

Safeguarding Children & Young People Annual Report

1st April 2022-31st March 2023



Mike Menzies
Named Nurse Safeguarding Children & Young People

Author : Mike Menzies, Named Nurse Safeguarding Children	Date: 17 th August 2023
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1. Introduction

This report provides an overview of safeguarding children activity undertaken within the Trust between 1st April 2022 and the 31st March 2023.

The aim of this report is to provide assurance that safeguarding children activity:

- Meets national and local safeguarding standards
- Demonstrates a model of continual improvement
- Highlights existing or potential risk in relation to statutory responsibilities.

The structure of this report incorporates all safeguarding children standards and performance indicators for key providers of health services 2021-22.

2. Governance and Commitment to Safeguarding Children

The local safeguarding partnerships are as follows, with the main arrangements being with BaNES Community Safety and Safeguarding Partnership (BCSSP).

The Chief Nurse is the Executive lead responsible for safeguarding within the Trust and a nominated Non-Executive Director is a safeguarding champion. The Deputy Chief Nurse is the nominated deputy lead for safeguarding children. The Trust have employed an Associate Director for Vulnerable People to lead on the wider safeguarding and vulnerability agenda within the Trust in Q4 2023. Attendance at the BCSSP Board during 2022-23 was 75%. The Trust has senior representation at relevant sub groups for both partnerships.

Further monitoring against the Safeguarding Children Standards and Performance Indicators for Providers of Health Services occur through the Clinical Outcomes and Quality Assurance reports that are submitted to the newly created BaNES Swindon and Wiltshire Integrated Care Board (BSW ICB) on a quarterly basis. The BSW ICB (BaNES locality) Designated Nurse for Children provides supervision and oversight to the Named Nurse and Named Midwife for Safeguarding Children and Young People within the Trust. The Designated Doctor for Safeguarding in BSW ICB provides quarterly supervision to the Named Doctor for Safeguarding.

Vulnerable Peoples Assurance Committee (VPAC)

The internal safeguarding governance processes have been reviewed in 2022-23 with all safeguarding groups reporting into the newly created Joint Operational Safeguarding and Prevent Group, then to the Vulnerable Peoples Assurance Committee (VPAC) where assurance reports highlighting risks, mitigations and any other concerns are discussed. Summary highlights are reported to the Quality Governance Committee and Trust Board.

Care Quality Commission (CQC)

The Emergency Department (ED) was visited by the CQC for an unannounced inspection on the 4 January 2021. The visit highlighted the drop in compliance for safeguarding children training for staff, noting how the pandemic had increased the pressure on their service and reduced the amount of time staff had to complete their training. An action plan is in place and all staff requiring training are booked onto one of

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the regular or ad hoc training dates. In Q4 2023 all levels of safeguarding children training (1, 2, and 3) were meeting the 90% target.

BaNES Section 11 Audit

The Named Nurse completed a Section 11 audit in 2021 with BaNES Community Safety Safeguarding Partnership, as part of their 3 yearly cycle of Quality Assurance measures. The audit focused primarily on partner agencies' safeguarding response to COVID-19. An action plan has been created for each section where appropriate and progress will be reported through the Safeguarding Committee. There was no significant risk to the Trust.

Safeguarding Children Audits

Safeguarding children audits are included in the Trust Clinical Audit Programme and are reported, and monitored through the safeguarding governance processes. During this period the following audits were undertaken

- Multi-Agency under 1s assurance audit
- Knife crime audit

Working group on 16-17 year old children being admitted Trust-wide

The Named Nurse is supporting a working group examining a proposal for 16 and 17 year olds to be admitted across the Trust instead of to the paediatric ward. This will continue in 2023/24. The risks are related to provision of Level 3 training and supervision for those areas that children will potentially be admitted to, and ensuring that processes for children's mental health review are robust.

Paediatric Mental Health working Group

The group meet quarterly to discuss and share current issues between the Emergency Department, Paediatric ward safeguarding team and Children and Adolescent Mental Health (CAMHS) partners. A pilot project examining cases and themes for young people presenting has also been started, to have collective reflections and learning. There are plans for future meetings with CAMHS, Paediatric ward, Safeguarding team and BSW ICB mental health leads to examine data and trends for presentations to inform future partnership working for these vulnerable young people.

3. Policies, Procedures and Guidelines

During 2022/23 a number of policies have been written or revised to meet local or national requirements. The following policies and protocols have been written or updated in this period:

- Delayed Discharge Guidelines for Young People Where There Are Safeguarding Concerns
- Bruising and injuries to non-mobile babies and children in line with new BSW guidelines.

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4. Appropriate Training, Skills and Competences

Table 1 shows compliance figures for all levels of training during 2022/23 for all staff including maternity.

Subject	Compliance Requirement	Q1 2022-23	Q2 2022/23	Q3 2022/23	Q4 2022/23
Safeguarding Children Level 1	90%	84.10	82.23%	84.00%	84.37 %
Safeguarding Children Level 2	90%	83.83%	82.94 %	84.27 %	83..27 %
Safeguarding Children Level 3	90%	78.07%	80.87 %	8145%	82.36 %

Table 1: Training Compliance Figures (Including Maternity)

The current Level 3 Safeguarding Children compliance ranged from 78.07% in Q1 to 82.36 % in Q4 Trust-wide. The safeguarding team have defined an action plan, including additional and ad hoc sessions, and continued with a mixture of Virtual sessions, converting back to face to face in Q4 2023. There were 2-3 sessions per month ensuring there were enough spaces to meet the needs of those requiring Level 3 training. Level 1 and 2 training is accessed via the e learning platform.

The safeguarding team have focused on the implementation of additional competences at Level 3 for specialist groups outlined in the Intercollegiate Document (an increase of 8 to 12-16 hours every 3 years and initial starters having 16 hours of training in the first year instead of 8). A working group has met to examine the systems required for recording, monitoring and reporting, further work is required to implement these requirements into the new Learn Together platform for all training in the Trust.

The safeguarding team delivered 29 full day sessions to 404 staff during 2022-23. These were by MS Teams (virtual) until December 2022, with face to face/ classroom training recommencing in January 2023.

5. Effective Supervision and Reflective Practice

The safeguarding team provided quarterly one to one supervision with 39 identified leads across the Trust in 2022/23; 22 in Maternity and 17 across other children's facing workforce. Current compliance is:

- Children's facing leads supervision: 95% (17 leads)
- Maternity leads: 97.5% (22 leads).

Group supervision is embedded across the children's facing workforce with regular supervision being facilitated for the Paediatric Medical team, Chronic Fatigue team, Bath Centre for Pain Services, Emergency Department nursing staff, Sexual Health staff, community maternity teams, children's therapies teams, paediatric diabetes team and paediatric ward nursing staff. Pilot projects are commencing in Q4 in Bath birthing centre and supervision for Emergency department medical staff.in Q1 2023/24.

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Additional supervisors were trained in 2022/23 to sustain the supervision agenda. Supervision remains a low risk on the Trust risk register.

6. Effective Multi Agency Working

The Trust actively engages in supporting our external partners in the following:

- Domestic Abuse Multi-Agency Risk Assessment Conference (MARAC) in both BaNES and Wiltshire.
- Domestic Violence Safeguarding Partnership sub groups.
- BaNES Operational Exploitation Meeting which highlights those most vulnerable to the Trust.
- Drug and Alcohol Working Group with local partners.
- Paediatric Mental Health Group.
- Safeguarding partner agency meetings in both BaNES and Wiltshire.
- Wiltshire and BaNES Contextual Safeguarding Group.
- Planning for Joint Targeted Area Inspections (JTAI).working group.
- Multi-Agency sexual health risk assessment working group.
- BSW under 1s assurance group.

7. Reporting Serious Incidents

There have been no Serious Incidents reported or investigated by the Safeguarding Children team in 2022/23. The safeguarding children team have supported an RCA completed by the Paediatric Diabetes team and an action plan has been created with a focus on increased safeguarding supervision to monthly, which has been implemented successfully.

8. Engaging in Child Safeguarding Practice Reviews (CSPRs)

Rapid Review Requests

The safeguarding team has responded to 9 Rapid Review requests for information from the Trust; 2 from BaNES BCSSP, 4 from Wiltshire SVPP and 3 from Somerset Safeguarding Partnership. The first BaNES Rapid Review request did not meet the criteria for any follow up, there was no risk to the Trust and all safeguarding actions were completed as expected. For the second Rapid Review, there was no information from the Trust to share, therefore no individual action plan or risk to the Trust. Subsequently, this progressed to a Local Serious Practice Review, and the learning from this will be shared across partners in 2023/24. In the 4 Wiltshire Rapid Reviews – for 2 cases there was no information to share and no risk to the Trust. One of the cases (see Maternity report) did not meet the criteria for a Serious Practice Review and learning has been shared across Maternity Services. For the final SVPP case there was significant information to share for the Rapid Review. The safeguarding team supported the Trust clinical team in attending the Practice Review Group Meeting. This did not meet the criteria for a Serious Practice Review and learning from the multi-agency Practice Review Group meeting has been shared across Partners. There were no information to share from the 3 Somerset requests.

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Action plans have been created as appropriate, with a focus on disseminating learning into practice.

9. Safer Recruitment and Retention of Staff

The Disclosure and Barring Policy has been ratified and published, the policy sets out the requirements of the Trust on checks of criminal records obtained through the Disclosure and Barring Service (DBS).

10. Managing Safeguarding Children Allegations Against Members of Staff

There have been 3 safeguarding allegations against members of staff reported within the Trust in this period. Appropriate actions and investigations in these cases were taken as expected.

11. Engaging Children and their Families

Children aged 16 plus are encouraged to complete Family and Friends' feedback independently. Specialist nurses in the diabetes team run parents' evenings to engage families in sharing experiences and feedback. The safeguarding team work closely with the Patient Advisory Liaison Service within the Trust to support ongoing issues of a safeguarding nature with young people, families and carers.

12. Organisational Risks

There are 3 risks in relation to safeguarding children on the Trust risk register, each is clearly defined with controls and action plans in place to reduce risk and one in Maternity.

- **Safeguarding Children Level 2 training**
All actions have now been completed and discussions underway to remove this from the risk register in Q1 2023.
- **Safeguarding Children Level 3 Training Compliance**
There are action plans for Level 3 training, to support the Level 3 training needs in the Trust with a particular focus on the additional competences in the Intercollegiate Document increasing from 8 hours to 12-16 hours every 3 years (see section 4). The risk remains low to the Trust.
- **Implementation of Safeguarding Supervision**
Action plans are in place to address the issues here. . All actions are now complete with pilot projects in place for supervision in Bath Birthing Centre and with paediatric medical leads in the Emergency Department (see section 5). The risk remains low to the Trust.

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13. Achievements 2022/23

- Trust employing Associate Director for Vulnerable People to strengthen and support the Safeguarding Agenda internally and across partner systems.
- Continued embedding of the supervision model across the Trust. Risk action plan completed.
- Delivery of 29 safeguarding Level 3 training sessions to 404 staff, with successful transition back to face to face training.
- Team away day to develop safeguarding strategy.
- Developing and embedding working understanding of the new BSW ICB systems.
- Project 28 drug and alcohol working group completion.
- Support of the Oxford Health CAMHS appreciative enquiry development day.
- Team support for BCSSP development day.

14. Objectives for 2033/24

- To continue work on children and adults safeguarding strategy in line with Vulnerable Peoples strategy.
- To continue working with the adult safeguarding lead and partners on the implementation of the new Liberty Protection Safeguards.
- To continue working on raising staff awareness of Early Help Agenda so children and families get the right support at the right time.
- To refocus on the safeguarding walkabouts in both children's facing and maternity areas, and align these with BSW ICB quality assurance visits.

15. Concluding Comments

This report has concentrated on the key safeguarding activity improvements and risks within the organisation. Whilst it has provided an opportunity to capture key activity, it is by no means a full report of achievements of the safeguarding children team and others in the organisation. It is appropriate to acknowledge the achievements of the safeguarding children team, the support of the Executive lead for safeguarding, the safeguarding activities of staff and the very positive direction of travel.

References

Intercollegiate Document: *Safeguarding Children and Young People, Roles and Competences for Health Care Staff*, London RCPCH, 2019

Working Together to Safeguard Children, London, DSCF, 2018

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Maternity Safeguarding Annual Report 2022/23**1. Governance and Commitment to Safeguarding Children****Maternity Safeguarding Committee**

The meetings are held quarterly and report into the Joint Safeguarding Operational Group and VPAC by exception. This ensures robust governance of new maternity specific policies, completed audits, risks and mitigations, and safeguarding highlights. The meetings are chaired by the Deputy Director for Maternity or maternity matron.

The Community Lotus Team

The Lotus team continue to caseload the women with complex social factors managed by the Specialist Perinatal Mental Health Midwife and community midwifery sisters. These midwives received quarterly safeguarding 1-1 supervision from the safeguarding midwives.

Perinatal Mental Health

The Named Midwife continues to work closely with the Specialist Perinatal Mental Health midwives to support the ongoing development of the Perinatal Mental Health service. In the last year there has been a new dedicated Mental Health service introduced for women who have experienced birth trauma and/or loss of a baby. This is called the Ocean Service and is run by one of the perinatal mental health midwives. The Bath, Swindon and Wiltshire area are early implementers of this service.

Safeguarding Children Audits (Maternity)

Safeguarding children and maternity audits are included in the Trust Clinical Audit Programme. During the period the following audits were undertaken:

- Multi-agency Early Help Assessment Audit with BaNES Community Safety and Safeguarding Partnership.
- Maternity Spot Check Safeguarding Audit with a focus on domestic abuse routine enquiry.
- Audit of the Use of the Pregnancy Management Note in Maternity.
- BaNES Public Health multi-agency safer sleep audit.

Audit reports and action plans were submitted to the Maternity Services Safeguarding Committee and the Vulnerable Peoples Assurance Committee. These are monitored through the audit action tracker and forward plan.

2. Policies, Procedures and Guidelines

The following policies and guidelines have been written, updated or supported by the maternity safeguarding team during this period, having been ratified via the maternity and VPAC Governance processes.

- Guidelines for Midwives Caring for Pregnant Migrant, Asylum Seeking and Refugee Women

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- Royal United Hospitals Bath NHS Foundation Trust Baby Abduction Policy
- Guideline for midwives working with pregnant women who misuse substances. The previous maternity cannabis guidelines have now been amalgamated into this guideline.

3. Appropriate Training, Skills and Competences

Maternity Services safeguarding mandatory training compliance is detailed in Table 1.

Subject	Compliance Requirement	Q1 2022/23	Q2 2022/23	Q3 2022/23	Q4 2022/23
Safeguarding Children Level 1	90%	90.23 %	90.58 %	89.27 %	89.77 %
Safeguarding Children Level 2	90%	88.43 %	89.52 %	88.93 %	89.57 %
Safeguarding Children Level 3	90%	79.91 %	85.14 %	82.33 %	82.42 %

Table 1: Maternity Services mandatory training compliance

Compliance with Level 3 training has increased from 79.91% at the end of Q4 2021/22 to 82.42% at the end of Q4 2022/23. To achieve compliance of 90%, face to face sessions in the Education Centre are booked until the end of December 2023, 4 of which are maternity specific. The Education and Quality Improvement Lead Midwife is supporting the processes for staff who meet the increased requirements of Level 3 training namely: newly qualified midwives to achieve the required 16 hours in the first year of employment and for other midwives to undertake 12- 16 hours of Level 3 training every 3 years.

4. Effective Supervision and Reflective Practice

Maternity compliance for the quarterly 1:1 safeguarding supervision with the 22 identified leads has been consistently above the 90% compliance target and has been achieved with the support of the whole safeguarding team.

Group supervision is now well embedded across the community maternity teams, but remains a challenge within the acute maternity setting. The safeguarding team continued to be available for any ad hoc or face to face supervision consultations as required and a plan is in place to re-embed safeguarding supervision for the midwives working on Mary Ward and Bath Birthing Centre throughout 2023/24.

5. Multi-Agency Working

- The Named Midwife for Safeguarding is involved in the Best Start in Life and Early Help Sub Group in BCSSP.
- Support of the pre-birth tracking meetings in Somerset, with meetings facilitated now in Wiltshire and planned for BaNES in 2023/24.
- The Named Midwife for safeguarding is involved in a pilot project in Wiltshire 'Dads Matter Too'. This is providing support workers for hard to engage fathers with unborn babies or under 1 year old with social care involvement.

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- HOPE (Hold On Pain Eases) Boxes Pilot Scheme in Maternity. The RUH maternity service has been chosen as a pilot site for the new HOPE Boxes that will be offered to mothers and babies that are separated following the birth via the family court process. 4 sets of boxes have been given to families in 2022/23.
- Southwest Safeguarding Midwives Network - The Named Midwife for Safeguarding attends these quarterly meetings on MS Teams. They are a useful forum to gain advice and support from safeguarding midwives working in NHS Trusts across the South West region.
- Sharing information regarding safeguarding (SIRS) about fathers with GPs. The Named Midwife for Safeguarding joined a meeting in Q4 with the BaNES area GP safeguarding leads to discuss how we can implement the routine sharing of any information known to GPs about safeguarding risks associated with fathers of unborn babies. The proposal is that we will pilot this with the Bath Lotus team caseload for 6 months.

6. Reporting Serious Incidents

There have been no Serious Incidents reported or investigated by the Safeguarding Children team in 2022/23 (Maternity).

7. Engaging in Child Safeguarding Practice Reviews (CSPRR)

Wiltshire Rapid Review Requests

The Trust received a request for information in Q2 for a rapid review of a case involving a baby that died at home aged 8 weeks in the Wiltshire area. The conclusion by the panel was that no Serious Practice Review was required. The baby had been sleeping in a nest bed on the sofa in the lounge and the death is thought to be a Sudden and Unexplained Death in Infancy. Subsequent learning on safe sleep guidance was shared across Maternity services and partners from the local review process.

Organisational risks

Operational Staffing Levels in Maternity Services

Staffing levels within Maternity Services is on the risk register. The Maternity Safeguarding Team are supporting the Lotus Team, who care for vulnerable pregnant women/birthing people. Providing operational support is impacting the Maternity Safeguarding Team's ability to meet their safeguarding functions in the Trust. This has been added to the risk register and the team are being supported by the wider Safeguarding team. The risk remains low to the Trust.

Maternity safeguarding Achievements 2022/23

- Increased support from the safeguarding midwives with attending child protection conferences, core groups.
- Continued successful transition of maternity Level 3 safeguarding training from virtual to face to face.
- Collaborative introduction of pre-birth tracking meetings in Wiltshire.
- Compliance with Routine Domestic Abuse Enquiry by midwives continues to improve.
- Successful inclusion of the RUH Maternity Service in the HOPE Box pilot.

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- Embedding of group safeguarding supervision in the community maternity teams.
- Steps have been taken towards a proposed SIRS project to share safeguarding information about fathers with GPs.

Maternity Safeguarding Objectives 2023/24

- To continue to embed safeguarding supervision across maternity in both the community and acute settings.
- To continue to work with the IT lead midwife to improve the recording and storage of maternity safeguarding information.
- To continue to attend the pre-birth tracking meetings and to support these meetings in the BaNES area so that babies on Child in Need and Child Protection plans are effectively safeguarded.
- To continue to work with GP leads in BaNES and Wiltshire re information sharing related to local review learning regarding an invisible father and risks/support required holistically.

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