

WEST MIDLANDS FIRE SERVICE

Making the West Midlands Safer, Stronger and Healthier

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Scrutiny of Safeguarding – Update 5th September 2018

The purpose of the review

To ensure that:-

- WMFS policy and procedures (Standing Order 1712) is compliant with the legislation, statutory guidance and addresses the learning from the Metro Court multi-agency review
- The whole workforce has the necessary skills and knowledge to identify safeguarding concerns within the context of their role and apply the policy and processes consistently and competently
- The policy is owned by the most appropriate SET member so that safeguarding is seen as everyone's responsibility
- Quality standards and monitoring processes in place to ensure safeguarding concerns are identified and managed in accordance with WMFS Policy.

Intended outcomes

Policy

- complies with relevant legislation.
- is applied consistently internally in the provision of support for the workforce where relevant.
- is applied consistently externally through the delivery prevention, protection, response and other activities where the workforce has contact with the community.
- there are appropriate policies, procedures and guidance in place to support safeguarding and whether these are appropriately cross referenced

Training

- mandatory training and development needs by role are identified and implemented along with the refresh frequency requirements to maintain competency.

Recruitment, selection and induction processes

- consistently obtain references, obtain DBS checks where relevant for successful candidate and include the requirement to undertake the required role related training and to safeguard.

Determine and identify to extent to which the workforce:-

- has been trained and is competent in recognising safeguarding concerns
- understands the link between safeguarding and fire.

Governance, quality framework and monitoring

- arrangements are in place to provide assurance that policy and process is being followed.

WMFS Lead for Safeguarding

- Strategic Enabler - ownership of the policy

What Informed the Scope and Intended outcomes?

- Recent changes to legislation and statutory guidance: -

The Care Act 2014 and Working Together to Safeguard Children Statutory Guidance
- WMFS has been engaged in a multi-agency review resulting from a Fire Safety Prohibition of a building that housed children and families which made specific recommendations which WMFS need to address and implement.
- Some evidence to suggest that there are instances where either safeguarding concerns have not been identified and/or policy and procedure has not been applied.
- A self assessment for Solihull Safeguarding Adults Board to inform compliance against the Care Act 2014

Recommendations for Undertaking the Review

That:-

- An external professional be appointed to work with nominated Scrutiny members to conduct the review, analyse the information gathered and write a report which includes their analysis and recommendations to achieve the intended outcomes
- They are supported by an internal working group with membership:-
 - PSS - Wendy Browning Sampson
 - Prevention – Pete Wilson
 - Representatives from:-
 - Response
 - Protection
 - Intelligence and Innovation (Policy assurance?)

That :

- The internal working group implements the recommendations with peer support from
 - NFCC National Safeguarding Group
 - West Midlands Metropolitan Emergency Services Safeguarding Adults Group
 - Local Safeguarding Children partners

Representatives from Scrutiny will need to be able to commit to 3 or 4 meeting sessions over the course of the review.

Role of Internal Safeguarding Working Group

- Ensure the representation of the Working reflects all Service areas
- Scope a details Terms of Reference
- Supporting the Professional and Scrutiny in providing the relevant evidenced based practices, skills, knowledge and limitations
- Provide the context of what the Service provides
- Work together to implement the recommendations and report back to Scrutiny Administration and facilitation (Organise, structure and direct) the engagement between the Professional the Service

Anticipated Costs and Benefits of External Professional?

- Safeguarding is a specialist field and WMFS does not have a bespoke professional with the relevant knowledge and experience to support, guide and implement:
 - Our evidence suggests we are not fully compliant with legislation and consistent in following policy and procedure
 - Help us to interpret legislation and translate into a framework to be fully compliant with internal policy and compliance to legislation
 - Safeguarding currently sits within Prevention and needs to be integral to Prevention, Protection and Response
 - WMFS has a duty to safeguard its people
- Offers an objective analysis
- Estimated costs for the independent professional Based on work across all Service areas we will require:
 - 8-10 days work - dependent on the format of the review and numbers of personnel engaged
 - @ £600-£800 per day

Role of the Safeguarding Professional Support

- Carryout appropriate lines of enquiry to establish how close we are to the intended outcomes (with or on behalf of Scrutiny)
- Analyse the information gathered
- Write a report
- Report to include analysis and recommendations to achieve the desired outcomes
- Advice and guide to Scrutiny Panel
- Evidence based practice
- Desired outcomes
- Key lines of enquiry
- Analysis of the whole geography (command areas/ support staff/ PPR and PSS)
- judgement of current position and recommendations for future practice, linked to outcomes
- Report

Timescales

The review will take 3 months from securing the stakeholder group.