



Bwrdd Iechyd Prifysgol
Cwm Taf Morgannwg
University Health Board



Bridgend County Borough Council, Cwm Taf Morgannwg University Health Board & South Wales Police Joint Inspection Review of Child Protection Arrangements (JICPA) Action Plan

September 2023

ALL PARTNER AGENCIES				
WELLBEING				
FINDINGS: Information sharing challenges within MASH, including connectivity issues for partner agencies.				
ACTION	TIMESCALE	RESPONSIBLE	INTENDED OUTCOME	PROGRESS
To implement the GOSS system to ensure an appropriate information sharing	October 2023	MASH Co-ordinator/MASH partner agencies	Appropriate and timely information sharing	October 23 - GOSS system went live in Bridgend 03.10.23 with all partner agencies using the system. Work is still underway on

<p>platform for multi-agencies.</p> <p>To review whether the premises in which the MASH is located is fit for purpose</p>				<p>developing the Teams Channel to compliment the GOSS system, which will give agencies access to the minutes straight away (currently business support circulate minutes to partners).</p> <p>October 23 - An options appraisal is currently underway, looking at potential locations for MASH.</p>
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FINDINGS: Resources in MASH to meet increase in demand, volume of referrals, screening and strategy meetings. This includes complexities around children services recruitment and retention.

ACTION	TIMESCALE	RESPONSIBLE	INTENDED OUTCOME	PROGRESS
<p>Increase the resource available within the MASH to respond to referrals</p>	<p>Ongoing</p>	<p>South Wales Police</p>	<p>To ensure there is the right resource within agencies to respond to the significant increase demand ensuring children and families</p>	<p>October 23 - Recruitment Process in advanced stage</p>

<p>Review of safeguarding resources across CTMUHB to meet the safeguarding responsibilities across its services within CTMUHB.</p> <p>To review current structures within the MASH/IAA and locality hubs and explore options for recruitment and retention</p>	<p>April 2024</p> <p>January 2024</p>	<p>Cwm Taf Morgannwg Health Board</p> <p>Bridgend Children's Social Care</p>	<p>are protected from harm</p>	<p>October 23 - Work has commenced in reviewing current structures in MASH/IAA and locality hubs. It is intended that the proposals for these structures will lead to a consultation with staff in January 2024.</p>
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FINDINGS: Consistent management of suspected non-accidental injuries within and outside of working hours.				
ACTION	TIMESCALE	RESPONSIBLE	INTENDED OUTCOME	PROGRESS
<p>Multi-agency training and the development of a regional multi-agency policy for the management of suspicious and unexplained injuries in children (PPG)</p> <p>Consider annual audits to ensure correct processes (CQAP or MQAP) and pathways are followed and evidence of professional curiosity.</p> <p>Continue to re convene any strategy meetings held outside of working hours and following</p>	Ongoing	<p>All agencies</p> <p>CQAP/MQAP Groups</p>	To ensure that there are robust processes in place that protect children from harm	

working day to ensure a multiagency approach.				
FINDINGS: Recording and documenting of ethnicity within records, strengths and protective factors within children's lives.				
Detailed genograms and chronologies				
ACTION	TIMESCALE	RESPONSIBLE	INTENDED OUTCOME	PROGRESS
To embed the signs of safety framework across teams ensuring strengths, risks and needs are captured clearly. Genograms and chronologies will be undertaken within this framework	July 2024	Bridgend Children's Social Care	To provide staff with a clear understanding of the family, the work that has been undertaken to date and progress being made in reducing risk of harm.	October 23 - The Signs of Safety framework commenced roll out in Bridgend's Children's Social Care in January 2023. All teams have received the initial 2-day training and the consolidating 5-day training has commenced. There is evidence of this model beginning to implemented in practice as noted within the JICPA report. Ongoing work is required to
Relevant SWP & CTMUHB to attend multi-agency training on Signs of Safety framework	July 2024	South Wales Police Cwm Taf Morgannwg UHB		

				<p>ensure this embedded consistently across all teams and partner agencies.</p> <p>October 23 - Partner agencies have attended Signs of Safety briefings hosted by BCBC. Staff have been invited to attend a two day training course in November 2023, with future training opportunities planned.</p>
<p>FINDINGS: Voice of the child/children. Including, ensuring that within sibling groups each individual child's voice is heard.</p> <p>Children and young people should be involved in reviews of their care and support plan and their views consistently sought.</p>				
ACTION	TIMESCALE	RESPONSIBLE	INTENDED OUTCOME	PROGRESS

<p>To Implement the Signs of Safety framework which includes direct work with children as part of the care planning approach</p>	<p>July 2024</p>	<p>Bridgend Children's Social Care</p>	<p>To ensure that the lived experience of a child is heard clearly within care planning for them and their families.</p>	<p>The Signs of Safety framework commenced roll out in Bridgend's Children's Social Care in January 2023. All teams have received the initial 2-day training and the consolidating 5-day training has commenced. There is evidence of this model beginning to implemented in practice as noted within the JICPA report. Ongoing work is required to ensure this embedded consistently across all teams and partner agencies.</p>
<p>CTMUHB – Review of current practice across all services, including conference reports to ensure voice of child evident.</p>	<p>October 2023</p>	<p>Cwm Taf Morgannwg UHB</p>		<p>October 23 - A new case conference report has been developed to capture the day in the life of the child, views, wishes and feelings of the child and family.</p>

<p>Development of PREMS/PROMS for children and young people across services. Reflecting the Health Boards Children's Charter.</p>				<p>This report template is currently being piloted by two services with a planned role out across the health board in December 2023.</p> <p>October 23 - Patient feedback questionnaires have been revised to ensure the voice of the child is captured through safeguarding processes undertaken at the CP medical hub and on the wards.</p>
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<p>PEOPLE</p>				
<p>FINDINGS: A jointly formulated multi-agency risk management plan for children with missing episodes.</p>				
<p>ACTION</p>	<p>TIMESCALE</p>	<p>RESPONSIBLE</p>	<p>INTENDED OUTCOME</p>	<p>PROGRESS</p>

To convene a task and finish group to explore multi agency approach to children who go missing	March 2024	All agencies	To ensure that there is a clear, joined approach between services when a child goes missing with the intention to reduce risk of harm	
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PARTNERSHIPS AND INTEGRATION

FINDINGS: The quality of care and support protection plans (CASPP) are too variable. Plans are adult, rather than child focussed.

ACTION	TIMESCALE	RESPONSIBLE	INTENDED OUTCOME	PROGRESS
BCBC – Signs of Safety framework to be embedded into practice. A review of the approach to working with children and families open on a care and support basis to be undertaken to develop a more focussed approach to implementing change.	July 2024	Bridgend Children’s Social Care	To ensure that children access support that meets their needs from the right service at the right time	October 23 - The Signs of Safety framework commenced roll out in Bridgend’s Children’s Social Care in January 2023. All teams have received the initial 2-day training and the consolidating 5-day training has commenced. There is evidence of this model beginning to

<p>Partner agencies to utilise the Signs of</p>		<p>South Wales Police</p>		<p>implemented in practice as noted within the JICPA report. Ongoing work is required to ensure this embedded consistently across all teams and partner agencies.</p> <p>A review of social care approach to CASP cases has been undertaken with an approach being implemented to improve oversight, consistency of support and regular reviews. This will include elements of the SofS framework in particular family network meetings.</p> <p>October 23 - Partner agencies have attended</p>
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Safety training and briefings available, to understand the framework.		Cwm Taf Morgannwg UHB		Signs of Safety briefings hosted by BCBC. Staff have been invited to attend a two day training course in November 2023.
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BCBC CHILDREN'S SOCIAL CARE				
WELLBEING				
FINDINGS: The importance of effective supervision across services, that is evaluated and effectively documented. Supervision needs to ensure critical analysis, reflection and focus on the individual staffs learning and development needs				
ACTION	TIMESCALE	RESPONSIBLE	INTENDED OUTCOME	PROGRESS
The supervision policy to be re-launched and accessible to all managers on the intranet. An audit to be undertaken to review use and effectiveness	November 2024	Bridgend Children's Social Care	To ensure staff are receiving regular and consistent supervision that assists their understanding of their role and responsibilities.	

FINDINGS: Strengthening practitioner's responsibilities to parents, including parents who may be estranged.				
ACTION	TIMESCALE	RESPONSIBLE	INTENDED OUTCOME	PROGRESS
Signs of Safety framework to be embedded which will consider whole family networks within the process. Further training to be offered to staff as identified within Child T Practice Review	July 2024	Bridgend Children's Social Care	To ensure whole families are considered and supported when becoming involved with statutory services at the 1 st point of contact	October 23 - The Signs of Safety framework commenced roll out in Bridgend's Children's Social Care in January 2023. All teams have received the initial 2-day training and the consolidating 5-day training has commenced. There is evidence of this model beginning to implemented in practice as noted within the JICPA report. Ongoing work is required to ensure this embedded

				consistently across all teams and partner agencies.
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PARTNERSHIPS AND INTEGRATION

FINDINGS: Records of meetings such as strategy meetings, child protection conferences and core group minutes are not consistently shared with key partners.

ACTION	TIMESCALE	RESPONSIBLE	INTENDED OUTCOME	PROGRESS
To review the role of Business Support and ensure there is clarity on responsibilities and resourced effectively. Audit to be undertaken of minute distribution.	July 2024	Bridgend Children’s Social Care	To ensure information is shared with families and agencies in a timely way to support care planning.	

PREVENTION

FINDINGS: Progress of referrals to early help service and limited opportunities for transition from one team to another.

ACTION	TIMESCALE	RESPONSIBLE	INTENDED OUTCOME	PROGRESS
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<p>IPC to review Early Help services and models to ensure they are fit for purpose and ensure families access the right support at the right time</p>	<p>July 2024</p>	<p>Bridgend Children's Social Care</p>	<p>To reduce delay in children and families accessing support from the right service at the right time.</p>	<p>October 23 - IPC have conducted a review of pathways for families into early help. Their recommendations are being considered between social care and Education and Family Support. This will be further reviewed in January 2024.</p>
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BCBC EDUCATION and Family Support				
WELLBEING				
FINDINGS: Distribution of support services across schools				
ACTION	TIMESCALE	RESPONSIBLE	INTENDED OUTCOME	PROGRESS
<p>Recruitment of additional Education Welfare Officer's</p> <p>Recruitment of peripatetic attendance</p>	<p>ASAP</p>	<p>Group Manager Family Support</p>	<p>Additional 3 Education welfare officer</p>	<p>Completed</p>

and wellbeing workers to support the education welfare officers by with regard to those clusters presenting with the lowest attendance.	ASAP	Group Manager Family Support	Recruitment of 6 attendance and wellbeing officers	Completed
Establish an attendance Task and Finish Group	ASAP	Group Manager Family Support	The attendance task and finish group to be well established and well attended by local authority officers and schools.	In progress and well established
Attendance leads forum to take place	ASAP	Group Manager Family Support	Attendance leads forum to take place and highlight collaboration between the local authority and schools.	Completed

Local authority attendance initiative to take place	18 September 2023	Group Manager Family Support	Local authority officers to consistently report the importance of good school attendance – report on the number of N codes.	Completed
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PARTNERSHIPS AND INTEGRATION

FINDINGS: The provision for relationships and sexuality education (RSE)

ACTION	TIMESCALE	RESPONSIBLE	INTENDED OUTCOME	PROGRESS
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<p>To deliver professional learning about RSE a consistent approach to the teaching of RSE across the local authority</p>	<p>Autumn term 2023</p>	<p>Central South Consortium (Via Group Manager, School Support)</p>	<p>Provision of a consistent approach to the teaching of RSE across the local authority</p>	<p>October 23 - Good progress has been made.</p> <p>Central South Consortium colleague has delivered training to all headteachers in Bridgend and a briefing to all elected members (many of whom are school governors).</p> <p>He is currently working with school clusters to develop a cluster-wide approach to RSE.</p>
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PREVENTION

FINDINGS: Timely sharing of PPNs with schools.

Improved awareness and understanding of Operation Encompass, the process, and its purpose.

ACTION	TIMESCALE	RESPONSIBLE	INTENDED OUTCOME	PROGRESS
Review PPN screening process with Children's Services and Police to ensure information is shared and support offered in a timely manner.	January 2024	Gail Biggs	Consistent process for the sharing information with agencies and schools. Resulting in early decisions on appropriate support offered to families.	October 23 - SWP are reviewing this model to determine how effectively this approach is working and can be improved.

CWM TAF MORGANNWG UHB				
PEOPLE				
FINDINGS: Governance arrangements need to be strengthened, with clearer oversight and improved quality assurance monitoring.				
ACTION	TIMESCALE	RESPONSIBLE	INTENDED OUTCOME	PROGRESS
Development of a Safeguarding strategy. Work in collaboration with Care Groups to oversee and scrutinise Action/Improvement	December 2023	Cwm Taf Morgannwg UHB	CTMUHB to demonstrate its plans and priorities to safeguard children and adults accessing	

plans for safeguarding activity within CTMUHB.			services within the organisation.	
FINDINGS: CTMUHB have a high percentage of staff who do not have a Disclosure and Barring Service Check (DBS)				
ACTION	TIMESCALE	RESPONSIBLE	INTENDED OUTCOME	PROGRESS
CTMUHB safeguarding will review the risk register with workforce to ensure there is a robust plan to address the current risks.	October 2023	Cwm Taf Morgannwg UHB	To ensure all health board employees have a current DBS.	October 23 – The Deputy Director of Nursing has met with workforce to review the risk and ensure a robust plan to deliver on this action.
FINDINGS: Compliance with safeguarding training. With a focus for CTMUHB on professional curiosity and thresholding.				
ACTION	TIMESCALE	RESPONSIBLE	INTENDED OUTCOME	PROGRESS
To target bespoke training to key areas of the health board working with children to ensure compliance above 85%.	April 2024	Cwm Taf Morgannwg UHB	To increase level 3 training compliance above 85% in all areas who care for children.	October 23 - A training strategy has been developed and approved.  CTMUHB%20Trainin g%20Strategy%20Fi

<p>To explore opportunities for the provision of a Practice Educator for Safeguarding. This will ensure a dedicated resource for the development, delivery, and oversight of safeguarding training within CTMUHB.</p>				<p>October 2023 – Bespoke training is being delivered monthly to midwifery services and neonates to increase compliance.</p>
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FINDINGS: The importance of effective supervision across services, that is evaluated and effectively documented.

Supervision needs to ensure critical analysis, reflection and focus on the individual staffs learning and development needs

ACTION	TIMESCALE	RESPONSIBLE	INTENDED OUTCOME	PROGRESS
<p>CTMUHB need to review supervision models to ensure all staff receive appropriate safeguarding supervision.</p> <p>Audits of supervision to ensure analysis,</p>	<p>March 2024</p>	<p>Cwm Taf Morgannwg UHB</p>	<p>To ensure practitioners receive quality supervision that is analytical, reflective and considers wellbeing.</p>	<p>October 2023 – A T&F group has been developed and current policy reviewed. The All-Wales policy is currently under review and work ongoing in the National Safeguarding service. This work will feed into the review.</p>

reflection and focus on individuals needs.				Audits of safeguarding supervision have been included in the audit plan for children and young people services.
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PARTNERSHIP AND INTEGRATION				
FINDINGS: A robust pathway for the transition of care between health services.				
ACTION	TIMESCALE	RESPONSIBLE	INTENDED OUTCOME	PROGRESS
Review of current transition pathways to ensure needs of child and family met through changes in services.	March 2024	Cwm Taf Morgannwg UHB	To ensure the needs of children and young people are communicated between services, particularly where there are safeguarding concerns.	October 23 - Review of current transition pathways to ensure needs of child and family met through changes in services.
FINDINGS: Appropriate representation from health to attend core groups and conferences for school aged children				
ACTION	TIMESCALE	RESPONSIBLE	INTENDED OUTCOME	PROGRESS

<p>CTMUHB to develop a standard operating procedure for school nursing services.</p> <p>Health and children services to develop a pathway, ensuring the correct health representative is identified through assessments and invited to conferences.</p>	<p>March 2024</p>	<p>Cwm Taf Morgannwg UHB</p>	<p>Agencies to ensure the correct health representative is informed of safeguarding concerns and given the opportunity to participate in conferences and core groups.</p>	
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PREVENTION

FINDINGS: Home monitoring visits should capture progress against the child/children's CASPP.

ACTION	TIMESCALE	RESPONSIBLE	INTENDED OUTCOME	PROGRESS
<p>Ensure health colleagues are aware of the importance of multi-agency development of CASPP through workshops and training.</p> <p>Documentation audits to include CASPP present in records and reference made to</p>	<p>January 2024</p>	<p>Cwm Taf Morgannwg UHB</p>	<p>To Ensure CTMUHB documentation reflects distance travelled against CASPP and families motivation to change</p>	<p>October 23 – The new case conference report prompts practitioners to consider distance travelled and motivation to change. Workshops have commenced within Health visiting and school nursing.</p>

progress during home visits and core groups.				
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SOUTH WALES POLICE				
PEOPLE				
FINDINGS: Compliance with safeguarding training				
ACTION	TIMESCALE	RESPONSIBLE	INTENDED OUTCOME	PROGRESS
Understand training needs of Safeguarding Staff and deliver associated training programme	July 2024	SWP	Ensure appropriate staff are identified, available and deployed with the suitable accreditation	
FINDINGS: Exploitation risk assessment. (p15)				
ACTION	TIMESCALE	RESPONSIBLE	INTENDED OUTCOME	PROGRESS

Ensure all exploitation cases have appropriate risk assessment and associated 4 Point Plan	July 2024	SWP	Shared understanding of risk, and associated multi-agency problem solving plans	
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