



Recommended Actions, Responsibility and Timescale

STRENGTHS

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| Celebrate/inform all Service staff and volunteers of all the strengths and good practice highlighted in this report | Prevention Team | April 2019 |
| Share key Service learning/messages from Metro Court Review nationally via NFCC | SET | April 2019 |

AREAS FOR IMPROVEMENT

Leadership

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| Consider location and dedicated support for the leadership of the Service's safeguarding activity | SET | June 2019 |
| Make safeguarding priority more explicit in Community Safety Strategy | SET | At next review of Strategy |
| Work with Adult Safeguarding Emergency Group to establish equivalent Children's Group or extend existing Group to cover children's issues | Prevention Team | September 2019 |
| Through these Groups, press for just two (one each for Adults and Children) annual self-assessment safeguarding assurance templates and safeguarding concern referral forms | Prevention Team with support from SET | September 2019 |
| Through these Groups, supported by direct contact from CFO to the seven Local Authority CEOs, confirm which safeguarding-related boards and groups definitely require WMFS attendance, why, and at what level | Prevention Team with direct support from CFO | September 2019 |

Policies and Procedures

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| Make relatively minor amendments to Safeguarding Policy 1712 | AL to suggest to Prevention Team | End March 2019 |
| Introduce a new People in Position of Trust (PiPoT) Policy | AL to suggest framework Prevention Team to use that to draft new Policy | End March 2019 June 2019 |
| Develop simple guidance for Officers to follow Voice of the Child/Making Safeguarding Personal approaches (focus on outcomes citizens are seeking) | AL to provide suggestions Prevention Team to develop guidance/checklist from this | End March 2019 June 2019 |

Workforce Issues

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| Share and discuss full report and recommendations with Unions/Federations with a view to jointly actioning workforce-related recommendations | SET/Joint Consultative Committee (JCC) | April 2019 |
| Design, issue and collate returns from a short staff survey to identify perceived gaps in wider community safety and wellbeing services or access to these (to be raised with partners), and how staff themselves can be better supported in their welfare role | Prevention Team, HR Team and JCC | September 2019 |
| Mirror Adult Safeguarding Competency Framework into a Children's Safeguarding Competency Framework | Prevention Team, HR Team with (new) Children's Emergency Services Group | September 2019 |

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| Review safeguarding-related training to decide which should be mandatory and which periodic (as opposed to just one-off) – with particular emphasis on Mental Health Act/mental capacity awareness | AL to suggest a short list SET | End March 2019 June 2019 |
| Review mix of types of safeguarding-related training | Prevention and HR Teams in conjunction with Birmingham Council Training and Development | June 2019 |
| Introduce more co-ordinated and focussed use of case studies into TDEs and “one-minute briefings” | SET with proposals from Prevention Team | June 2019 |
| Discuss and consider the feasibility of all staff undertaking at least a basic DBS check – approximate annual cost suggested £15,600 + any admin cost | HR Team and SET | June 2019 |

Oversight and Assurance

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| Bring together all safeguarding and related policies, procedures, guidance, flow-charts, training and other information in one co-ordinated section of MESH system | IT Team | June 2019 |
| Undertake an “as is” compared to “to be” process-mapping review to ensure all safeguarding concerns are properly and fully logged through a “one record” approach | IT Team | June 2019 |
| Introduce a central 24/7 safeguarding duty “triage” system to provide clarity and on consistency on what should be logged as safeguarding concerns and alerts | SET | September 2019 |