



# Cumbria Safeguarding Adults Board 5 Year Strategic Plan

2022-27



## Contents

1. Introduction from Independent Chair
2. What is Cumbria Safeguarding Adult's Board?  
Our Vision & Commitment
3. Who are we?
4. The Local Picture
5. What do we do?
6. Who do we protect?
7. What is Making Safeguarding Personal?
8. What are the Safeguarding Principles?
9. The Board's planning cycle and process
10. Implementation and monitoring
11. Governance arrangements
12. Resources
13. Our Strategic Objectives
14. How will we deliver our Objectives?
15. CSAB Business Plan 2022-24

## Glossary of terms

<b>CSAB</b>	Cumbria Safeguarding Adults Board
<b>CSCP</b>	Cumbria Safeguarding Children's Partnership
<b>H&amp;WBB</b>	Health & Well Being Board
<b>MSP</b>	Making Safeguarding Personal
<b>ONR</b>	Office of National Statistics
<b>SAB</b>	Safeguarding Adult Board
<b>SAR</b>	Safeguarding Adult Review



## 1. Introduction from Independent Chair

Firstly, in this introduction, as a new chair I would like to thank the Board's partners and Jeanette McDiarmid my predecessor, for the immense work that has been done to bring the work and governance of the board to its current successful status which has been externally ratified. All of this at a time of significant restructuring for all partners necessitated by the Local Government Reform and the advent of our Integrated Care Boards.

I would also like to extend my thanks to everyone in supporting me as the new incoming chair. We are fortunate to have such a strong base to carry our work forward.

This is so important, as we continue to live through very challenging times. The impact of the Covid 19 pandemic is still with us, our economy is under stress as a result of a number of local, national and international events, including the continuing war in Ukraine.

Our communities now feel these pressures, and in particular our vulnerable communities for whom we hold a direct duty of care. Throughout all of this we continue to deliver our services to support and mitigate the damage these pressures might bring to bear, and to reduce the degree of risk in the lives of our population.

The past four years have changed so much in how we live both our professional and personal lives. For many of us a telephone conversation in 2019 was as close as we got to a "virtual on-line meeting". It is now so commonplace, that our offices and town centres may never return to the busy hubs they used to be.

Throughout all this change and turmoil, the work to safeguard our communities continues. The pressures and risks may be heightened and the new methodologies we might embrace may have changed but our accountability and responsibilities remain, enshrined within the Care Act of 2014; "...to help and safeguard adults with care and support needs."

Now more than ever we need to assure ourselves that this duty is met in these times of heightened risk for our most vulnerable.

The following strategic plan has been developed through the work and deliberations of all of our partners. Whilst it, and the business plans which will follow, outline our intentions, direction and objectives now, it will continue to change and adapt as our partnership will change over the coming years. Its fundamental purpose however will always remain the same.

Together we will work to improve the lives of our citizens, to remove risk and encourage our communities to thrive. In so doing we will assure ourselves that our practices are relevant and safeguard those adults in need.

Safeguarding is everyone's business.

I look forward to working with you all, on this our joint endeavour.

Kind regards,



**Rob McCulloch-Graham** - Independent Chair -  
Cumbria Safeguarding Adults Board

## 2. What is Cumbria Safeguarding Adults Board?

Cumbria Safeguarding Adults Board (CSAB) is a multi-agency partnership which has statutory functions under the Care Act 2014. The main focus of CSAB is to ensure that safeguarding arrangements across Cumbria work effectively to help protect adults with care and support needs from abuse or neglect.

Our **vision** is to put the people of Cumbria at the centre of everything we do.

Cumbria Safeguarding Adults Board is **committed** to support the protection of and appropriate service provision for vulnerable people living in Cumbria. We listen; we learn; we proactively support all agencies to improve, share, embed and deliver effective practice.



We (CSAB) exist to support the protection of and appropriate service provision for vulnerable people living in Cumbria. We listen; we learn; we proactively support all agencies to improve, share, embed and deliver effective practice.

The Board leads adult safeguarding across Cumbria and works with organisations to ensure that they have effective safeguarding policies and procedures in place. The Board also seeks assurance that safeguarding practice is person-centered and outcome focused.

The Board aims to ensure that adults who may be at risk of abuse or neglect are enabled to:

- Live as safely and independently as possible
- Make their own decisions
- Take control of their own lives

### 3. Who are we?

The CSAB membership includes executive representation from the following agencies:

- Cumbria County Council
- Cumbria Constabulary
- North Cumbria Integrated Care NHS Trust
- North West Probation Service
- University Hospitals Morecambe Bay NHS Trust
- Healthwatch Cumbria
- Independent Lay Member representation
- Her Majesty Prison & Probation Service, Haverigg Prison
- North East & North Cumbria Integrated Care Board
- Lancashire & South Cumbria Integrated Care Board
- Humankind, Recovery Steps Cumbria
- Care Quality Commission\*
- North West Ambulance Service\*
- Department Work & Pensions\*
- Cumbria Northumberland Tyne & Wear Trust
- Lancashire, South Cumbria NHS Foundation Trust

*\*attendance annually*

### 4. Local Picture

The Office for National Statistics (ONS) estimates that in mid-2020 Cumbria's population was 499,781 persons. When compared to the national average, Cumbria has lower proportions of younger residents and higher proportions of older residents. The ONS project that if recent demographic trends continue Cumbria's overall population is set to decline slightly. However, Cumbria's older population and numbers of over 65's will see large increases which it is anticipated will have an impact on services being accessed.

More information can be found on the **Cumbria Intelligence Observatory**



## 5. What do we do?

The Care Act 2014 sets out the objectives and functions of Safeguarding Adults Boards (SABs) as:

- To assure itself that local safeguarding arrangements across its area are effective
- To ensure partners work collaboratively to prevent abuse and neglect and that agencies and individuals give timely and proportionate responses where abuse or neglect has occurred.
- Have mechanisms in place to ensure that safeguarding practices are continuously improving and enhancing the quality of life of adults with care and support needs

Safeguarding Adult Boards (SABs) have 3 core duties. They must;

1. Publish a Strategic Plan setting out how they will meet their objectives and how their member and partner agencies will contribute
2. Publish an Annual Report
3. Commission a Safeguarding Adult Review for any case which meets the criteria, in accordance with Section 44 of the Care Act 2014

## 6. Who do we protect?

The Care Act 2014 requires Safeguarding Adult Boards (SABs) to seek to protect any “**adult**” who;

- Has care and support needs (whether or not the local authority is meeting any of those needs) and;
- Is experiencing, or at risk of abuse or neglect; and
- As a result of those care and support needs is unable to protect themselves from either the risk of, or the experience of abuse or neglect.

An “**adult**” is a person aged 18 and over and an adult at risk could be a person who for example;

- Is an older adult who is frail due to ill health, physical disability or cognitive impairment
- Has a learning or physical disability and/or sensory impairment
- Has mental health needs
- Has a long-term illness or condition
- Misuses substances or alcohol
- Is an unpaid carer such as a family member or friend who provides personal assistance and care to adults and is subject to abuse
- Lacks the mental capacity to make particular decisions and is in need of care and support

## 7. What is Making Safeguarding Personal?

The Care Act says that adult safeguarding is about protecting individuals, but people are all different. So, when we are worried about the safety of a person, we should talk to them to find out their views and wishes. Then we should respond to their situation in a way that involves the individual as much as possible, enabling them to have choice and control over what happens in their life, so they can achieve an improved quality of life, wellbeing, and safety. This is referred to as **Making Safeguarding Personal (MSP)**. CSAB recognise the values contained in Making Safeguarding Personal and ensures that work across the partnership is underpinned by the **six key safeguarding principles** Making safeguarding personal means it should be person led and outcome focussed and should engage with adults in a way which enhances involvement, choice and control as well as improving quality of life, wellbeing and safety.

The principles and ethos of making safeguarding personal will be embedded and be a golden thread in all our strategic objectives.

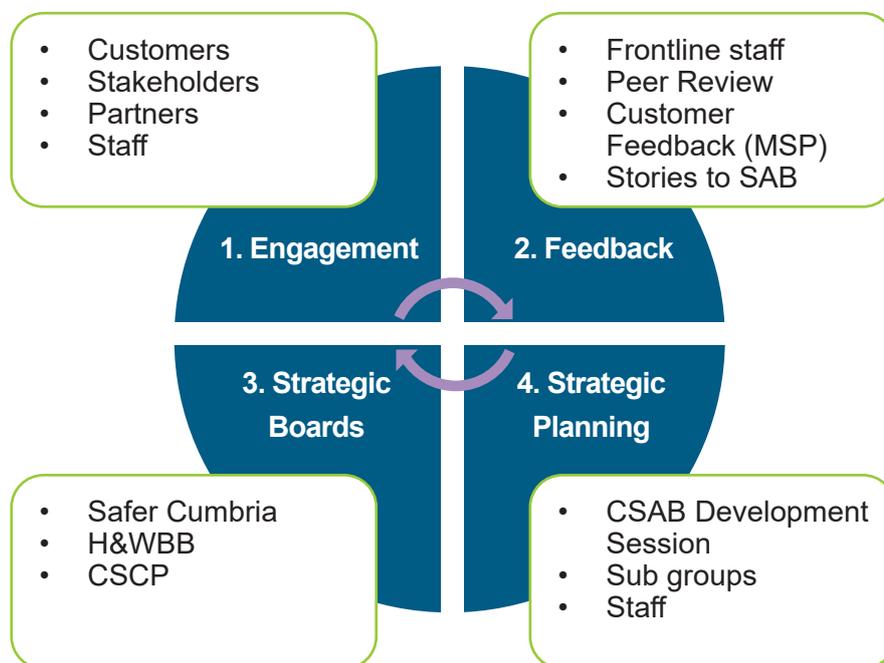
## 8. What are the Safeguarding Principles?

The Board's strategic objectives are underpinned by the six key principles of all safeguarding adult's work.



## 9. The Board's Planning cycle and processes

This 5-year strategic plan has been developed in consultation with our partners, key stakeholders and through staff feedback. It also draws on engagement and feedback from CSAB and sub-group members in a recent Peer Review of the Board structures and processes.



- 1. Engagement.** The Board will utilise existing links and channels to engage and gather where possible the views of the wider public, stakeholders and our customers.
- 2. Feedback.** Front line staff contributed through identification of frontline pressures and priorities for the SAB. Staff also contribute through regular feedback gathered post learning sessions. The Peer Review conducted late 2021 provided the opportunity for all members (SAB and sub-group) to inform the direction of travel for this Strategic Plan.
- 3. Strategic Boards.** Opportunities are identified to collaborate and align with other strategic boards to ensure we maximise the opportunities to protect people in Cumbria from abuse and neglect.
- 4. Strategic Planning.** Facilitated discussions with Board and sub-group members to inform the Strategic Plan including supporting us to; understand front line practitioner pressures; what is working well and what needs to improve; suggestions for CSAB priorities to inform this Strategic Plan for 2022-2027 period.

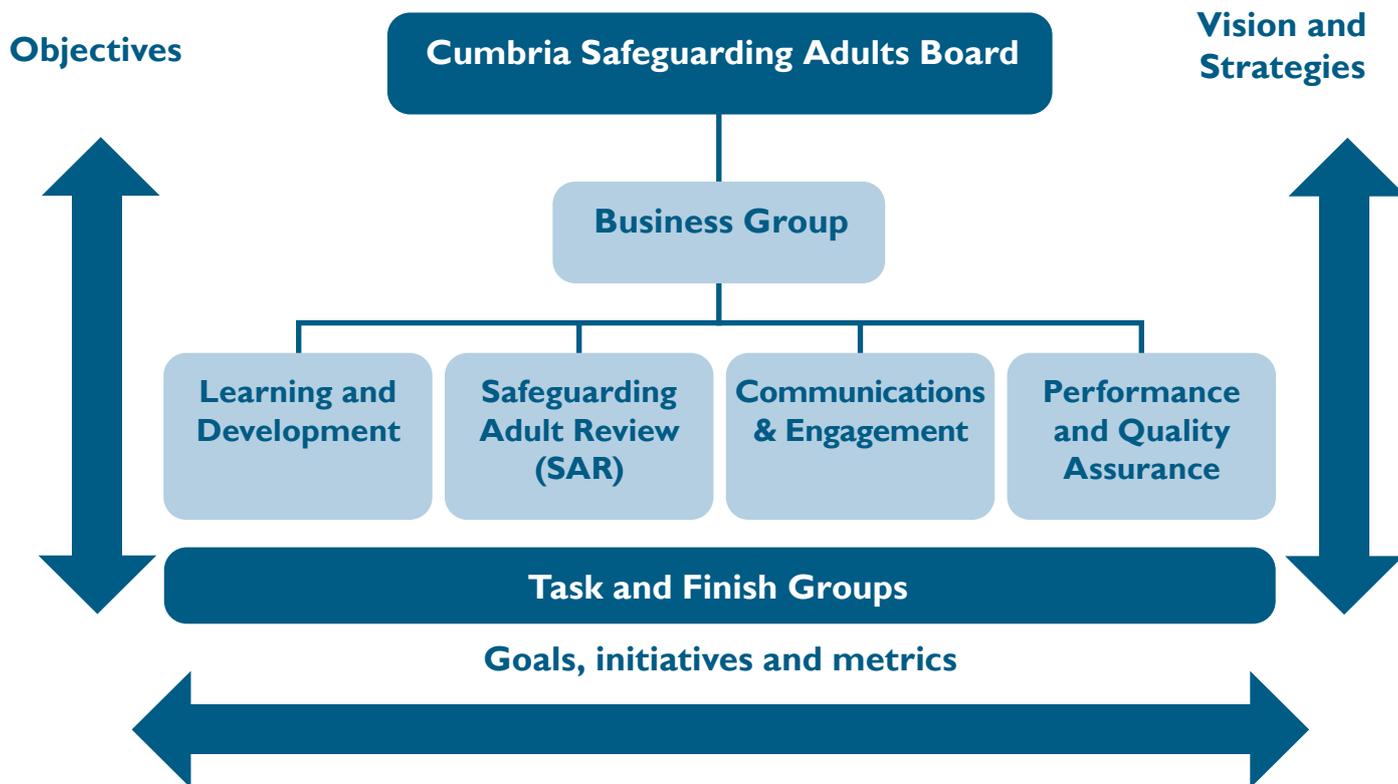
## 10. Implementation and monitoring

Cumbria Safeguarding Adults Board Strategic Plan for 2022 - 2027 will shape the direction and focus of the Board for the next 5 years. This strategy will be underpinned by annual Business Plans.

**At the time of writing this Strategic Plan Cumbria councils are subject to major reforms. The Care Act 2014 sets out the objectives and functions of Safeguarding Adults Boards (SABs) and states that each local authority must set up a Safeguarding Adults Board (SAB). Options will be considered for how the SAB is delivered beyond 2023/24 to ensure statutory functions are met and there is strategic partnership oversight. In order to provide stability during the period of change we will deliver our annual Business Plan over the next 2 years, reviewing and reporting annually through our Annual Report 2022/23.**

The Board's vision and strategy will be delivered through the Business Plans which will set out the **Objectives, Goals, Initiatives and Metrics** for the year ahead. Business Plans will be delivered through the work of the four main sub-groups; **Learning & Development, Safeguarding Adult Reviews, Communication & Engagement and Performance & Quality Assurance.**

Progress will be reported to and monitored at Board meetings throughout the year. In line with Care & Support statutory guidance CSAB will also produce an Annual Report at the end of each financial year to provide an overview of the achievements in relation to the Business Plans.



## 11. Governance arrangements

Effective governance and accountability for the work of the Board is achieved through its relationship with the Health & Wellbeing Board, Safer Cumbria, Cumbria Safeguarding Children's Partnership and through individual members reporting change to respective organisations.

Partners take responsibility for the submission of annual reports to provide oversight and assurance that adult safeguarding is integral to their organisation's priorities.

It is the role of the Independent Chair to effectively engage with partners and ensure that the Board maintains its focus, independence and ability to deliver the agreed strategy and priorities across the partnership.

In accordance with Care Act guidance, the Independent Chair of the Board reports quarterly to the Chief Executive of Cumbria County Council. Annual updates are also provided to the Health & Wellbeing Board, Cumbria's Police and Crime Commissioner, Chief Police Constable and Healthwatch through the Annual Report.



The work of the Board is supported by the infrastructure of sub groups and a Business Manager who oversees and enables the delivery of this Plan, coordinating sub group work plans with regular reporting to the Board (see section 10 above).

Partners play a full and effective role supporting the governance structure with Board members from across the partnership taking responsibility for membership and chairing sub groups. The Board is expected to hold partners to account for their approach to safeguarding adults and as such seeks regular assurance on organisational arrangements.

## 12. Resources

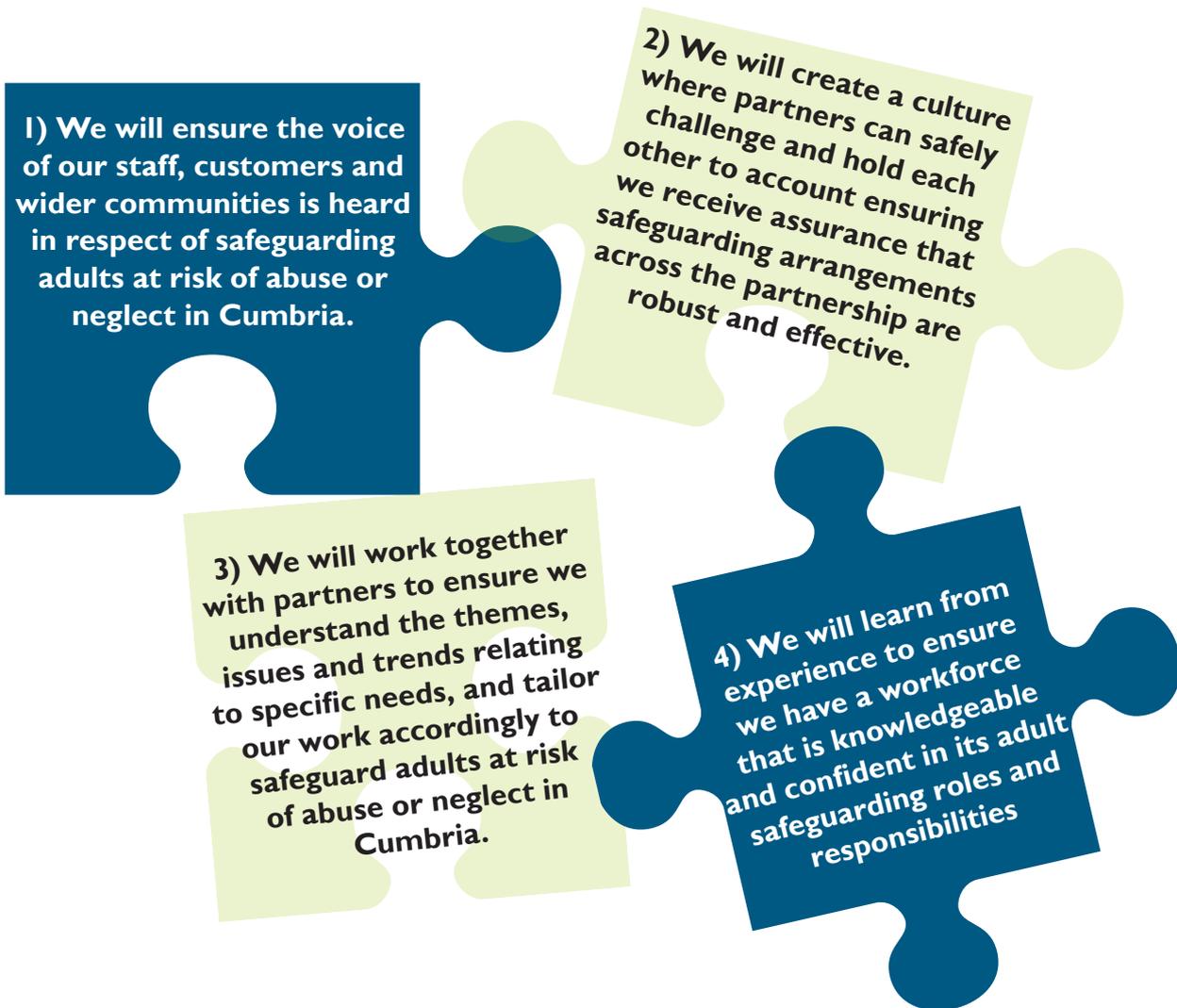
Resourcing the Board is a shared partnership responsibility and is made through both financial and human/physical investment to support the following:

- Board secretariat management and support
- Sub group membership
- Capacity to support multi agency learning and development
- Quality and assurance through the preparation, analysis and presentation of data provided by all partners
- Funding the role of Independent Chair
- Commissioning Safeguarding Adult Reviews
- Publicity and communications
- Development and review of multi-agency policies and procedures

## 13. Our Strategic Objectives 2022-2027

As a Board we will put the people of Cumbria at the centre of everything we do. We are committed to supporting the protection of and appropriate service provision for vulnerable people living in Cumbria. We will listen, we will learn and we will proactively support all agencies to improve, share, embed and deliver effective practice.

We will fulfil our strategic vision and commitment during 2022 – 2027 under the following strategic objectives;



## 14. How will we deliver our strategic objectives?

### 1. We will ensure the voice of our staff, customers and wider communities is heard in respect of safeguarding adults at risk of abuse or neglect in Cumbria.

- We will establish mechanisms to improve our engagement with staff, our customers and local communities to provide information which increases awareness of what constitutes abuse or neglect
- We will listen to the voice of adults who have experienced abuse or neglect and will facilitate sharing user experience to inform our improvement and practice
- We will continue to develop a person-centred response to safeguarding adults through Making Safeguarding Personal (MSP)

### 2. We will create a culture where partners can safely challenge and hold each other to account ensuring we receive assurance that safeguarding arrangements across the partnership are robust and effective.

- We will develop a SAB assurance framework which incorporates wider performance information from across the system to triangulate with customer experience and feedback
- CSAB members understand operational safeguarding across the partnership and hold each other to account to improve partnership working in respect of safeguarding
- We will receive assurance from across the partnership in respect of wider processes to safeguard adults at risk of abuse or neglect
- Improve synergy and collaborative working with wider strategic partnerships in Cumbria

### 3. We will work together with partners to ensure we understand the themes, issues and trends relating to specific needs, and tailor our work accordingly to safeguard adults at risk of abuse or neglect in Cumbria.

- We will seek assurance there is a comprehensive understanding and appropriate application of the Mental Capacity Act
- Collaborate with services for children and young people to ensure that transitional planning and arrangements are robust
- Work with partners to ensure a co-ordinated response to safeguard adults at risk of abuse or neglect in Cumbria.

### 4. We will learn from experience to ensure we have a workforce that is knowledgeable and confident in its adult safeguarding roles and responsibilities.

- Promote a culture of continuous learning and improvement across the safeguarding partnership
- Deliver a programme of activity collaboratively with CSCP and Safer Cumbria which sets the standards for Professional Curiosity for senior leaders and practitioners
- CSAB will have effective multi-agency policy and guidance in place
- CSAB will adopt learning from other SABs, national reviews and developments to improve as a partnership ensuring we meet statutory requirements
- CSAB will adopt learning from other SABs, national reviews and developments to improve as a partnership ensuring we meet statutory requirements

## 15. 2022 - 2024 Business Plan

### 1. We will ensure the voice of our staff, customers and wider communities is heard in respect of safeguarding adults at risk of abuse or neglect in Cumbria.

Goal - <i>(what do we want to achieve)</i>	Initiative - <i>(how will we achieve our goal)</i>	Metric - <i>(how will we know we have achieved our goal)</i>	Lead/sub group	
1.1	We will establish mechanisms to improve our <b>engagement with staff, our customers and local communities</b> to provide information which increases awareness of <b>what constitutes abuse or neglect</b> <i>(Peer Review)</i>	We will develop public <b>facing publicity campaigns</b> delivered through the use of digital and non-digital communication channels to include; TV, radio, local press releases, Community, Voluntary and Faith Groups	<ul style="list-style-type: none"> <li>• Evaluation of all local coverage and dissemination of publicity campaigns</li> <li>• Information is distributed widely through a variety of community links across Cumbria</li> <li>• Publicity materials signpost members of what, when and how to report concerns</li> <li>• Through analysis of data, we will monitor the impact of publicity on the “source” of referral and any change to types of abuse or neglect</li> <li>• Increased safeguarding referrals from members of the public, family members and neighbours</li> </ul>	C&E sub group  P&QA sub group
	We will create opportunities to <b>engage with staff across the system</b> and seek feedback so we understand the barriers, enablers and challenges front line practitioners face	We will use information/feedback from a number of sources; <ul style="list-style-type: none"> <li>• Lunch and learn feedback</li> <li>• Staff Polls</li> <li>• Presentations</li> <li>• Staff surveys</li> </ul>	L&D sub group C&E sub group	
	We will develop a <b>programme of engagement activities</b> with the public and utilise opportunities to engage with community groups	<ul style="list-style-type: none"> <li>• Established links with the public and community groups</li> <li>• Channels to disseminate information</li> <li>• Feedback from engagement is used to inform future communication and strategic planning</li> </ul>	C&E sub group	

Goal - (what do we want to achieve)		Initiative - (how will we achieve our goal)	Metric - (how will we know we have achieved our goal)	Lead/sub group
		We will continue to utilise a <b>variety of communication channels</b> to improve awareness of the types of abuse and neglect	<ul style="list-style-type: none"> <li>Analytics of communication channels (Twitter, CSAB website and news subscribers) will measure the impact of public awareness raising</li> <li>Safeguarding data analysis will evidence changes in the types of abuse and referrer</li> </ul>	C&E sub group  P&QA sub group
		We will <b>disseminate preventative messages identified</b> by themes and trends through the analysis of data and SAR referrals including where covid and lockdown has increased risk of abuse or neglect	<ul style="list-style-type: none"> <li>Monitoring and analysis of safeguarding data to inform themed communication messages</li> <li>SAR referrals and data from partners will identify emerging themes to inform targeted preventative messages</li> </ul>	P&QA sub group  C&E sub group  SAR sub-group
		Continue to increase staff and public awareness raising through support of <b>National Safeguarding Adults Week</b> and national themes during November 2022	<ul style="list-style-type: none"> <li>Campaign analytics for the week of awareness will monitor the use of website, social media, and news subscribers</li> </ul>	C&E sub group  National SAB Managers Network
1.2	We will listen to the voice of adults who have experienced abuse or neglect and will <b>facilitate sharing user experience</b> to inform our improvement and practice <i>(Peer Review)</i>	We will develop mechanisms which support <b>gathering experiential feedback</b> from individuals with care and support needs who have been through the safeguarding journey	<ul style="list-style-type: none"> <li>A sample of adults will be supported to provide qualitative experiential feedback through the Safeguarding Adults Service, Advocacy and Healthwatch</li> </ul>	C&E sub group
		We will <b>facilitate sharing user experience</b> through practitioners, advocates, case studies and other methods to ensure the voice of the adult is heard	<ul style="list-style-type: none"> <li>Case studies and good practice examples are shared</li> <li>Stories to the Board</li> </ul>	L&D sub group C&E group

Goal - (what do we want to achieve)		Initiative - (how will we achieve our goal)	Metric - (how will we know we have achieved our goal)	Lead/sub group
1.3	We will continue to develop a person-centred response to safeguarding adults through <b>Making Safeguarding Personal (MSP)</b> <i>(Mr X)</i>	We will <b>analyse feedback in relation to experiences</b> to assess if desired outcomes have been achieved and consider service improvements across the partnership as required	<ul style="list-style-type: none"> <li>Quarterly MSP data will be reviewed, and exceptions/changes analysed with appropriate actions agreed</li> <li>Partners provide regular assurance including how organisationally MSP is applied</li> </ul>	P&QA sub group
		We will review <b>CSAB practitioner, public facing, and easy read Making Safeguarding Personal guides</b> in line with national LGA/ADASS toolkits	<ul style="list-style-type: none"> <li>Refreshed tools and guides are published and hosted on the CSAB website</li> </ul>	Policy & Guidance Task & Finish Group

## 2. We will create a culture where partners can safely challenge and hold each other to account ensuring we receive assurance that safeguarding arrangements across the partnership are robust and effective.

Goal - (what do we want to achieve)		Initiative - (how will we achieve our goal)	Metric - (how will we know we have achieved our goal)	Lead/sub group
2.1	We will develop a <b>SAB assurance framework</b> which incorporates wider performance information from across the system to triangulate with customer experience and feedback <i>(Mr X)</i>	We will adapt good practice from the National SAB performance framework to develop a local partner safeguarding assurance and performance report	<ul style="list-style-type: none"> <li>Local performance framework based on national best practice which supports triangulation of safeguarding data across the partnership</li> </ul>	P&QA sub group
2.2	CSAB members understand <b>operational safeguarding across the partnership</b> and hold each other to account to improve partnership working in respect of safeguarding <i>(Peer Review)</i>	We review the mechanisms we use to seek <b>assurance from partners in relation to operational safeguarding</b> arrangements which promote sharing of information, opportunities for challenge and collaboration	<ul style="list-style-type: none"> <li>Agreed mechanism for annual assurance presentation from all partners in respect of safeguarding arrangements, current and future priorities</li> <li>Presentations provide the opportunity to identify issues and improve partnership working</li> <li>Risks and issues are escalated by exception to CSAB through highlight reports from sub group Chair</li> </ul>	L&D sub group C&E sub group

Goal - (what do we want to achieve)	Initiative - (how will we achieve our goal)	Metric - (how will we know we have achieved our goal)	Lead/sub group
	We will seek assurance from across the partnership that <b>safeguarding continues to be a priority during periods of significant system wide change</b> (implementation of ICB's, LGR)	<ul style="list-style-type: none"> <li>Regular assurance and updates to the SAB</li> <li>Assurance of dedicated safeguarding teams/personnel</li> </ul>	CSAB
2.3	We will receive assurance from across the partnership in respect of wider processes to safeguard adults at risk of abuse or neglect ( <i>Peer Review</i> )	<p>We will seek assurance from statutory partners that they promote the <b>ownership of MSP across organisations</b> in line with national guidance</p> <p>We will seek assurance from partners that staff understand the systems and reporting processes for responding to, reporting and escalating safeguarding concerns when <b>allegations are made against staff members</b> (<i>Mr X</i>)</p> <p>We will seek assurance from our partners that the <b>quality and accuracy of record keeping</b> meets expected standards and is subject to internal audit processes (<i>Mr X</i>)</p> <p>We will issue a <b>Quick Guide to record keeping</b> to support practitioners (based on SCIE resources)</p> <p>We will develop a <b>dip sample audit tool for Position of Trust meetings</b> to ensure that revised guidance is being applied and timescales adhered to (<i>Mr X</i>)</p>	<ul style="list-style-type: none"> <li>Statutory partners provide assurance in line with ADASS/LGA guides "what good might look like"</li> <li>Agency assurance reports in respect of use of PiPoT processes</li> <li>Assurance from partners, check and challenge discussions</li> <li>Exceptions escalated to the SAB</li> <li>Information available to support/improve practice</li> <li>Quality check of Position of Trust meetings inform if policy embedded in practice</li> <li>Exceptions to the SAB</li> </ul>
	We will seek assurance regarding planning across the partnership in relation to <b>implementation of LPS</b>	<ul style="list-style-type: none"> <li>Regular assurance and update to the SAB</li> </ul>	CSAB

Goal - (what do we want to achieve)	Initiative - (how will we achieve our goal)	Metric - (how will we know we have achieved our goal)	Lead/sub group	
2.4	Improve synergy and <b>collaborative working with wider strategic partnerships</b> in Cumbria <i>(Peer Review)</i>	We will establish mechanisms to ensure there is <b>collaboration in relation to cross cutting issues</b> to encourage sharing of priorities and reduced duplication	<ul style="list-style-type: none"> <li>• Memorandum of Understanding for Cumbria Strategic Boards</li> <li>• Receive update reports and plans from other Strategic Boards/ Partnerships annually or as required</li> <li>• Strategic Partnership Chair's &amp; Business Managers meet regularly</li> </ul>	CSAB (CCC)  Chair/Business Manager
		We will seek assurance from Safer Cumbria in relation to <b>Domestic Abuse and Modern Slavery and adults with care and support needs</b>	<ul style="list-style-type: none"> <li>• Annual assurance reports to SAB</li> </ul>	CSAB
		We will work collaboratively with CSCP and Safer Cumbria and establish a Task & Finish Group to develop the structures and processes at both strategic and operational level to ensure responsibility, ownership, accountability and governance for children and young adults who are a risk of exploitation are clear <i>(Kate)</i>	<ul style="list-style-type: none"> <li>• Terms of Reference for Task &amp; Finish Group</li> <li>• Membership</li> <li>• Delivery of SAR learning/actions</li> </ul>	CSAB, CSCP Safer Cumbria
		We will ensure that we <b>engage with all relevant organisations and strategic partnership Boards involved in safeguarding adults</b> and that through the membership there is a commitment to attendance and ownership of actions from meetings across the system	<ul style="list-style-type: none"> <li>• Relevant representation across the system</li> <li>• Sub-group attendance is monitored on an ongoing basis</li> <li>• Terms of reference are reviewed, and membership updated</li> <li>• Records will monitor attendance escalating issues to CSAB executive member as required</li> </ul>	CSAB Chair & Business Manager

### 3. We will work together with partners to ensure we understand the themes, issues and trends relating to specific needs, and tailor our work accordingly to safeguard adults at risk of abuse or neglect in Cumbria.

Goal - (what do we want to achieve)	Initiative - (how will we achieve our goal)	Metric - (how will we know we have achieved our goal)	Lead/sub group
3.1	We will seek assurance there is a comprehensive understanding and appropriate application of the <b>Mental Capacity Act</b>	We will analyse partner audit returns which seek to provide assurance partner agencies have a robust <b>training programme in place for staff in relation to MCA in line with the National Competency Framework</b>	<ul style="list-style-type: none"> <li>L&amp;D Task &amp; Finish Group develop an audit tool for dissemination and completion by partners reporting to L&amp;D sub group with exceptions to CSAB</li> </ul>
		We will deliver a multi-agency case file audit, to seek assurance on the <b>application of MCA and principles in practice</b> <i>(Robyn)</i>	<ul style="list-style-type: none"> <li>Agreed mechanism for annual assurance presentation from all partners in respect of safeguarding arrangements, current and future priorities</li> <li>Presentations provide the opportunity to identify issues and improve partnership working</li> <li>Risks and issues are escalated by exception to CSAB through highlight reports from sub group Chair</li> </ul>
		Through audit <b>processes quality check Best Interest decisions and recording</b> ensuring the statutory checklist is applied <i>(Robyn)</i>	<ul style="list-style-type: none"> <li>P&amp;QA Task &amp; Finish Group develop a quality check for Best Interest decision, recording and actions against statutory checklist</li> <li>Improvements identified and reported to P&amp;QA escalated to CSAB as required</li> </ul>
3.2	<b>Collaborate with services for children and young people</b> to ensure that <b>transitional planning</b> and arrangements are robust <i>(Kate)</i>	We will work with CSCP to ensure that robust arrangements are in place to <b>safeguard young people at risk of exploitation</b>	<ul style="list-style-type: none"> <li>Task &amp; Finish Group established; Terms of Reference</li> <li>Reviewed processes and protocols</li> <li>Assurance reports</li> </ul>

Goal - (what do we want to achieve)		Initiative - (how will we achieve our goal)	Metric - (how will we know we have achieved our goal)	Lead/sub group
3.3	Work with partners to ensure a <b>co-ordinated response</b> to safeguard adults at risk of abuse or neglect in Cumbria	We will be responsive to emerging trends and provide a co-ordinated response to safeguarding <b>issues (e.g., self-neglect, complex needs, transitions, domestic abuse &amp; modern slavery)</b>	<ul style="list-style-type: none"> <li>Evidence of improved m/a response to abuse or neglect; case file audits, refreshed policy/protocol; MDT discussions</li> </ul>	TBA

**4. We will learn from experience to ensure we have a workforce that is knowledgeable and confident in its adult safeguarding roles and responsibilities.**

Goal - (what do we want to achieve)		Initiative - (how will we achieve our goal)	Metric - (how will we know we have achieved our goal)	Lead/sub group
4.1	Promote a <b>culture of continuous learning and improvement across the safeguarding partnership</b>	We will deliver the actions set out in Year 2 of our Learning & Development Strategy 2021/23 1. Continue to strengthen arrangements from Year 1 2. Plan and deliver an annual Conference 3. Establish Practitioner Forums	<ul style="list-style-type: none"> <li>Strengthened and improved arrangements from Year 1</li> <li>Delivery of conference – measure impact through evaluation/feedback</li> <li>Programme of practitioner forums – measure impact through evaluation/feedback</li> </ul>	L&D sub group
		Through the CSAB facilitators pool we will deliver virtual learning sessions across the system to disseminate learning from all published <b>Safeguarding Adults Reviews (SARs)</b>	<ul style="list-style-type: none"> <li>Records of attendance evidence participation across the partnership</li> <li>Learning is shared and embedded across the partnership and wider agencies</li> </ul>	L&D sub group

Goal - (what do we want to achieve)	Initiative - (how will we achieve our goal)	Metric - (how will we know we have achieved our goal)	Lead/sub group
	<p>We will promote and share learning from other <b>organisational processes including; thematic learning emerging from SAR referrals, DHR, LeDeR and other reviews</b></p>	<ul style="list-style-type: none"> <li>National SAR learning will be reviewed for local assurance where appropriate and shared</li> <li>Emerging trends and themes from local SAR referrals inform communications and briefings</li> <li>L&amp;D members will present relevant learning from other reviews</li> <li>Cumbria SARs are hosted on national SAR library</li> <li>Local thematic learning from reviews is considered and shared as appropriate</li> </ul>	<p>Chair &amp; Board Manager</p> <p>SAR sub group C&amp;E sub group</p> <p>L&amp;D sub group</p>
	<p>We will adopt a continuous learning culture through <b>sharing, case studies, resources, good practice examples and signposting across the partnership</b></p>	<ul style="list-style-type: none"> <li>Case studies are shared and promoted where appropriate to share good practice standards across the partnership as another learning tool</li> <li>The “learning zone” on the CSAB website for staff across the partnership is reviewed/developed.</li> <li>Opportunities are identified to share training sessions on a reciprocal basis across the partnership where relevant</li> <li>Access to relevant e-learning through My Learning is promoted and access/use evaluated</li> </ul>	<p>L&amp;D sub group</p>
	<p>We will develop a case study to raise awareness of the <b>importance of Best Interest meetings</b> (<i>Robyn</i>)</p>	<ul style="list-style-type: none"> <li>Case study informed by the findings from the MCA/BI case file audit</li> </ul>	

Goal - (what do we want to achieve)	Initiative - (how will we achieve our goal)	Metric - (how will we know we have achieved our goal)	Lead/sub group
	We will seek assurance from across the partnership in relation to <b>delivery of Safeguarding related training</b> for staff groups and compliance	<ul style="list-style-type: none"> <li>Scoping work and development of an audit tool for wide dissemination and completion by partners reporting to L&amp;D sub group with exceptions to CSAB</li> <li>Partners evidence training standards against National Safeguarding Framework Tool for staff groups and competency requirements including compliance and KPI's</li> </ul>	L&D sub group
	We will promote messages for front line practitioners as reminders to ensure <b>timely and appropriate responses to identifying and reporting safeguarding concerns</b>	<ul style="list-style-type: none"> <li>Regular communications; briefings/ newsletters</li> <li>Learning sessions</li> <li>Organisational reminders/briefings</li> <li>Wider use of Thresholds Tool = increase staff reports</li> </ul>	C&E sub group  P&QA sub group
	CSAB Chair and Board Manager will <b>maintain links to national and regional safeguarding networks</b> and inform developmental projects	<ul style="list-style-type: none"> <li>CSAB receive regular updates in respect of national and regional developments relating to the SAB</li> <li>Learning from other SABs is adopted in Cumbria</li> </ul>	Chair Board Manager
4.2	Deliver a programme of activity collaboratively with CSCP and Safer Cumbria which sets the standards for <b>Professional Curiosity</b> for senior leaders and practitioners	We will draw on a variety of learning methods and tools to improve understanding and support practice in relation to professional curiosity across the system to include disguised engagement. <ul style="list-style-type: none"> <li>Agencies reflect standards in their organisational policies</li> <li>Training participation data from lunch and learn sessions</li> <li>Participants individual feedback from lunch and learn sessions</li> <li>Measurement of the information shared (briefings/website analytics)</li> <li>Surveys</li> <li>Evaluate the impact on practice – case file audits</li> </ul>	L&D sub group CSCP         P&QA sub group

Goal - (what do we want to achieve)		Initiative - (how will we achieve our goal)	Metric - (how will we know we have achieved our goal)	Lead/sub group
4.3	CSAB will have effective <b>multi-agency policy and guidance</b> in place	We will continue through the Task & Finish Group to review and develop multi-agency policy, procedures, and guidance in line with relevant legislation. To include development of a clutter rating tool for cases of self-neglect and hoarding	<ul style="list-style-type: none"> <li>Updated multi-agency guidance will be available for staff and professionals</li> <li>There is an inventory of all CSAB guidance subject to development with timescales for review</li> <li>CSAB guidance is promoted through learning sessions and briefings as appropriate</li> </ul>	Policy & Guidance Task & Finish Group  L&D sub group
4.4	CSAB will <b>adopt learning from other SABs, national reviews and developments to improve as a partnership</b> ensuring we meet statutory requirements	CSAB will review SAR processes and policy following the sector led improvements identified through <b>National Analysis of SARs</b> and publication of SCIE SAR Quality Markers	<ul style="list-style-type: none"> <li>CSAB have a robust action plan to deliver the sector led improvements from National SAR analysis</li> <li>SAR sub group review SAR guidance, referral, and processes</li> <li>CSAB link in to the national learning for SABs</li> <li>SAR processes meet good practice standards as set out in the refreshed SCIE SAR Quality Markers</li> </ul>	Chair & Business Manager  SAR sub group
4.5	We will seek assurance that partners <b>implement recommendations and learning identified in Safeguarding Adult Reviews</b>	We will ensure that <b>SAR Action Plans are SMART and that there is a process for check and challenge</b> with partner agencies to ensure learning is implemented	<ul style="list-style-type: none"> <li>SAR action plans and responses to recommendations are supported by evidence from partner agencies</li> <li>Regular assurances and updates are provided to CSAB</li> </ul>	SAR sub group
		We will seek assurance from our partners that <b>training programmes are explicit for staff when safeguarding concerns and allegations are made against staff members</b> <i>(Mr X)</i>	<ul style="list-style-type: none"> <li>Assurance template developed for the SAR and disseminated across partnership</li> <li>Exceptions reported to the SAB</li> </ul>	P&QA sub group

Goal - <i>(what do we want to achieve)</i>	Initiative - <i>(how will we achieve our goal)</i>	Metric - <i>(how will we know we have achieved our goal)</i>	Lead/sub group
	We will seek assurance from partners that they have disseminated learning from SARs across their organisations to ensure this is embedded in frontline practice	<ul style="list-style-type: none"> <li>SAR action plan updates will provide assurance and detail how learning from reviews has been embedded by agencies</li> </ul>	SAR sub group

This Business Plan spans a 2 year period during which there will be significant change as a result of Local Government Reforms. CSAB will continue to review with the 2 new Local Authorities Cumberland and Westmorland & Furness arrangements for the Safeguarding Adults Board in Cumbria during this period.

