

Public Health Wales Safeguarding Annual Report 2022-2023



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Introduction

Welcome to the 2022-2023 Annual Safeguarding Report. This report demonstrates our ongoing organisational commitment to safeguarding.

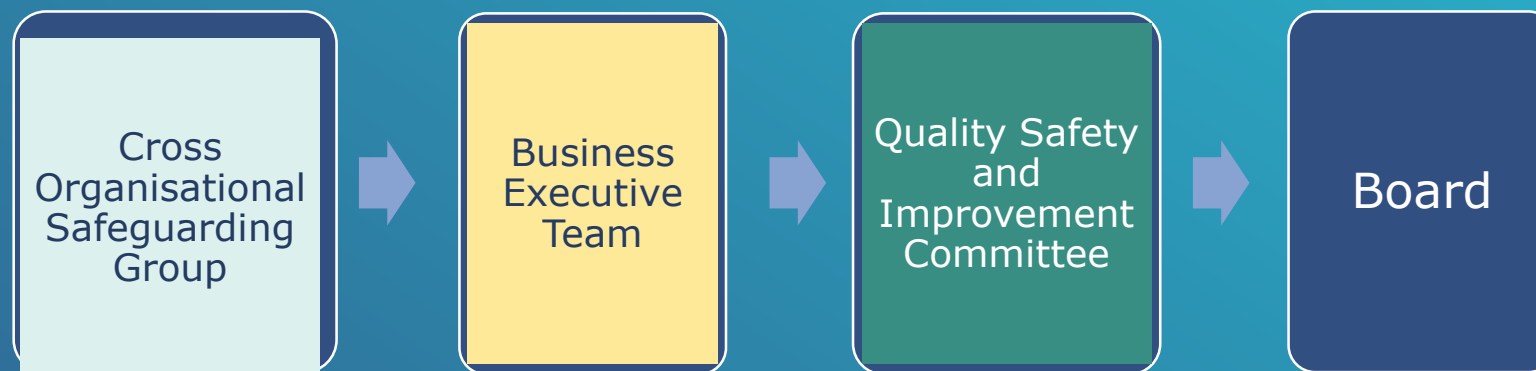
We have outlined our quality assurance processes regarding our statutory duty to safeguard children and vulnerable adults throughout the report. The report demonstrates the changes and progress made in the management of our safeguarding arrangements.

The aim of this annual report is to provide assurance that Public Health Wales (PHW) is fulfilling legislative requirements in relation to key pieces of legislation as identified below and assess against best practice standards i.e. Safeguarding Maturity Matrix during the period 2021-2022.

- **Social Services and Well-being (Wales) Act (2014) (SSWBA)**
- **Violence against women and domestic abuse (2015) (VAWDASV)**
- **Well-being of Future Generations (Wales) Act 2015**

The Annual Report is also underpinned by Health and Care Standard 2.7 Safe Care: Safeguarding Children and Safeguarding Adults at Risk. Health services promote and protect the welfare and safety of children and adults who become vulnerable or at risk at any time (Health and Care Standards Wales 2015). Public Health Wales recognises safeguarding is fundamental to the quality and safety of services and functions we provide.

Governance Arrangements



The Business Executive Team (BET) is supported by the Safeguarding Group Meeting chaired by the Executive Director for Quality, Nursing and Allied Health Professionals to monitor organisational arrangements and progress in relation to the corporate safeguarding agenda. The Quality, Safety and Improvement Committee (QSIC) is the main Board Committee (on behalf of the Board) to oversee and take assurance on Safeguarding arrangements within Public Health Wales and is chaired by the Vice Chair of Public Health Wales. Both BET and QSIC monitor progress and receive key elements of assurance through the Safeguarding Maturity Matrix annual improvement plan.

Section 27 part 3 of the Children's Act (2004) states that:

An NHS trust to which section 25 applies must—

- (a) appoint an executive director, to be known as the trust's "lead executive director for children and young people's services", for the purposes of the trust's functions under that section; and
- (b) designate one of the trust's non-executive directors as its "lead non-executive director for children and young people's services" to have the discharge of those functions as his special care

The Executive Director of Quality, Nursing and AHP's fulfils the role identified at a) and a Non Executive Director has been identified for b).

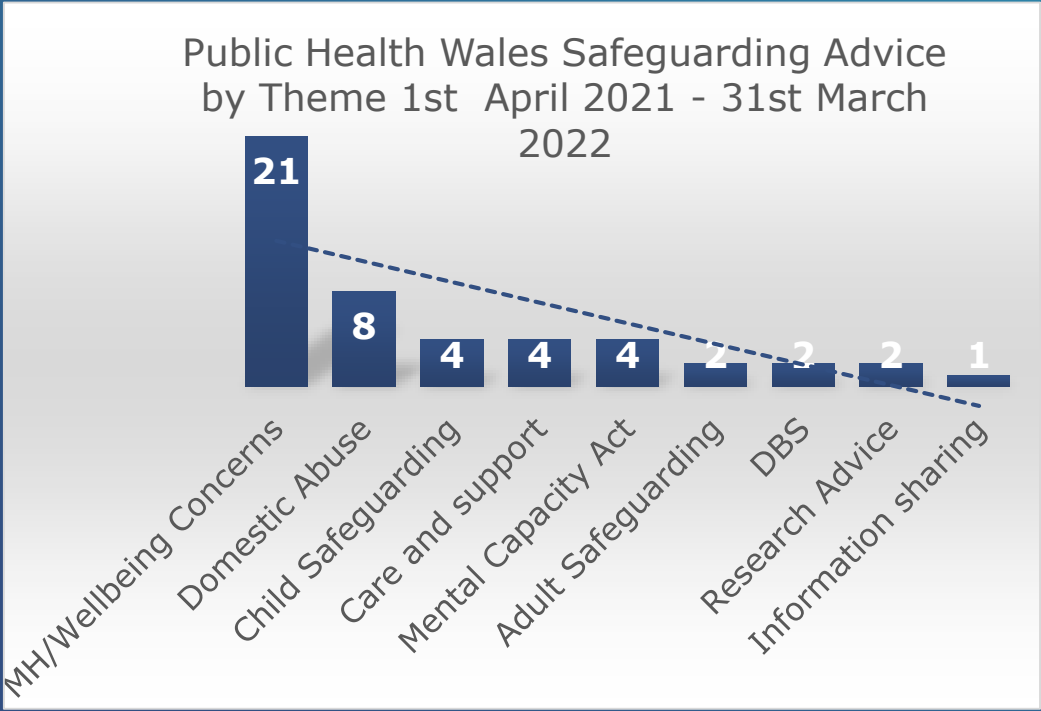


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Safeguarding People

- To comply with the following pieces of legislation, Public Health Wales has in place Safeguarding arrangements to access advice and support: This is provided by the Named Lead for Safeguarding
- This requirement is outlined in specific sections of the relevant legislation namely:
- Social Services and Well Being (Wales) Act Part 7 - S130 duty for relevant partners to a report child at risk; there should be a single point of contact in each organisation; and policies and procedures in place to ensure we discharge both S164, duty to co-operate and provide information and
- Part 7- S128 the duty to report an `adult at risk
- Children Act 2004- Section 28(2) places a duty on NHS Wales to make arrangements for ensuring that their functions are discharged having regard to the need to safeguard and promote the welfare of children.



Between 1st April 2022-
31st March 2023
48 incidents were
referred to the Named
Lead for Safeguarding
for advice.

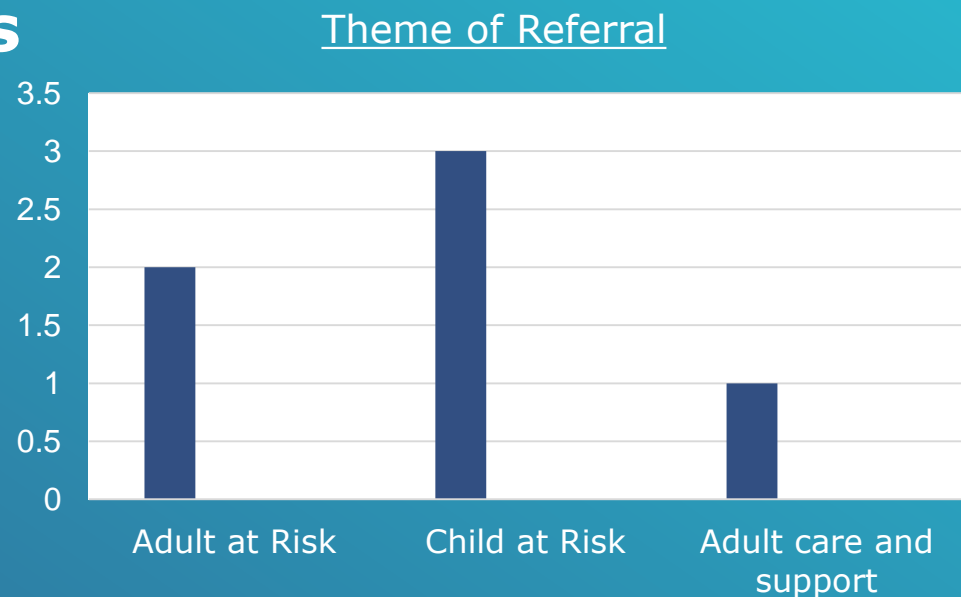
These incidents
related to:
Service user **38**
Employees of
PHW **8**
Research Advice
2



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Reports to Local Authorities



When a safeguarding concern has been identified staff follow the Public Health Wales and multiagency Wales Safeguarding Procedures, making a referral to the relevant Local Authority accordingly. These concerns are captured on the Datix system and categorised as safeguarding by the referring staff. The Named Lead for Safeguarding has continued to progress PHW’S staff skills and understanding of the Safeguarding thresholds met, to ensure that the reports made to Social Services are appropriate and in accordance with the required standard.

A total of 6 Safeguarding Reports were made to Local Authorities across Wales between April 2022 to March 31st 2023. This is a decrease of 7 from the previous annual year. 3 referrals were made for Child Protection Concerns, 2 referrals were made to the LA for adult at risk concerns, 1 report was made for assessment of adult care and support needs.

Key performance indicators for Safeguarding

Key Performance Indicator	Target	Compliance 2020-2021	Compliance 2021-2022	Compliance 2022-2023	Compliance change
Referrals made to local authority (where appropriate) Within 24hrs of incident	24 hr target	100%	100%	100%	
Level 1 Safeguarding Children Training	95%	85%	83.95%	88.87%	
Level 2 Safeguarding Children Training	95%	78%	69.98%	77.12%	
Level 1 Safeguarding Adult Training	95%	86%	85.60%	90.26%	
Level 2 Safeguarding Adult Training	95%	86%	78.03%	83.65%	
Group 1 Domestic Abuse Training	95%	87%	82.74%	86.54%	
Group 2 Domestic Abuse Training	95%	38%	54%	54.58%	
Group 6 Domestic Abuse Training	95%	0%	0%	28%	
Disclosure and Barring Service	100%	100%	100%	99.2% (awaiting data)	



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Safeguarding Maturity Matrix assessment

- The NHS Wales Safeguarding Maturity Matrix (SMM) was adopted in 2018. This tool supports Health Boards and Trusts in Wales to measure the effectiveness of Safeguarding using self assessment, identifying strengths and areas for future focus and improvement
- The NHS Safeguarding Maturity Matrix is underpinned by the Health and Care Standards, Wales Future Generations Act 5 Ways of Working and 7 Well-Being goals and the 4 Principles of Prudent Healthcare. From this, 5 standards were developed with indicators for each of the standards, as highlighted below
- The Safeguarding Maturity Matrix tool was reported for 2020-2021. The improvements are reported retrospectively The Named Lead for Safeguarding participated in a face-to-face peer review process in November 2022 as part of the arrangements. Together with 9 other NHS organisations who, through a facilitated approach, were able to consider and discuss individual self-assessment improvement plans in a collaborative and transparent system of learning. PHW's improvement plan forms part of the Safeguarding priorities set for 2023-2024 and beyond.



• Public Health Wales SMM assessment scores.

Standards	Maturity Score 2020-2021	Maturity Score 2021-2022	Maturity Score 2022-2023
1) Governance and Rights based approach	4	4	4
2) Safe Care	4	4	4
3) ACE Informed	4	3	3
4) Learning Organisation	3	4	4
5) Multi agency working	4	4	3

- Public Health Wales's Maturity Matrix Score for 2022-2023 was **18 out of 25**. The National Safeguarding Service have made a decision to change the scoring system to a BRAG score for the next reporting period as the scoring can be subjective.



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Supporting Staff with Safeguarding Responsibilities

- Formal Group Safeguarding Supervision was prioritised for key areas working directly with people who use our services, in particular the New-born Hearing Screening team. This was provided either face to face or virtually for New-born Screeners across all regions in Wales, following the All Wales Safeguarding Supervision Guidance. A new model of Safeguarding Supervision has been explored and monthly Safeguarding Supervision drop in sessions will be implemented in the new financial year.
- Collaboration with the Live Fear Free helpline has continued, who were able to provide 24 hour support to staff, providing them with a way to share information for any domestic abuse concerns
- Lunch and Learn Safeguarding sessions were delivered virtually during National Safeguarding Week in November 2022. This raised organisational awareness around Safeguarding.
- The Public Health Wales Safeguarding Ambassadors Group continued to meet with the Named Professional for Safeguarding, the purpose of this role is to strengthen safeguarding supporting arrangements across the organisation.
- Supporting information for staff is available in a variety of formats such as bespoke training sessions for specific directorates, supervision sessions and on the Safeguarding Intranet Pages.
- The Named Professional for Safeguarding continues to be accessible for advice and support with appropriate cover as necessary.



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Safe Recruitment and Retention Practices

- Public Health Wales has a duty to safeguard all vulnerable people and promote their welfare through safe recruitment, selection and retention procedures.
- DBS compliance is monitored on a quarterly basis by People/ Workforce/HR and the Named Lead for Safeguarding, this is reported through to the safeguarding Group for further monitoring.
- During 2022/23 Public Health Wales was 96%% compliant in ensuring all new starters and job moves had the correct (Disclosure and Barring Service) DBS check, where needed, prior to commencement of employment. Those who were non compliant have been corrected if they were under checked.
- An audit of DBS requirement is currently being undertaken. The audit findings and report will be presented at the Safeguarding Group Meeting.

DBS Compliance 2022-2023

Total number of new starters/staff movements
696

Enhanced DBS and Adult and Children Barred List Checks

Required = 55
Non Compliant = 3

Enhanced DBS Checks and Adult Barred List

Required = 29
Non compliant = 4

Enhanced DBS Checks and Children Barred List

Required = 12
Non Compliant = 0

Standard DBS Checks

Required = 85
Undertaken = 21



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Partnership working

The Social Services and Wellbeing (Wales) Act 2014 places a duty on Public Health Wales to engage with Regional Safeguarding Children and Adult Boards.

Public Health Wales is committed to partnership working and will participate in safeguarding processes for investigating and learning where an issue has arisen in the context of services or functions provided by the organisation. Due to the national context of Public Health Wales the organisation is considered a corresponding member to each of the 6 Regional Safeguarding Boards across Wales. PHW's Annual Safeguarding Report for 2021-2022 was shared with each of the Regional Safeguarding Boards and was presented as an agenda item at 2 of the Regional Safeguarding Boards Meetings.

Designated Safeguarding Professionals from Public Health Wales also attend regional safeguarding Boards to provide independent health advice in relation to safeguarding.

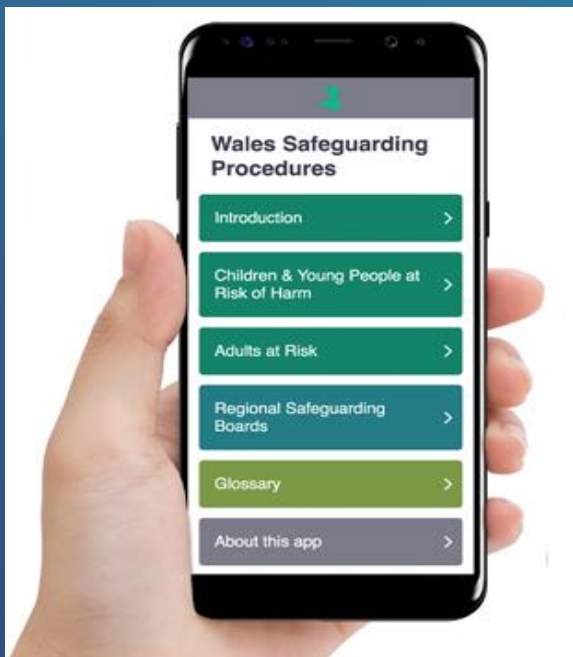
Other examples of partnership working also includes:

- The NHS Wales Safeguarding Network and its subgroups
- Public Health Wales continues to maintain links with all Local Authorities across Wales
- Children's and Older Persons Commissioners Office
- Live Fear Free Helpline



The Right Way Matrix

Work has been progressed with an organisational benchmarking exercise against the Children's Commissioner "The Right Way Matrix" which is based in the five principles and taken from "The Right Way" guide. Engagement throughout the organisation has been positive and the findings are being analysed and collated. The organisational position was utilised to lead a session on Children's Rights at Young Ambassadors residential course in May 2022. Ongoing work is on progress in developing an approach that will ensure that Children's Rights are embedded within Public Health Wales and considered in decision making at every level and when working with children.



PHW Safeguarding Policy & Procedures

- PHW Safeguarding Policy and Procedures has been reviewed in line with the Wales Safeguarding Procedures published in 2019
- Readily available on PHW intranet
- Disseminated communication across PHW
- Encouraged staff to download the app
- Utilised the app as a tool for safeguarding training
- Disseminated communication within Safeguarding Ambassadors Group and in Safeguarding Supervision



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Further improvements being made

- Work has commenced to incorporate KPI measures into the organisational Performance and Assurance Dash Board. The work is on hold due to resourcing issues.
- The Welsh Government target for Statutory mandatory training is 85% and Public Health Wales has set targets of 95 %.
- All training compliance is captured on the Electronic Staff Record and is reported quarterly at the Safeguarding Group Meeting
- There has been an increase in the the compliance with Level 1, Level 2 Safeguarding Children and Adult training and Group1 VAWDASV. All these modules are delivered electronically via ESR. An organisational safeguarding training needs analysis has commenced which will accurately identify how many staff need to be trained to further improve compliance. The training needs analysis will inform a training plan for the next 3 years.
- A small increase in the compliance with Group 2 VAWDASV training has been noted, this is because the correct competency was not allocated within ESR. A training needs analysis has identified that a further 235 staff need to be trained in this reporting period 70 staff have been trained. Group 2 VAWDASV is delivered virtually by the named Lead for Safeguarding. Bi monthly training sessions have been implemented from April 2023 to improve the compliance.
- The Group 6 is a series of short films that are aimed at Public Service Leaders. It has been identified Nationally that the reporting of the compliance with this training is a challenge. As a result WG have developed a platform where the videos can be accessed. A paper outlining this was written and presented at Safeguarding Group Meeting and disseminated to the Board. The compliance in this area has improved with 5 out the Board Members completing this training.



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Summary of Key Achievements for 2022/2023

- Quarterly Safeguarding Ambassador Meetings have continued, a TEAMS channel shares a wealth of Safeguarding information, including Safeguarding Network Bulletins, training opportunities and legislative updates. Feedback has been gained through the development Microsoft Forms so that meetings can be improved and shaped by the Safeguarding Ambassadors professional needs
- Work has continued on completing The Right Way: A Children's Rights for submission to The Children's Commissioner for Wales. Working with evidence collated around the organisational position. A session was run with the Young Ambassadors around Children's Rights at the residential in May 2022. Ongoing work is in progress with The Young Ambassadors to develop A Children's Rights Approach for PHW.
- A safeguarding training needs analysis has commenced identifying areas for improvement for all levels of Safeguarding training. A training plan for the next 3 years will address improvements in compliance which will be reported quarterly into the Safeguarding Group Meeting in addition to directorate and divisional meetings.
- Safeguarding Lunch and Learn training sessions delivered virtually at National Safeguarding Week in November 2022. This opportunity raised organisational understanding around Safeguarding.
- Working in collaboration with screening a bespoke training package has been delivered to AAA, DESW and BTW. This is to ensure members of the public accessing screening services who lack capacity have best interest decisions made. The consent form 4s (consent form for those lacking capacity) has been implemented in all 3 screening programmes. This has led to a reduction in complaints associated with service users lacking capacity being declined screening.

2023-2024 Safeguarding Improvements

Improvement 1	To continue with ongoing work with Microbiology in ratifying a Safeguarding Standard operational procedure that will be considered at MMDSG and at an All Wales level.
Improvement 2	To improve PHW'S overall safeguarding training by developing a 3 year Safeguarding Training Plan.
Improvement 3	To continue to progress with The Right Way: A Children's Rights Approach, engaging The Young Ambassadors in a piece of work that ensures that Children's Rights are embedded within Public Health Wales.
Improvement 4	To further strengthen PHW's understanding around safe recruitment and DBS by maintaining the professional relationship with Regional Outreach Advisor for DBS. An audit group is currently working on an audit identifying requirements for DBS associated with roles within PHW.
Improvement 5	To implement a different model of Safeguarding Supervision that will be accessible to employees within Public Health Wales.



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