



OUTCOME :
Children, Young People and Adults at Risk in Plymouth are kept safe and their

The strategic aim and purpose of this plan is to ensure safeguarding processes, policy and procedures are owned and embedded across all Council departments and commissioned services, so that children, young people and Adults at Risk are effectively safeguarded by all staff and the commissioned agencies that work with them.

KEY ACTION:
The adoption of core safeguarding principles applicable across the work of the council & commissioned

- * The safety and wellbeing of all children & young people and Adults at Risk and the recognition of the diversity of their needs, is at the centre of everything we do
- * All children, young people and Adults at Risk have the right to live their lives free from physical, sexual and emotional abuse, neglect, exploitation, domestic abuse and oppression
- * Safeguarding is everybody's business and all council employees have a duty to ensure service users are protected from harm
- * All children, young people and Adults at Risk have a right to confidentiality. However, we will ensure information is shared appropriately and swiftly where there is a safeguarding issue, in line with Working Together 2013 & "No Secrets" Guidance and Care Act 2014
- * The Council will take lead agency responsibility for safeguarding within the multi-agency partnership, including a role in promoting public awareness
- * We will strive to be a values-led, learning organisation, and to adopt and promote best practice in all we do, by working to the following **key safeguarding priorities**

SafeGuarding Priorities/Outcomes	Activities	Milestone	Milestone Due Date	Resources Required	Support required from other departments /partners*	Completion Date	Benefits, Planned savings, Income generated
1. Children's Social Care							
1. Working collaboratively with the PSCB & PSAB, we will provide joint leadership in co-ordinating, ensuring and promoting safeguarding outcomes across the multi-agency partnerships, and within council and commissioned services, including promoting public awareness of safeguarding issues;	1.1 Review information sharing and effective joint planning for children affected by adult mental health issues to inform a joint action plan	Milestone 1 Joint Action Plan in place	Jun-14		ASC, health colleagues		Staff recognise the impact of adult mental health issues on dependent children & young people, identifying need and risk at the earliest opportunity. Adult mental health staff confident in participating in team around the child. Children at CSC threshold identified appropriately and collaborative working arrangements in place.
	2.1 Agree and implement action plan from Supervision Audit	Milestone 2.1 Action plan in place including agreed measures and milestones which build on current arrangements to ensure reflective and analytical supervision is embedded within CSC	Jun-14			Supervision action plan drawn up and to be shared at June Performance CSCMT	Staff understand their roles and are supported to reflect on practice ensuring best outcomes for individual children. Staff team are robust and staff retention supported
2. We will ensure all Council staff and Members fully understand their roles and responsibilities in relation to safeguarding, and are equipped to fulfil these, including an understanding of when and how to escalate concerns where necessary	2.2 Review and refresh single agency training in line with the corporate training plan	Milestone 2.2 Publish updated single agency training programme	Jun-14			In place as of 1st April. Strategy and progress shared with portfolio holder	Up to date and relevant single agency training available targeted at changing needs of staff group
	3.1.1 Carefirst system to be amended to be fit for purpose with appropriate checkpoints in place	Milestone 3.1 Implement Single Assessment framework in line with WT13	Jun-14		CareFirst project team	Work underway on Single Assessment, to complete by September 14	C & YP's needs assessed in an appropriate and timely manner leading to care planning which safeguards and promotes wellbeing at the earliest point in their journey
3.1.2 Single Assessment framework processes embedded within frontline services							

SafeGuarding Priorities/Outcomes	Activities	Milestone	Milestone Due Date	Resources Required	Support required from other departments /partners* **	Completion Date	Benefits, Planned savings, Income generated	
4. We will ensure providers' and commissioned services' contracts clearly reflect expected standards and practice, and are in line with National Care Standards, Winterbourne View, and Francis Report recommendations etc	4.11 Continue robust arrangements re commissioning of CAHMs service to ensure placements supported by provision of appropriate therapeutic services.	Milestone 4.1 Improve access to therapeutic support for children in care including those at risk of CSE	on-going	CCG, CAMHS, ACE, Barnardos, NSPCC	New referral pathways have been agreed to ensure better support to children placed in	Children and young people's mental health needs assessed and able to access targeted support. Improvement in placement stability. Improvement in long term outcomes across the spectrum for C&YP in care. Prevention of CSE		
	4.12 Secure the commissioning of appropriate care co-ordination for C&YP with mental health needs placed outside Plymouth boundaries		May-14				Meetings have been held, currently escalated meeting arranged between AD, Co-operative commissioning	
	4.13 Complete review of provision of therapeutic services to C&YP at risk of CSE undertaken by MACSE		Sep-14				Review is ongoing, report due in September	
	4.14 Develop innovative and group based interventions to address sexualised behaviour with high risk children in the ACES service	on-going	Programme in place, p					
	4.21 Develop the capacity within the in-house foster service to ensure it continues to provide suitable placements for the majority of Plymouth children	Milestone 4.2 On-going and demonstrable improvement in placement sufficiency	May-14		Independent Fostering Agencies, Commissioning team		Recruitment strategy for in house Adopters and Foster carers has been updated with a targetted cost and volume tender is underway for increase in quality and sufficiency in the inde. Sector and profile of needs in relation to requirements to	Sufficiency of placements to allow for excellent matching process. Fewer children placed outside of Plymouth
	4.22 Stimulate the independent fostering and residential placement market to ensure sufficiency, quality and performance with a key aim to place as many children as possible within Plymouth							
4.23 Increase the number of potential adopters to provide sufficient placements for sibling groups, children aged 3 & over and children with additional needs.								
5. We will embed robust quality assurance arrangements, so that we can be confident of evidence-based safeguarding interventions that have a measurable impact on the lives of children, young people and Adults at Risk	5.11 Undertake audit into children who have had 3+ placements over the previous 3 months	Milestone 5.1 Placement Stability action plan in place	April -June 14	Commissioning team	Audit is underway for completion August	Children in care safeguarded Increased placement stability in line with target KPI		
	5.12 Develop and implement placement stability action plan to ensure risks to placement stability are identified early and ways of maintaining stability are developed				Placement Stability Action plan in place and monitored through CSCMT			
	5.13 Identify and implement alternative models of fostering that better meet the need of high risk children				Contained within Action Plan. Joint work with Commissioning ongoing			
	5.14 Link with Southampton and other LAs to explore best practice and implement key learning				Links made with Southampton			
	5.21 Undertake programme of work to ensure the rise in cp plans is understood and that CP plans are appropriate to individual cases	Milestone 5.2 Action plan in place and improving trend in child protection plans in line with national expectations	April and quarterly reporting thereafter in line with KPIs	Commissioning team	Audit completed and action plan agreed by CSCMT	All children have risk have SMART plans which meet their safeguarding needs. All children subject to plans appropriate to be safeguarded within child protection procedures. Any implications for early intervention or step down processes identified in order to safeguard C&YP at the earliest point in their journey.		
	5.22 Complete Action Plan to improve quality of written cp plans				Action plan in place and monitored via CSCMT			
	5.31 Response to 10 Wishes to be collated and fed back to PSCB	Milestone 5.3 Measurable Action plans in place to respond to issues raised within the 10 Wishes and the Pledge to Children in Care	April 2013 and quarterly	Corporate Parenting Group	Complete April 14	Children's views actively informing service planning. As a result better outcomes for children		
	5.32 key recommendations of the Pledge to be implemented and actions embedded				Pledge launched and actions monitored by Corporate parenting Group			
5.33 Agreed actions to be included in individual service plans and monitored via CSCMT	Action Plan from 10 wishes in place and monitored via CSCMT							
6. We will continue to embed a comprehensive prevention and early intervention strategy to promote the wellbeing of children, young people and Adults at Risk, and to ensure any safeguarding issues are addressed at the earliest opportunity	6.1 Build on current work to co-locate a range of staff in A&A screening team, to ensure participation of health and other key partners	Milestone 6. Achieve co-location of health personnel within screening service	May-14	CCG, police, early years, voluntary agencies, CAF team	Range of partner agencies co-located in A&A and Action Plan in place to develop front door.	Referrals to A&A are screened and where appropriate diverted to early intervention services along secure pathways and in line with clearly understood and agreed thresholds. C&YP receive appropriate intervention at the earliest point. Reduced pressure of inappropriate referrals on A&A		
	6.2 Implement single assessment within A&A				Carefirst team		Work underway on Single Assessment, to complete by September 14	

SafeGuarding Priorities/Outcomes	Activities	Milestone	Milestone Due Date	Resources Required	Support required from other departments /partners* **	Completion Date	Benefits, Planned savings, Income generated	
2 Cooperative Commissioning and Adult Social Care								
1. Working collaboratively with the PSCB & PSAB, we will provide joint leadership in co-ordinating, ensuring and promoting safeguarding outcomes across the multi-agency partnerships, and within council and commissioned services, including promoting public awareness of safeguarding issues;	1.1 Develop annual programme of briefings and awareness raising of adults at risk and alerting process for frontline council staff, providers.	Milestone 1 Complete review of training strategy (brought forward from 13/14)	Sep-14	Safeguarding Team (JET & JM)		I.1 annual programme of training developed and current I.2 completed March 2014 I.3 conference being planned with University of Plymouth for Summer 2015	Increase in numbers of alerts. People who come into contact with adults at risk feel confident about the Council's leadership Raise public and professional awareness of safeguarding adults at risk Assures the Leader of the Council, Cabinet Members for Children and Adults, the Chief Executive and CMT are all equipped to fulfil their leadership responsibilities for safeguarding children, young people and Adults at Risk	
	1.2 Attend Caring Plymouth Scrutiny to raise awareness of Elected Member training and present annual report							
	1.3 Commission safeguarding conference and awareness week		2015					
2. We will ensure all Council staff and Members fully understand their roles and responsibilities in relation to safeguarding, and are equipped to fulfil these, including an understanding of when and how to escalate concerns where necessary	2.1 Review Terms of Reference and membership of the Safeguarding Adults Board, in line with the Care Act	Milestone 2 Care Act recommendations	Sep-14		Safeguarding Manager and Independent Chair	Proposed for next PSAB agenda and for discussion with new Independent	Ensure robust leadership in the City to safeguard adults at risk	
	2.2 Ensure that Partnership agreement is revised and signed by statutory partners and wider SAB partners							
	2.3 Commission SAB Development Day to ensure partners and Elected Members understand and comply with roles and responsibilities							Within existing SAB budget
3. We will be proactive in responding to new national initiatives and guidance, and to lessons learned from Serious Case Reviews and Domestic Homicide Reviews	3.1 Complete skills audit	Milestone 3 Develop a SMART plan for continuous professional development in order to embed safeguarding practice, ensure staff retention and minimise organisational risk.	Aug-14		HR Team, GM Team (ASC) & Safeguarding Manager and Partnership Crime Reduction Officer	Completed, awaiting sign off of timescales	Staff teams are robust around both childrens and adults safeguarding practice, and early intervention and prevention, retention supported, improved outcomes in staff survey	
	3.2 Review workforce development plan		Mar-15			to be informed by finalised skills audit		
4. We will ensure providers' and commissioned services' contracts clearly reflect expected standards and practice, and are in line with National Care Standards, Winterbourne View, and Francis Report recommendations etc	4.1 Establish reference group with Police and partners	Milestone 4 Complete review of Police Detention Order (place of safety) for detained adults and young people	Jul-14		Safeguarding Manager (Children & Adults), Commissioning Partners and Police	completed, police paper on agenda for next PSAB	Prevent inappropriate placements. Prevent escalation of risk and commission alternative resource.	
	4.2 Produce commissioning plan and/or revision of current process					to be further informed following next PSAB		
	4.3 Continue with Winterbourne View action plan							
	4.4 Peer Review					scheduled for December		
5. We will embed robust quality assurance arrangements, so that we can be confident of evidence-based safeguarding interventions that have a measurable impact on the lives of children, young people and adults at risk	5.1 Complete Devon Audit	Milestone 5 SAB Audit	Jun-14		Strategic Safeguarding Team & HR	audit started May 2014	Recommendations for SAB To inform compliance with duties under the Care Act 2014 To reassure members of Governance and Partnership arrangements	
	5.2 Action plan developed, signed off by SAB					awaiting audit completion and recommendations		
	5.3 Actions completed and policies updated accordingly					awaiting audit completion and recommendations		

SafeGuarding Priorities/Outcomes	Activities	Milestone	Milestone Due Date	Resources Required	Support required from other departments /partners* **	Completion Date	Benefits, Planned savings, Income generated
6. We will continue to embed a comprehensive prevention and early intervention strategy to promote the wellbeing of children, young people and adults at risk, and to ensure any safeguarding issues are addressed at the earliest opportunity	6.1 Commence start of review of multi-agency VARM policy (to include escalation policy)	Milestone 6 VARM (Vulnerable Adult Risk Management) and serious self neglect.	Jun-14		Safeguarding Manager	interim review complete, policy development underway	This is a prevention strategy for adults at risk and serious self neglect, who do not engage with service provision. Roll out of revised document will ensure that high profile cases are escalated to senior management.
	6.2 Produce revised policy in line with Tri.X review					interim review complete, policy development underway	
	6.3 Re-launch policy across all agencies (July 14)					proposed for agenda of next PSAB policy and procedures sub group	
	6.4 Continue to embed Domestic Abuse training					171 staff trained at Level 1, 32 trained at Level 2 as DASH assessors.	
3 Council wide							
1. Working collaboratively with the PSCB & PSAB, we will provide joint leadership in co-ordinating, ensuring and promoting safeguarding outcomes across the multi-agency partnerships, and within council and commissioned services, including promoting public awareness of safeguarding issues;	1.1 On-going leadership and representation at senior level provided to PSCB, PSCAB, health and Wellbeing Board, Early Intervention and prevention Board, Children's Partnership, PDAF etc	Milestone 1. To continue to influence and lead on Safeguarding across Plymouth at a senior level	On-going	Within current resources – CJ & JET	Multi-agency task		PCC influencing and leading the agenda in response to Safeguarding practice across the city
2. We will ensure all Council staff and Members fully understand their roles and responsibilities in relation to safeguarding, and are equipped to fulfil these, including an understanding of when and how to escalate concerns where necessary	2.1 Further training and awareness sessions delivered to CMT/SMT and elected members	Milestone 2.1 Training programme for elected members and senior managers put in place	On-going reported quarterly	Within current resources – CJ & JET		A series of joint children and adult safeguarding briefings and training sessions have been	Senior managers and elected members fully trained and supported in understanding and fulfilling their roles and responsibilities in respect of safeguarding
	2.2 Safeguarding information and lessons from serious case reviews to be disseminated to elected members	Milestone 2.2 Leaflets and posters to be available at council chambers	On-going	Within current resources – CJ & JET		Complete and reviewed quarterly	
	2.3 review and amend previous corporate Safeguarding policy	Milestone 2.3 Corporate Safeguarding procedure updated and available on PCC website	Sep-14			Review currently being undertaken by TS	Staff have access to up to date procedures in order to fulfil safeguarding responsibilities
3. We will be proactive in responding to new national initiatives and guidance, and to lessons learned from Serious Case Reviews and Domestic Homicide Reviews	3.1 As lessons from SCRs, and initiatives emerge milestones and specific action plans put in place for the council as a whole to ensure dissemination of learning and engagement in actions expedited	Milestone 3.1 Proactive response put in place as lessons and initiatives emerge	Ongoing				Lessons and new initiatives actively absorbed into practice ensuring Plymouth remains at the forefront of current best practice
4. We will ensure providers' and commissioned services' contracts clearly reflect expected standards and practice, and are in line with National Care Standards, Winterbourne View, and Francis Report recommendations etc	See CSC & ASC actions above						
5. We will embed robust quality assurance arrangements, so that we can be confident of evidence-based safeguarding interventions that have a measurable impact on the lives of children, young people and Adults at Risk	5.1 Ongoing programme of Directors & ADs observing practice		Ongoing		PSCB & PSAB	Ongoing programme in place	
	5.2 Ongoing work to support the Independent Chair of PSCB and PSAB, responding to challenge. Involvement in appraisal process for Independent Chair					Recruitment underway for new Independent chair	
6. We will continue to embed a comprehensive prevention and early intervention strategy to promote the wellbeing of children, young people and Adults at Risk, and to ensure any safeguarding issues are addressed at the earliest opportunity	6.1 Review of joint working with Adult mental Health services	Milestone 6 Protocol with adult mental health services complete and in place	Dec-14		CSC & Adult Mental Health Services		Staff and partners working with adults across the city recognise safeguarding concerns understand their responsibilities to safeguard and promote the welfare of children, young people and Adults at Risk
	6.2 Review practice in line with multi-agency learning from SCRs, MACAs etc and KPIs trends relating to chronic neglect, and embed in Departmental business plans as appropriate	Milestone 6.2 Action plans in place to respond to chronic neglect	May-14			Action plan in place and monitored via CSCMT	

SafeGuarding Priorities/Outcomes	Activities	Milestone	Milestone Due Date	Resources Required	Support required from other departments /partners* **	Completion Date	Benefits, Planned savings, Income generated	
7. We will respond to the challenges from the PSCB to the Children's Partnership Board	7.1 Confirm arrangements are in place to address a lack of confidence in some day care provisions in working with looked after children and infant care.	Milestone 7.1 Training provided, practice monitored through annual Welfare review visits . Protocol in place with EY settings on how to support LAC.	ongoing from September 14			Jhall to update quarterly	EY practitioners will have support and guidance to increase skills and confidence when working with LAC and managing intimate care	
	7.2 Confirm that ongoing work with Families with a Future is having a positive outcome on the safeguarding of children and young people		ongoing from September 14			Awaiting info from Liz Cahill		
	7.3 Confirm work being undertaken by Early Years Service to support the improvement of practice within the one Children's Centre and 5 child minders rated satisfactory by OFSTED in 2012/13	Milestone 7.3 High level support package in place for Children's Centre and childminders to improve practice	Reviewed quarterly from Sept 14				Jhall to update quarterly	Quality of Early Years provision is improved resulting in better outcomes for children
	7.4 Confirm that strategies to reduce the number of children living in temporary accommodation are proving effective and there is corresponding evidence that such children are being safeguarded and experiencing better health outcomes.	Use of Housing Choices Smarter Solutions Delivery Plan Milestone 1: Implementation of recommissioned accommodation and outreach services for families to prevent homeless/risk of homelessness; Milestone 2: Regular monitoring of stretch targets for homelessness prevention casework to ensure that high and increasing demand does not translate into more families with children being placed in temporary accommodation. Milestone 3: presentation of statistics at PSCB data sets meeting to show trends				Adult social care commissioning	Aug-14	Services focus on supporting homeless/at risk of homelessness families to ensure households develop and/or sustain their capacity to live independently within the community - reducing numbers being placed in temporary accommodation by the authority. Commissioned services are all required to have effective safeguarding policies in place, and service impact is monitored using outcome information collected in relation to all service users in relation to 'Be Healthy' outcomes including impact on physical health, mental health, substance misuse and aids/adaptations.
	7.5 confirm that government recommendations to improve outcomes for children of prisoners and better support their families are being met.	To be set and monitored by Children's Partnership Board		Dec-14				