▶ Immediate telephone supervision
- ▶ Requested Individual Safeguarding Supervision
- ▶ Group supervision
- ▶ Professionals who access 3 monthly group supervision; Health Visitors, School Nurses, Midwives, CAMHS registrants, Community Paediatric Nurses, Children with Learning Disability Nurses
- ▶ Professionals who access 6 monthly group supervision; Paediatric Allied Health Professionals, Adult Learning Disability Nurses, District Nurses
- ▶ Minor Injury Unit Staff, Continuing Health Care Staff, Adult Mental Health Professionals
- ▶ Debrief sessions
- ▶ Peer Review for Medical Paediatric Staff

Safeguarding supervision primary functions are to;



Learning Culture

Safeguarding Supervision, Advice & Support

During 2021-2022

PTHB Safeguarding Leads offered;

96 Group Supervision Sessions with
412 staff attending these sessions.

The PTHB Safeguarding Hub received

671 Calls for supervision, advice & support



Learning Culture

Safeguarding Supervision, Advice & Support

During 2021-22 an audit of *PTHB SPG 002 Safeguarding Supervision Protocol* was undertaken.

The Protocol outlines the role and responsibilities of the safeguarding team and all staff, the process for, and types of safeguarding supervision available to staff, which staff groups must attend safeguarding group supervision along with the minimum attendance required for each service group.

Aim and Purpose of the audit:

To review the effectiveness and quality of the safeguarding supervision provided to all staff & report on safeguarding group supervision compliance.

Learning Culture

Safeguarding Supervision, Advice & Support

Summary of Findings – Staff Survey

From the 109 responses that were received;

- ❖ 92% agreed that they were aware there is an agreement in place for the management of Safeguarding Group Supervision.
- ❖ 93.6% agreed that they understood their role as a supervisee in the safeguarding supervision process.
- ❖ 78% strongly agreed that issues arising during safeguarding group supervision are managed effectively.
- ❖ 88% felt that the safeguarding group supervision is a safe environment.
- ❖ 77% agreed that they were able to access individual safeguarding supervision or urgent telephone advice when needed

Other comments received:

- ❖ To Keep number in the group low
- ❖ To differ days of the week to assist part time staff
- ❖ Felt that safeguarding should write a summary
- ❖ Wanted to know how to complete a MARF

The survey asked practitioners to rate the response from the Corporate Safeguarding Team and 74 responses gave 5 stars and an overall average rating of 4.80

Respondents comments included:

Supervision always provides a safe space to discuss and share experiences. With easy access to Safeguarding Team, this allows me to constantly think about safeguarding when working with my caseload.

Small Group of no more than 4 practitioners; time for case study, reflection, and process.

I feel that the safeguarding supervision is excellent and allows for discussion with other colleagues/disciplines and gives an insight into how others perceive things

I have had a very positive experience and always felt very supported when I have contacted anyone for safeguarding supervision.

Find Hub helpful and find that getting hold of someone from team quickly. In the past this has been a challenge as staff busy

Since MS Teams became a part of our routines, safeguarding supervision feels less pressure to find time and need for travel on any distance. Booking via Hub and joining the meeting is easy. Input from different services such as MW, HV, SN gives best experience within safeguarding cases.

It is sometimes impossible to attend, and we don't have safe time to attend. we often are caught up with clinics and work

Learning Culture

Safeguarding Supervision, Advice & Support

Audit Recommendations Include;

- ❖ Promotion of the different types of Safeguarding Supervision available to practitioners
- ❖ Safeguarding group supervision compliance is reported quarterly to Managers/Team Leads. Managers should support practitioners with protected time to attend group supervision in line with their role
- ❖ Supervision contracts to be agreed at the beginning of each group supervision or individual session, any one unable to fully partake will be asked to leave and rebook.
- ❖ Practitioners should be reminded they must update the care plan following safeguarding supervision
- ❖ Introduce random Peer Review of Group Supervision Sessions by a member of the Safeguarding Team.
- ❖ Introduce quarterly Safeguarding Supervision for the Safeguarding Team with Named Dr and Community Paediatricians

Clinical Group Compliance

Name of Service Group	Compliance %
Adult Complex Care	57%
Adult Mental Health	28%
District Nurses	26%
LD, Neuro Adults	60%
Minor Injury Units	58%
Paediatric Physio & OT	69%
Speech & Language Therapy	80%
CAMHS	18%
Community Paediatric Nurses	57%
Health Visitors	42%
Midwives	48%
School Nurses	37%

Multi Agency Partnership Working

Multi-agency working is fundamental to the delivery of safe and good quality care. The benefits are most commonly identified as being improved and more effective services and joint problem solving, it also allows for the ability to take an holistic approach and increased understanding and trust between agencies.

PTHB are committed to working alongside our partners at a National, Regional and Local level.

Throughout 2021 -22 there are numerous examples on how we have worked in partnership;

- ❖ **Contribution to Safeguarding Week**
- ❖ **Co-produced Regional Documents and Leaflets**
- ❖ **Chaired an Adult Practice Review for the Region**

Multi Agency Partnership Working

PTHB contributed to a Regional Task and Finish Group to develop a new document on behalf of Mid and West Wales Safeguarding Board; **High Risk Behaviour Procedure (Including Self Neglect and Hoarding)**

- ❖ This document is designed to be a multi-agency guide for practitioners working with individuals displaying high-risk behaviours including self-neglect and hoarding. The document also sets out the important role of multi-agency partnership working which can help to build a fuller picture and to plan a way forward to support people.
- ❖ The procedure is now being embedded in practice. A regional multiagency panel is to be established and will meet monthly to review any referrals received.



**Multi-Agency High-Risk Behaviour
Procedure (Including Self-
Neglect/Hoarding)**

**MID AND WEST WALES REGIONAL
SAFEGUARDING BOARD**

<https://www.cysur.wales/high-risk-behaviours-including-self-neglect-and-hoarding/>

Multi Agency Partnership Working

PTHB Actively Contributes to Meetings and Groups across the Safeguarding Arena

National Meetings

- ❖ NHS Safeguarding Network
- ❖ SARC Project Board & Implementation Group
- ❖ Safeguarding Maturity Matrix
- ❖ WG Abolition of Physical Punishment Bill
- ❖ WG Strategic LPS Implementation Group
- ❖ NHS VAWDASV Steering Group
- ❖ NHS Network LAC Steering Group
- ❖ NHS Training Sub-group
- ❖ NHS DOLS/LPS/MCA Task & Finish Group
- ❖ LAC Cymru (Peer Group)

Regional Meetings

- ❖ M&WWSB Board
- ❖ M&WWSB CPR/APR/MAPF Sub-Group
- ❖ VAWDASV Strategic Group
- ❖ VAWDASV Training Sub-Group
- ❖ VAWDASV Delivery group
- ❖ VAWDASV Commissioning Group
- ❖ M&WWSB Appeal Panel
- ❖ M&WWSB Training Sub-Group
- ❖ M&WWSB MAPF Group
- ❖ M&WWSB Policy and Procedure Sub-Group
- ❖ Regional DoLS/LPS and MCA Forum
- ❖ M&WWSB Safeguarding Child working Group
- ❖ M&WWSB Safeguarding Adult working Group
- ❖ Regional Anti-Slavery Group

Local Meetings

- ❖ PLOG
- ❖ Corporate Parenting Group
- ❖ CPR/APR/DHR/MAPF Panel
- ❖ Youth Justice Board
- ❖ Start Well Project
- ❖ MARAC Steering Group
- ❖ MARAC
- ❖ PRUDiC
- ❖ DDAC
- ❖ Channel Panel
- ❖ MAPPA
- ❖ MASE
- ❖ National Safeguarding Week Planning Group
- ❖ Community Safety Partnership (CSP)
- ❖ Practitioner Concerns Strategy meetings
- ❖ Complex Strategy meetings

Health Board

- ❖ Pressure Ulcer Scrutiny Panel
- ❖ Heads of Nursing/Midwifery
- ❖ DoLS Signatory
- ❖ Maternal & Child Death Review Group
- ❖ Safeguarding Strategic Group
- ❖ Safeguarding Operational & Practice Improvement Group
- ❖ LPS Oversight Group
- ❖ LPS Working Group
- ❖ JIMP
- ❖ QSE Funded Nursing Care
- ❖ Incident Review Group

Practice Improvements During 2021-22

Safeguarding and Public Protection Media Messaging

The best form of Safeguarding is prevention. To support keeping people safe and share with staff and the public meaningful messages, the Safeguarding team have developed and will maintain a flow of;

- ❖ Ad hoc messages/reoccurring themes
- ❖ National Campaigns
- ❖ Seasonal Safety Messages

A close-up photograph of a young child with dark, curly hair sleeping peacefully on their side. They are wearing a white long-sleeved onesie and are tucked under a light pink blanket. The background is a soft, out-of-focus white surface.

Practice Improvements During 2021-22

Safe Sleep Safe Environment

Following a number of Sudden Unexpected Deaths in Infancy where risk factors associated with unsafe sleep practices have been identified, a Standard Operating Process for practitioners has been developed, which gives clear guidance on promoting and assessing Safe Sleep and a Safe Environment.

Practice Improvements During 2021-22

2019-20 Powys Childrens Pledge developed by children in Powys in

2021 Pledge re circulated during to all service area's

2022 Pledge shared with children looked after, by their Clinical Nurse Specialist at their first contact.

A Pledge TO ALL CHILDREN & YOUNG PEOPLE in Powys

From day 1 to when you're 25 years old

IT IS MY RIGHT TO ACCESS WHAT'S BEST FOR ME
We pledge to think about, and wherever possible act on your unique views and situation, to ensure that you get the best possible services and help.

IT IS MY RIGHT TO LEARN
We pledge to provide the resources and support for you to do the best you can.

IT IS MY RIGHT TO BE INFORMED
We pledge to provide access to information that is easy to understand.

IT IS MY RIGHT TO HAVE MY PRIVACY RESPECTED
We pledge not to ask for information that isn't directly relevant. We will put policies in place to protect your information.

IT IS MY RIGHT TO BE SAFE
We pledge to do everything we can to make sure you feel safe and protected from harm.

IT IS MY RIGHT TO BE HEARD
We pledge to give you opportunities where your voice can be heard, and your views are taken seriously.

IT IS MY RIGHT TO LEISURE AND PLAY
We pledge to provide safe and clean environments, so that children of all ages are healthy and able to play.

IT IS MY RIGHT TO BE HAPPY AND HEALTHY
We pledge to offer you the support to lead a physically and mentally healthy life.

IT IS MY RIGHT TO EQUALITY OF OPPORTUNITY
We pledge to treat you fairly, regardless of your situation, and ensure you feel you belong.

Bwrdd Partneriaeth Rhanbarthol Powys
Iechyd a Gofal Cymdeithasol

Powys Regional Partnership Board
Health and Social Care

Practice Improvements During 2021-22

Virtual Safeguarding Hub

PTHB Safeguarding Team have introduced a Virtual Safeguarding Hub, a single point of contact into the Safeguarding Team for all PTHB employees and our partners agencies. A Standard Operating Procedure has been developed which ensures uniformity and clarity regarding every aspect of the Safeguarding Hub functions which include;

- ❖ Managing flows of information in and out of the Safeguarding Generic email
- ❖ Managing and responding to requests for advice and support
- ❖ Attend adult and child strategy discussions, action daily domestic incidents and Once for Wales Incident Reports.

Further benefits of the Hub include improved time management, more effective use of the Lead Nurses skills, improved response times to requests for advice and support, less duplication of work and a more structured way of working within the Team, improved relationships with the Local Authority and consistent health input into adult and child strategy discussions.

Some of the challenges include managing a service that has naturally expanded and evolved within the resources we have.

Practice Improvements During 2021-22

A System and Process Review

To identify learning two reviews have been undertaken

- ❖ Review of children who had not returned to school following the first Covid 19 lockdown or were being home educated
- ❖ Review of Vulnerable Children

The themes identified include **managing children who are not brought for appointments**, the use of **chronologies to record significant events** in a child and family's life, supporting practitioners to be **professionally curious** and **managing/coordinating children's care plans** where there are multiple health needs and practitioners involved in supporting the child and family.

Improvements Implemented

- The Policy for Managing Was Not Brought / Did Not Attend /No Access Appointments for Vulnerable People' (SGP 047) has been audited & rewritten
- Developed a significant events chronology on WCCIS. Team Leads can view all children added to the chronology as Not Seen due to WNB/NAV on their Dash Boards. SOP developed
- Staff are reminded in safeguarding supervision and by the development of a newsletter the importance of being '*professionally curious*'. Regional training on Professional Curiosity including Was Not Brought is planned for during 2022
- The development of Multi-Disciplinary Team (MDT) meetings is underway

New Design PTHB Safeguarding and Public Protection Intranet Page

PTHB-Intranet

SharePoint Support

Service Areas

Shared Documents

SP

Safeguarding & Public Protection

Home

Documents

Pages

Site contents

Edit

Business Standard

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Page details

Analytics

Published 05/07/2022

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GIG CYMRU NHS WALES

Bwrdd Iechyd Addysgu Powys Teaching Health Board


Safeguarding and Public Protection
Diogelu ac Amddiffyn y Cyhoeddus

Safeguarding Hub: 01686 252806
PowysTHB.safeguarding@Wales.nhs.uk


Meet The Team →




Safeguarding Adults



Safeguarding Children



Safeguarding Policies & Guidance



Domestic Violence

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Home

Documents

Pages


Site contents

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Analytics

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Safeguarding Supervision

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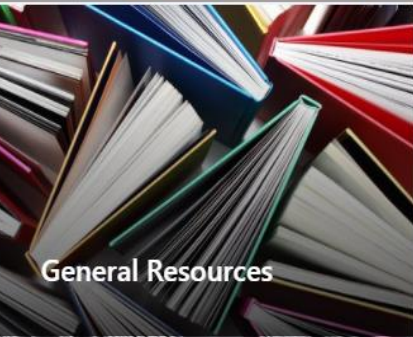


Safeguarding Training

Learn more →



Looked After Children



General Resources

SP

Safeguarding & Public Protection

Home

Documents

Pages


Site contents

Edit


Page details

Analytics


Published 05/07/2022




Practitioner Concerns



Multi Agency Referral Form - Adults



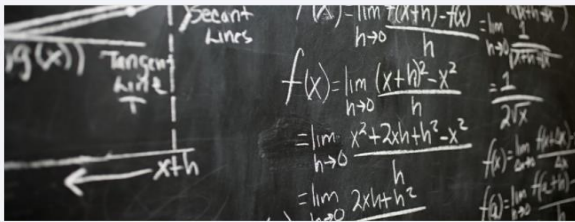
Multi Agency Referral Form - Children



Safelives MARAC referral form 2022


News

+ Add




DBS Barring Training

DBS Barring Training – This is a follow on training session from the DBS Disclosure... Rachel Lewis (Powys Teaching Health Board - Newtown Ynys-Y-Plant) 4 July 8 views



Ukraine Crisis

CYSUR have developed a number of resources in response... PowysTHB Safeguarding 21 June 7 views

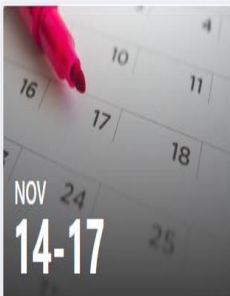


Summer Seasonal Message

Seasonal Safety Summer Safety Tips Beat the Heat Anybod... PowysTHB Safeguarding 21 June 13 views

Safeguarding Events 2022-2023

+ Add event



NOV 14-17

Business National Safeguarding Week

Mon, 14 Nov, All day

Areas of Challenge

- ❖ Non-acute & historical child sexual abuse medicals. There is fragility in PTHBs current service model
- ❖ The number of DoLS applications exceeds the Best Interest Assessor resource available to complete the process
- ❖ Practitioner knowledge, skills and confidence in applying the MCA and DoLS process requires a rolling training programme to maintain and improve skills. It is anticipated DoLS applications will increase
- ❖ Preparing for LPS
- ❖ Supporting the Service Groups achieve and maintain compliance with Level 3 Safeguarding Training and Group Safeguarding Supervision
- ❖ Attendance at the Safeguarding Strategic and Operational Groups requires improvement
- ❖ Learning from Practice Reviews and Incidents - Practice Improvement Group monitors Actions Plans from CPR's, APR's & DHR's, this is a new group that requires commitment from the Service Groups to have shared ownership in the action plans and embed the learning across the organisation.
- ❖ Consider the new statutory guidance regarding how agencies undertake safeguarding reviews using the new framework; Single Unified Safeguarding Review (SUSR)
- ❖ The number of Groups and Meetings the Safeguarding Team are required to attend

Safeguarding & Public Protection; A Look Ahead into 2022-23

Governance & Rights Based Approach

Consider how The Children Pledge is shared with all children living in Powys and accessing health services

LAC Commissioning moving into Safeguarding & Public Protection Team

Audit Policy SGP047 for Children and Adults who were not brought to health appointments & the PTHB Standard Operation Process for using the Chronology Function in WCCIS

Redesign of the Safeguarding Team will give members of the team an opportunity to develop their skills and experience working at a regional and national level.

Safe Care

Continue to plan for LPS

Review and consider models to support staff following a traumatic event

Reintroduce coping with crying resources

Review process for Sharing Information in Pregnancy

Safeguarding & Public Protection; A Look Ahead into 2022-23

Ace Informed

Develop a QR Code that will enable Care Leavers to have their essential health information readily available to them, it was direct to local health and wellbeing services

With input from Children who are Looked After, develop an information package about the needs of LAC which is to aimed at Primary Care

Consider the Bright Spots Survey completed by CORAM BAFF, with particular interest in to the Childrens views on their own health

Learning Culture

Continue to offer a blended approach to safeguarding training, this will include bespoke packages to suit clinical areas training needs.

Work with the National Safeguarding Team to update VAWDASV Group 2 Training package to ensure it considers DA to older people, LGBTQ+, Ethnic Minority groups and the changes brought in with the new Domestic Abuse Act

Commence the role out of VAWDASV Group 3 Training

Safeguarding Conference planned for October 2022

Safeguarding & Public Protection; A Look Ahead into 2022-23

Multi Agency Partnership Working

Progress work underway with Montgomeryshire Family Crisis Service to develop a VAWDASV Survivor Group, this work is supported by the North Powys Wellbeing Project

Present the Identification and Referral to Improve Safety (IRIS) to Primary Care. IRIS is a programme of training and support to improve the response to Domestic Violence and Abuse (DVA) in general practice.

Support the Mid & West Wales Regional Safeguarding Board's Work to develop an Immediate Response Group to a Significant Event

Support the Mid & West Wales Regional Safeguarding Board's review into agency responses & support to care homes throughout the pandemic

With our partners re introduce Independent Provider Forums