

CQC/OFSTED Recommendation: Ensure the draft health action plan is agreed and fully supports improvements in health provision, including case recording, health contribution to holistic assessments of need and risk, case planning and measurement of health outcomes and impact		
SERVICES FOR SAFEGUARDING AND LOOKED AFTER CHILDREN		
AREA FOR IMPROVEMENT	4. Review the competence and confidence of the key workforce groups in relation to safeguarding & looked after children to enable appropriate challenge and support to achieve consistent good practice and outcomes for children & young people	
ACTION REQUIRED	1. Review of line management & accountability arrangements at BCPFT including: a) Introduction of new service manager roles b) Recruitment to new Safeguarding Team Leader role 2. Enhancement of Designated Nurse role within BCPFT 3. Safeguarding team development programme 4. Review and clarification of roles and responsibilities 5. Review of performance monitoring arrangements in respect of Designated Professionals roles 6. Evaluate an approach for assessment of key competencies 7. Evaluate an approach for directing specific questions around healthcare workers confidence in safeguarding work through the appraisal process	
CURRENT POSITION STATEMENT	08/03/2012 Action Plan reviewed and updated	
ORGANISATIONS INVOLVED	BCPFT ,NHS DUDLEY, DGHFT,DWMHPT	
PERSONNEL KEY	DAWN GREARLEY - DG	ORGANISATION KEY

SUE MARSHALL – SM	DEBBIE COOPER - DC	DUDLEY & WALSALL MENTAL HEALT PARTNERSHIP TRUST
ANNA DODD – AD	THELMA BOWERS - TB	DUDLEY GROUP OF HOSPITALS FOUNDATION TRUST
WENDY PUGH – WP	ROSIE MUSSON - RM	BLACK COUNTRY PARTNERSHIP FOUNDATION TRUST
HILARY WALKER – HW	PAULINE OWENS - PO	NHS DUDLEY

Milestones	Org	Specific Actions	Completion Date	Executive Lead	Local Lead	Status (RAG)	Position Statement	Impact	Measures
Review of line management and accountability arrangements including a) introduction of new service manager roles b) recruitment to new Safeguarding Team Leader role	BCPFT	Appoint service manager roles for 0-5 5-19 Additional needs	28.02.12	SM	AD	A	Manager role for 5-19 appointed and in post. Interviews for other roles wc 5 th March	Accountable management structure in place enhanced leadership	Audit and Supervision
	BCPOFT	Recruitment of Safeguarding Team leader	28.02.12	SM	AD	A	Interviews 16 th March	As above	
Enhancement of designated Nurse role within BCPFT	NHSD / BCPFT	Review and clarify role of Designated Nurse contribution to BCPFT	28.02. 12	SM	AD	G	Complete. Letter from HW to SM defines designated contribution	Designated Nurse Role enhanced to ensure delivery of wider safeguarding/LAC competent work force	Supervision and Audit

Appendix 1.4

Safeguarding team development programme planned and delivered	NHSD	Plan team development requirements: PO, designated nurse to identify training needs.	Planned by 31.03. 12	HW	PO	A	Agreement for audit training to be delivered in April 2012. Agreement that lead nurses should attend SHA safeguarding leadership course to be confirmed	Training delivered in the timescales	Audit
	BCPFT	BCPFT to design and deliver necessary training.	Planned by March 12 with dates for delivery agreed	SM	AD	A		As above	Supervision and PDR
Review & clarification of roles & responsibilities	BCPFT	Review of service leads, team leader and designated roles	31.03 12	SM	AD	G	In place	Roles and Responsibilities clarified	Supervision and PDR
	DWMHPT	Review roles of named and lead professionals	31.03.12	WP	DC	G	In place	Roles and Responsibilities clarified	Supervision and PDR
	DGFT	Review roles of named and lead professionals	31.03.12	DM	YO	G	In place		

Review performance monitoring arrangements in respect of designated professionals	NHS D	Consider in context of Black Country Cluster arrangements and future landscape	31.03.12	HW	PO	A	Paper presented to BCC Board with proposals for designated professionals to develop options appraisal		
Evaluate an approach for assessment of key competencies	BCPFT	Development of safeguarding competency framework	31.03. 12	SM	PO	A	Competencies developed and awaiting confirmation of approval process. Planning to embed in IPR and supervision process.	Competencies embedded into practice	Audit, Supervision and appraisal
	DGFT	Development of safeguarding competency framework	31.03. 12	DM	YO	TBA			
	DWMHP	Development of safeguarding competency framework	31.03.12	WP	DC	A	Competencies developed and received in DWMHP	Competencies embedded into practice	Audit, Supervision and appraisal

							for consultation. Planning TNA and embedding into IPR process		
Evaluate an approach for directing specific questions around healthcare workers confidence in safeguarding through the appraisal process	All orgs	Task and finish group to be established to identify key questions	31.03.12	HW	PO	A	1 st meeting planned for April 2012	To agree a set approach and set of specific questions	PDR
	BCFT	Develop plan for implementation	30.04. 12	SM	AD	A		To agree a set approach and set of specific questions and implement	Audit/PDR
	DWMH	Develop plan for implementation	30.04.12	WP	DC	A		As above	As above

