

DHR 4 Action Plan

Table 1: Systems Recommendations			
Recommendation	Actions to be taken	Lead Agency	Outcome
The MASH takes forward the learning from this report ensuring Multi-Agency Safeguarding meetings are convened when the critical threshold is achieved.	MASH to implement this and provide an end of year summary to the SNTB.	ASC	<p>There is effective information sharing between agencies that results in effective and consistent responses to reports or suspicions that adults may be unsafe</p> <p>The SNTB is assured that there are clear standards and quality assurance arrangements match best practice standards e.g https://www.local.gov.uk/publications/understanding-what-constitutes-safeguarding-concern-and-how-support-effective-outcomes</p>
All services to be undertake refresher adult safeguarding training to include domestic abuse awareness, managing difficult situations and reinforce current policies and procedure. Critically this training should reinforce the importance of ensuring adult safeguarding alerts are raised at	All agencies to undertake an audit of staff DA training and ensure staff attend the level 1 and 2 courses as appropriate to their role.	SNTB, NTSAB & NTDAP	<p>The SNTB and other strategic partnerships are assured that staff are trained appropriately and that all agencies have appropriate policies and procedures in place</p> <p>The SNTB and other strategic partnerships have in place the appropriate arrangements to be assured of this.</p>

<p>each and every possible opportunity.</p>	<p>All agencies to review their current training to ensure that the topics highlighted are covered and are delivered to staff.</p>	<p>SNTB, NTSAB & NTDAP</p>	<p>All agencies and professionals are confident and able to demonstrate professional curiosity about relationships, needs and circumstances</p>
<p>All agencies are requested to consider policies, practice and procedures in relation to individuals who present with potential learning disabilities/complex needs. Accessible services for all and appropriate to address the actual safeguarding concern.</p>	<p>All agencies to review their policies, practice and procedures to ensure that these needs can be met.</p> <p>SNTB with NTSAB and NTDAP should consider an audit/review of present arrangements in order to be assured that these are meeting clear standards</p>	<p>SNTB, NTSAB & NTDAP</p>	<p>SNTB and other strategic partnerships are assured that all agencies and professionals and services/processes (including safeguarding) are able to differentiate between learning difficulties and disabilities, and how this impacts on their capacity to protect people</p> <p>Multi agency practice and joint working are able to demonstrate a more integrated approach in terms of learning disability and difficulties and how these impact on assessment, priorities and pathways.</p>
<p>All agencies should ensure that practitioners receive training on policies and procedures to ensure the right referral pathways are used</p>	<p>All agencies to ensure this is included in inductions and regular training opportunities.</p> <p>SNTB, NTSAB and NTDAP should review/audit the present effectiveness of referral</p>	<p>All/ SNTB, NTSAB & NTDAP</p>	<p>SNTB and other strategic partnerships are assured that policies and procedures relating to pathways and thresholds are subject to regular review</p> <p>SNTB and other strategic partnerships are assured that the living and other circumstances of people who may be vulnerable or need help are always considered and taken into account.</p>

	<p>pathways and operation of multi-agency working when thresholds may be met for Domestic abuse and all forms of harm.</p> <p>SNTB, NTSAB and NTDAP should consider and seek assurance that when adults who may share common addresses, that single and multi-agency processes and assessments take into account the relationships that people who share accommodation may have.</p>		<p>That referral pathways always create the optimum conditions for people to share information and work together, so as to reduce the chance that pathways and thresholds inadvertently prevent care/support and safeguarding needs from not being fully understood</p>
<p>All agencies to consider the learning from the development of domestic abuse systems and processes in which it is clear, even if the victim does not consent to a referral into MARAC risk levels can override the need to gain consent.</p>	<p>All agencies to undertake an audit of staff DA training and ensure staff have attended the DA Ask and Action Level 2 course and have an active team DA Champion to ensure teams have up to date information on the services available and referral pathways.</p>	<p>All</p>	<p>Partnerships and agencies are able to demonstrate a balance between how they focus on risk and respect for the rights of individuals so as not to potentially compromise action which could protect those individuals</p>

<p>Raise awareness in recognising and responding to financial abuse across agencies.</p>	<p>The NTDAP and NTSAB should ensure that there are multi-agency procedures and staff training in relation to recognising and responding to economic abuse.</p> <p>The NTSAB and NTDAP to work with the Comms team to develop a joint Comms strategy to raise awareness</p>	<p>NTDAP and NTSAB</p>	<p>In North Tyneside there is a clear and well understood strategy for addressing economic abuse</p> <p>All agencies can demonstrate measurable progress against the objectives, so that financial abuse is recognised as early as possible and that there is an effective response.</p>
<p>All agencies should give immediate consideration to the terms “perpetrator” and “victim” how these concepts are assessed and recorded within systems reflecting on current best practice and research.</p>	<p>The DAP as above will research and identify any assessment tools in use in other areas and disseminate these to partners for immediate use.</p> <p>Any assessment tool should include assessing the potential for coercive and controlling behaviour to be a risk factor.</p>	<p>DAP</p>	<p>Improved assessments will aid future professional curiosity to ensure that these terms are assessed correctly and with coercive control in context where it might be a risk factor.</p> <p>That the necessary use of labels does not inadvertently result in circumstances that work against effective information sharing and joint working</p> <p>The multi-agency response in North Tyneside will reflect significant learning opportunities from a number of recent reviews and demonstrate how single and multi-agency decisions fully reflect the impact of controlling and coercive behaviours and circumstances</p>

<p>All agencies to initiate a DASH on receiving a disclosure of abuse</p>	<p>All agencies to undertake an audit of staff DA training and ensure staff attend and refresh the level 1 and 2 courses as appropriate to their role. Agencies undertake single agency and multi-agency DA audits to ensure the RIC is being used consistently informing appropriate safety planning and referrals, and engagement/ non engagement has been monitored and informed future actions/ support plans etc.</p> <p>The respective partnerships should consider whether there are opportunities to further develop use of DASH and similar frameworks within a more integrated approach to assessment, pathway management and outcomes</p>	<p>All</p>	<p>Strategic partnerships are assured and able to evidence that DASH as one as the well-established and fundamental principles of joint working is subject to clear standards and a strategy that is focused on continuous improvement from learning.</p> <p>That there is a wider recognition and steps being taken to actively integrate tools and frameworks used to understand risk, needs and circumstances.</p>
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<p>Trauma informed responses to be integral to the whole safeguarding system.</p>	<p>The respective partnerships should consider a trauma informed whole systems approach supported by strategy and staff training</p>	<p>SNTB/SAB/DAPB</p>	<p>This will ensure that all agencies are trauma informed in all areas of operation to prevent replication of traumatic experiences.</p> <p>A public health approach to community safety and safeguarding is promoted</p>
<p>Multi-Agency Safeguarding meetings to have a set template for minutes and to record clear outcomes and actions. The minutes should set out who is Chair and timescales for achieving actions /outcomes.</p>	<p>Agencies responsible for administration should review their arrangements and make improvements SNTB and other partnerships should consider whether the standards and arrangements for record keeping and information sharing meet standards</p>	<p>All</p>	<p>This will ensure that actions are described accurately, can be followed up and records can be maintained appropriately</p> <p>This will reduce the chance of drift occurring and optimise the opportunities for agencies to work together on the basis of a clear focus on immediate risks and the importance of having a shared hypothesis when information is being collected or not available</p>
<p>Every victim should have access to an ISVA following a sexual assault, regardless of whether they choose to report their abuse to the police.</p>	<p>Commissioners of services should consider capacity and availability of services to meet potential demand as part of the scoping project to support a trauma informed approach.</p>	<p>Service Commissioners</p>	<p>Impartial advocacy and advice that ensures support and best outcomes for victims of sexual violence.</p>

Table 2: Single Agency Learning			
Recommendation	Actions to be taken	Lead Agency	Outcome
ASC should ensure that disclosures of rape and sexual abuse/exploitation by adults with vulnerabilities'/complex needs are assessed as high risk triggering a professional's strategy meeting to include criminal justice representation and specialist support.	All staff to receive refresher training on appropriate action following disclosures of sexual violence	ASC	Victims of sexual abuse are safeguarded

Table 3: Strategic Partnerships			
Recommendation	Actions to be taken	Lead Agency	Outcome
The SAB should use learning from this DHR to further develop the safeguarding pathway for non-engaging, capacitous adults to include-	The SAB will promulgate the learning from this review and undertake briefings across all service areas	SAB	Safer more aware services and communities

<ul style="list-style-type: none"> • Understanding responses to coercion and control and the barriers people may face in accepting support. • Recognising circumstances where public interests require involvement of the Police and the Community Safety Partnership. • Developing single and multi-agency safeguarding responses to non-engaging adults that demonstrate defensible practice, balancing the Safeguarding Adult Principles of empowerment, proportionality, protection and accountability. This pathway should be supported by training, guidance and tools to aid practice. • Learning from partnership responses to domestic abuse may be useful in developing this work. <p>The SAB should seek assurances around embedding the learning</p>			
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<p>from this review in its governance and quality assurance role</p>			
<p>The SNTB should use the learning from this DHR to further develop the safeguarding pathways for victims of Mate Crime/Hate Crime /Modern Day Slavery, specific emphasis should be placed on ensuring-</p> <ul style="list-style-type: none"> • Development of third-party reporting mechanisms that are located in communities • Community awareness campaign <p>Developing Trauma Informed responses across services</p>	<p>The SNTB should, in conjunction with other relevant partnerships, develop clear pathways for referrals and these should be supported by agency staff training and a public awareness campaign.</p>	<p>SNTB</p>	<p>To increase opportunities to identify victims of these crimes and offer appropriate pathways and support for victims.</p>
<p>Communities need clear messages that spell out signs of abuse and exploitation and critically how to raise concerns. It is recommended that the SNTB works with the DAP and the SAB to educate and mobilise communities to recognise, and report concerns in relation to vulnerable people through awareness raising campaigns.</p>	<p>The SAB and DAPB to work with the Comms team to develop a joint Comms strategy and public awareness campaign</p>	<p>SAB/DAPB</p>	<p>Safer Communities empowered to recognise and respond to signs of abuse</p>
<p>The SNTB should seek assurances from agencies (via strategic Partnership arrangements) that their current policies, procedures</p>	<p>SNTB will seek appropriate assurances from partners.</p>	<p>SNTB</p>	<p>To provide appropriate assurance that resources can meet demand for services</p>

and practices support the education and awareness campaigns to enable clear reporting and response.			
Community safety strategies should explicitly address disability-based harassment, hate or mate crime and exploitation.	SNTB will include this in the forthcoming review of its arrangements and development of a new community safety strategy. Specifically, this should identify the risks and responses to such crimes.	SNTB	This will provide a greater level of governance around how agencies are tackling these issues together and improving access to services for victims
SNTB to seek reassurance from all partners that services have in place policies /procedures for the management and promotion of safe environments to enable disclosures of abuse.	SNTB to host a learning event to seek assurances from partners and gain an understanding of how agencies are improving access to safe environments	SNTB	SNTB to be assured that safe environment are available within partner organisations to promote disclosures.
Perpetrators' manipulation of systems must be recognised as part of a wider pattern of control. SNTB to develop and deliver training that specifically focuses on perpetrators manipulation of professional and systems.	SNTB to develop and deliver training to agencies	SNTB	Increased awareness of this risk will lead to earlier interventions and improved outcomes for victims.
SNTB to seek assurances that multi-agency meetings have	Agencies should review their arrangements to	All	SNTB to be assured that record keeping is effective

effective administration procedures in place.	ensure they are fit for purpose.		
The SNTB should raise the issue around the lack of definition available in circumstances that justify or require intervention by a state agency without consent at a national level.	SNTB to arrange correspondence with appropriate national bodies	SNTB	Clearer distinctions will improve practice and improve outcomes for victims.
SNTB will develop a training programme and guidance information on Professional Curiosity which will be available to all agencies including the charity, community, and faith sectors. All agencies to review improved understanding of professional curiosity in supervision.	SNTB to develop and deliver training to agencies and organisations in North Tyneside	SNTB	Increased awareness of this risk will lead to earlier interventions and improved outcomes for victims.
SNTB will continue to develop its DHR Process in line with Home Office Guidance and lessons learned about its processes from previous reviews.	SNTB has implemented a new process (signed off by the SNTB in October 2021). A formal annual process review will take place in order to capture lessons and continuously improve processes.	SNTB	Improved DHR process in place to support agencies participating in reviews and to assist with family communication.

<p>SNTB will ensure that lessons identified are implemented robustly.</p>	<p>SNTB to undertake a DHR lessons identified workshop in relation to DHR action plans to date. This should also examine lessons identified in the Northumbria DHR Clinic sessions organised locally.</p>	<p>SNTB</p>	<p>Lessons are coordinated and followed up, meaning they are robustly learned, thus preventing DHRs</p>
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