

SAFEGUARDING

Annual Report

2024-25

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Introduction >

"Spectrum is delighted to present our annual Safeguarding report which summarises the Safeguarding work undertaken across the organisation and demonstrates Spectrum's commitment to fulfilling our statutory duties. This report outlines Safeguarding activity across Spectrum and highlights the achievements, challenges, and priorities during the year 2024-2025.

We have also welcomed new people into our team who are keen to continue the good work that has taken place to develop and implement the strategy.

Following the successful launch of the Spectrum Safeguarding Strategy, I am proud to share the progress made during the implementation of year one of the strategy. There has been a focus on the 'Think Family' approach with key work undertaken to increase staff awareness of domestic abuse. This is now part of routine enquiry with professional curiosity supporting our teams to identify those in need of additional support. This has become a strength across our operational teams.

As we look ahead into year two of the strategy, we remain committed to continuous improvement. Safeguarding is everyone's responsibility, and together, we will continue to build a safe and compassionate environment for all those who rely on our care.

Thank you to all our staff, partners, and stakeholders for your dedication and support."

Angela Star

Executive Director of Nursing and Quality



Spectrum's Safeguarding Vision

"At Spectrum we firmly believe that a whole organisational approach is required to safeguard and promote the welfare of children, young people and adults at risk and using Spectrum's services.

We want to provide outstanding safeguarding support through supervision, training, and empowerment in partnership with services and stakeholders to prevent harm, abuse and neglect."

This Safeguarding annual report covers the financial year (01 April to 31 March) for 2024 to 2025.



Overview

SECTION 1 >



About Spectrum

Spectrum Community Health CIC is a provider of quality healthcare for people in vulnerable circumstances.

We work in partnership across four key service areas which are:

- **Health & Justice**
- **Primary Care**
- **Sexual Health**
- **Substance Misuse**

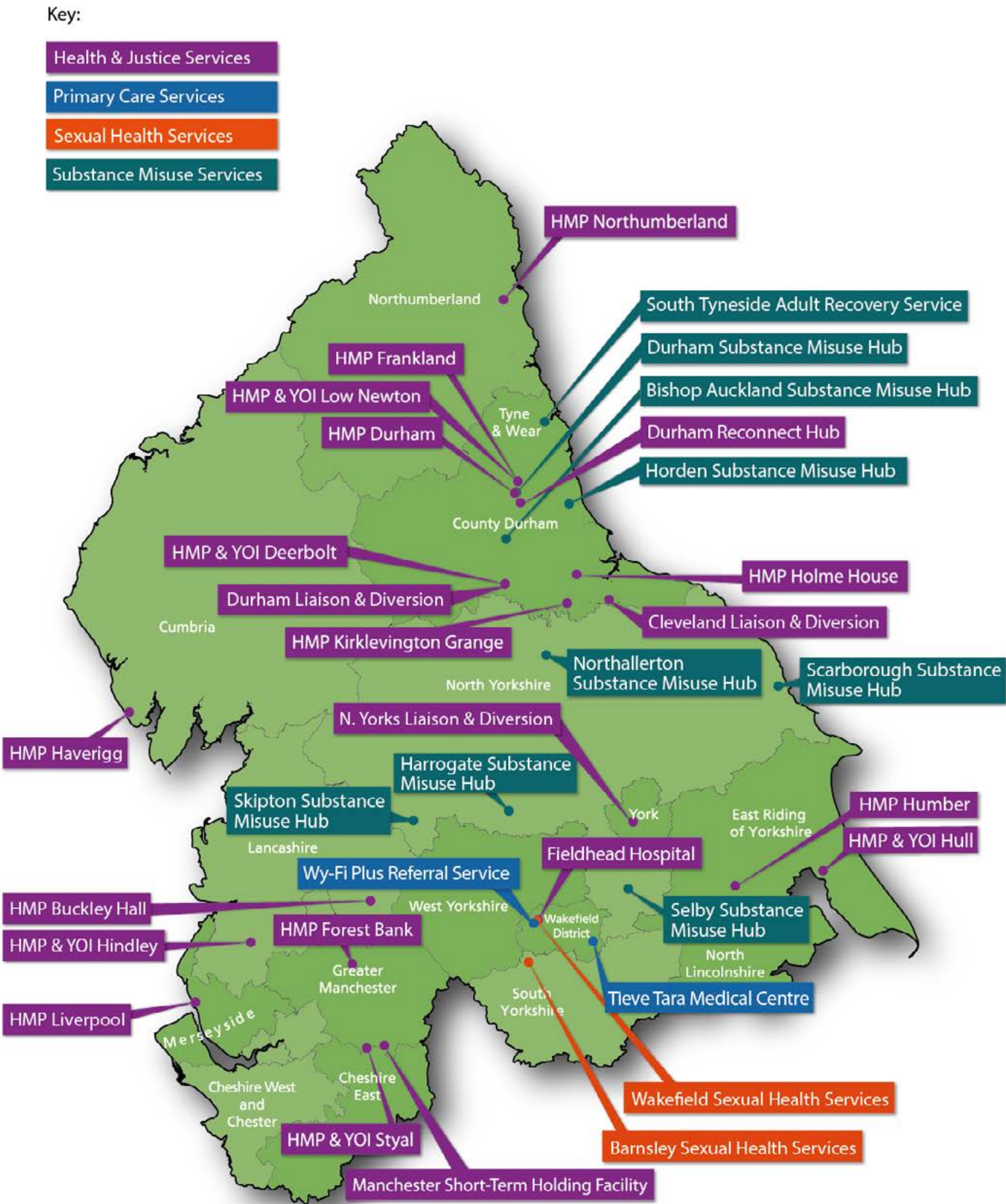
We are a not-for-profit social business, committed to addressing health inequalities and investing in the health and wellbeing of the communities we proudly serve.

At Spectrum, we are passionate about the services we provide, striving for excellence in all that we do, as well as being fully committed to our vision to provide quality healthcare that makes a difference to the lives of people, regardless of their circumstances.

Often working in partnership, the breadth of our services enables us to reach some of the most excluded groups in our local communities. We are proud to take on challenging contracts to continue our mission in addressing health inequalities.

At the end of Q4 for 2024-25, Spectrum employed 886 staff who were supported to work in partnership, and to respond appropriately and proportionately to, Safeguarding concerns for children and young people, and adults at risk, across Spectrum in accordance with our organisational statutory responsibilities.

Figure 1 – Spectrum’s Geographical Footprint



Governance and Accountability Arrangements

There is a clear line of accountability for Safeguarding reflected in Spectrum. The Chief Executive has overall responsibility for Safeguarding.

The Executive Director of Nursing & Quality is the executive lead for Safeguarding and provides leadership in overseeing and steering safeguarding arrangements throughout Spectrum.

The Head of Safeguarding and Prevent Lead has strategic responsibility for Safeguarding ensuring the organisation’s Safeguarding strategy is co-ordinated.

The Named Professional for Safeguarding Adults and Mental Capacity Act Lead and Named Nurse for Safeguarding Children and Young People provide expert advice, supports Spectrum staff with complex cases of Safeguarding whenever needed, and delivers staff training.

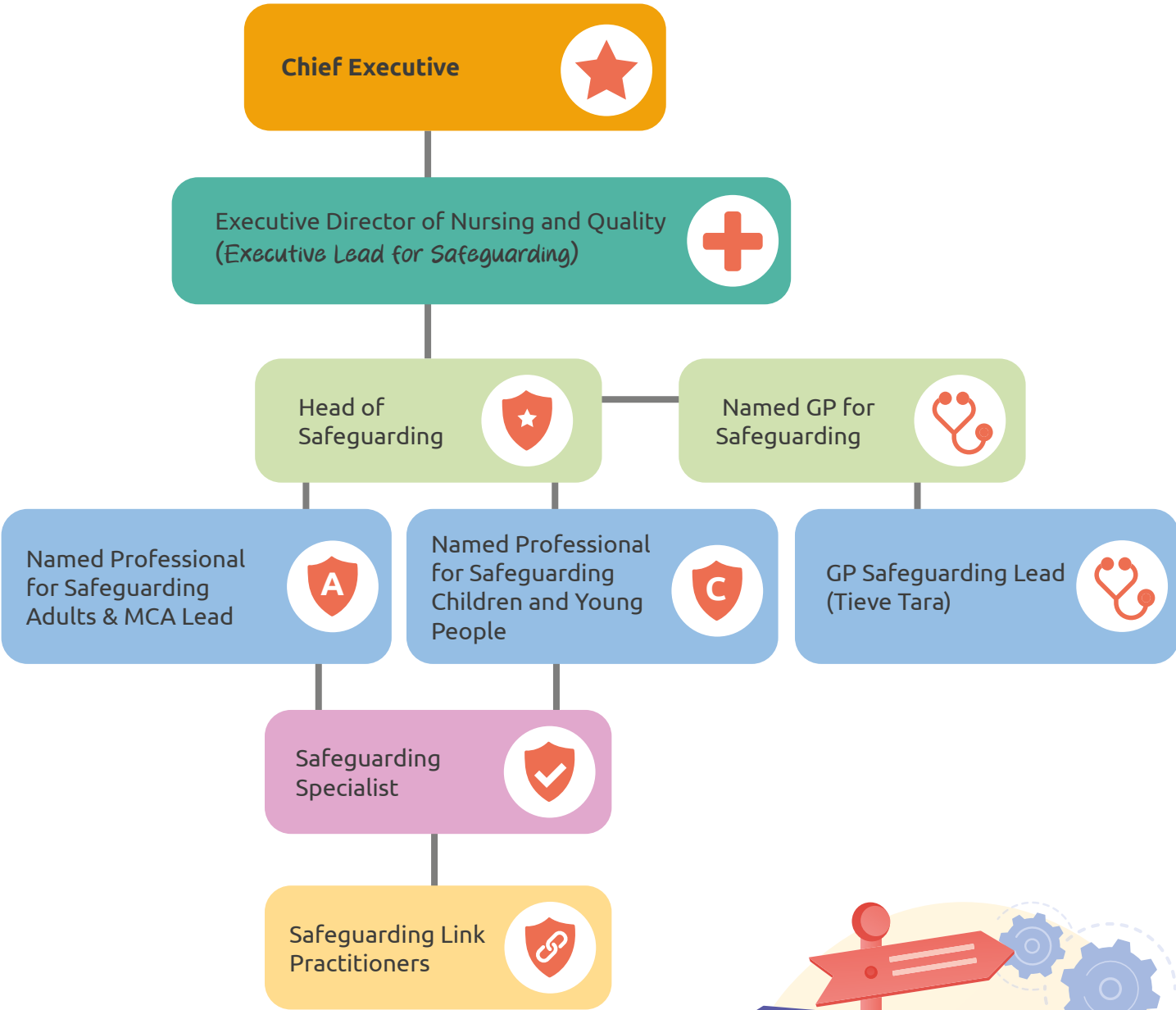
Our Safeguarding Specialist supports front line staff with day-to-day Safeguarding concerns, attends Multi-Disciplinary Team meetings and delivers staff training.

The Named GP for Safeguarding is a crucial resource, offering advice and training to colleagues to promote best practices in safeguarding children, young people, and at-risk adults.

Our Safeguarding Link Practitioners based in each site are a crucial link between the Safeguarding Team and our staff, acting as a role model and additional resource for colleagues on site.



Safeguarding Line of Accountability



Spectrum Safeguarding Policies



Spectrum has a wide range of Safeguarding related policies that are available to all staff via the intranet and all policies have been written in conjunction with all relevant legislation and statutory Safeguarding guidance.

The policies are subject to regular reviews which is included in the Safeguarding Team's annual work plan. All policies reviewed and updated follow a well-established governance process, which culminates in approval by the Quality Assurance and Patient Safety Committee.

Spectrum Safeguarding policies provide clear guidance on the roles and responsibilities of all Spectrum staff, promoting the ethos that Safeguarding is everyone's business.

Current Spectrum Safeguarding policies include:

- Safeguarding Adults
- Safeguarding Children
- Domestic Abuse
- Mental Capacity Act (2005)
- Food & Fluid Refusal
- Prevent & Radicalisation
- Chaperone Policy
- Did Not Attend or Was Not Brought Policy for Children and Adults at Risk
- Female Genital Mutilation
- Safeguarding Supervision & Consultation Policy
- Safeguarding Training Policy

Policy updates are communicated through the regular "News in Brief" which is disseminated across the whole organisation, and announcements are also made through the newsletter "Monthly Safeguard" which contains a brief summary of changes and links to the relevant documents.

Clinical Governance and Quality Assurance Framework

Spectrum has robust and clear lines of governance within the organisation in relation to Safeguarding.

The Safeguarding Governance Group (SGG) is a sub-group of the Clinical Governance Oversight Group (CGOG), which in turn reports to the Quality Assurance & Patient Safety Committee (QAPS) which provides strategic oversight for Safeguarding across all business units. QAPS ensures that the organisation adheres to its legal and statutory Safeguarding responsibilities. Chaired by the Executive Director of Nursing & Quality (Executive Lead for Safeguarding), the group consists of a cross-organisational membership of representatives from Safeguarding, Health & Justice services, Sexual Health, Primary Care, Operations, Patient Safety, Freedom to Speak Up, the Lived Experience / Race Equality Network amongst others.

The SGG is chaired by the Head of Safeguarding and meets quarterly. The group holds delegated authority to recommend the approval of Safeguarding-related policies, procedures and strategies, as well as Safeguarding related training. It reviews Safeguarding related incidents and concerns data reported on our incident reporting system (RL Datix), monitors organisational Safeguarding training compliance, as well as ensures that organisational Safeguarding risks are included on the Spectrum Risk Register and plans and mitigation are in place to effectively manage these risks.

The SGG remains committed to promoting a positive Safeguarding culture throughout the organisation by maintaining robust governance and accountability mechanisms. Regular reports are submitted by the group to CGOG and QAPS, as well as an annual update report of the implementation and progression of the current three-year Spectrum Safeguarding Strategy. The terms of reference for the SGG will be reviewed in August 2025 as part of a planned rolling annual review to ensure relevance and effectiveness.

Spectrum has a well-established network of Safeguarding Link Practitioners across the whole organisation, which meets bi-monthly at a Safeguarding Link Practitioners Forum. This enables opportunities to discuss outcomes from Safeguarding related audits, new Safeguarding related learning, sharing good practice, addressing site-specific risks, identifying training gaps, and an opportunity to deliver regular Safeguarding supervision.



Freedom to Speak Up (FTSU)

The financial year 2024-25 showed that Freedom to Speak Up is still an area that requires further improvements and consideration within Spectrum. To support the formal investigations a template terms of reference have been developed which includes the six trauma-informed principles. It serves as a guide and a reflective practice for the commissioning manager and the investigator to ensure all people involved are supported.

By end of Q4 in March 2025, 97.66% of our workforce have completed the Speak Up e-learning training. An internal audit was conducted which provided a significant assurance to the FTSU process in Spectrum, highlighting some opportunities for improvement.

Out of 37 concerns raised in 2024-25, 7 included patient safety theme and 22 fell within the staff safety and wellbeing category. Only 52% of our staff believe that if they spoke up about something that concerns them, Spectrum would address their concerns and 63% feels safe to speak up.

Our FTSU Guardian is working closely with Leaders to ensure psychological safety to raise concerns and those being addressed are prioritised and improvements co-developed. There is a clear link between staff and patient experience, therefore focusing on improving staff experience, feeling of safety and belonging will translate into a lowered risk of patient safety incidents.



Safer Recruitment

Spectrum has a clear Recruitment and Selection Policy in place, describing the commitment and approach to Safeguarding including compliance with the NHS Employment check standards and safer recruitment practices.

The policy provides a framework to recruit appropriate and suitably skilled employees who share the vision and values of Spectrum and commitment to delivering high quality patient care.

The policy also provides clear guidance on the roles and responsibilities of recruiting managers, with support available from HR, to ensure that the process is effective, robust and fair.



Safeguarding review of 2024-25

SECTION 2 >



Reported Safeguarding Related Incidents

Safeguarding related incidents continue to be reported by all Spectrum staff and volunteers through the Datix Incident Management System. The Spectrum Safeguarding Team receive notifications of all Safeguarding related incidents and subsequently review them to enable proactive offers of specialist Safeguarding advice and support to be made where appropriate or where needed.

The Safeguarding Team also attends the daily “10@10” meeting where all Datix incidents are discussed between representatives from teams across the whole organisation, providing further opportunities for Safeguarding oversight and support for Spectrum staff to be offered. Furthermore, the Safeguarding Team perform a weekly review of all open Safeguarding Datix incidents to ensure appropriate actions and Safeguarding referrals have been made where needed.

The Safeguarding Team continue to utilise Safeguarding dashboards to monitor Safeguarding incident activity across the whole organisation, which is in turn reported within the quarterly Safeguarding Governance Group. The use of dashboards enables the team to review and identify Safeguarding trends and themes which in turn allows targeted support to be offered and ongoing training development.

Total Safeguarding related incidents for the financial year of 2024-2025 recorded on Datix across all Spectrum services was 304. A breakdown of this number is as follows:

SERVICE	SAFEGUARDING ADULTS	SAFEGUARDING CHILDREN
Community	59	78
Health & Justice	161	6
Total	220	84

As reported in our 2023-24 Safeguarding Annual Report, following the changes made to recording Safeguarding related incidents and addition of new reporting sub-categories within our Datix reporting system, we are now able to extrapolate richer data from our Safeguarding incidents.

For the year 2024-25, in our community services the most commonly reported Safeguarding incidents for Safeguarding Adults was domestic abuse and sexual abuse, and in relation to Safeguarding Children it was sexual abuse related concerns. There have also been a number of Female Genital Mutilation (FGM) concerns recorded which we are now able to see and monitor.

For our Health & Justice teams working within secure estates, Food & Fluid Refusal concerns were the most reported Safeguarding concern, with Domestic Abuse, Sexual Abuse and Neglect the other main Safeguarding related themes.

Safeguarding Adults Supervision

During 2024/2025, the Head of Safeguarding continued to deliver quarterly sessions of Safeguarding Adults supervision with Heads of Services across all secure environments.

The Safeguarding Team also provided both planned and unplanned Safeguarding Supervision via telephone, and also by Microsoft Teams, ensuring effective support and guidance being available to all Spectrum staff.



Safeguarding Children Supervision

Spectrum remains committed to ensuring that Safeguarding Supervision remains embedded within our culture and practice across our services, with a more intense focus across our sexual health services.

Child Safeguarding Supervision remains a key part of our service model for all staff working within our sexual health services, which includes our Relationship & Sex Education (RSE) Teams who work with young people within schools.

Child Safeguarding Supervision continues to be delivered in the sexual health teams by Safeguarding Link Practitioners who have completed an accredited Safeguarding Children Supervision course, with supervision sessions available quarterly as well as on an ad-hoc basis.

All Spectrum Safeguarding Link Practitioners receive quarterly Safeguarding Supervision via the Safeguarding Link Practitioners Forum giving opportunity for case focused supervision, joint learning and facilitated discussions to review the concerns that are disclosed and shared by and regarding children and young people.



Safeguarding Audits 2024/25

Spectrum completed two internal Safeguarding audits for the year 2024-25. The audits covered PREVENT as well as domestic abuse. Highlights of the audit are as follows:

PREVENT Audit Highlights

- Need for Spectrum to raise internal awareness of the organisational Prevent Lead and to further build relationships with external Prevent partners and coordinators across the whole geographic footprint covered by all Spectrum services.
- To review the current PREVENT training offers to ensure all staff across all services have the opportunity to access appropriate training as per their mandatory training requirements.
- Newly developed PREVENT and radicalisation resources and information is available on the Safeguarding intranet page and this will be developed further.

Domestic Abuse Audit Highlights

- To promote all Spectrum staff to complete the mandatory Domestic Abuse training in line with NICE guidance.
- Review Domestic Abuse training to highlight the importance of routine enquiry and to promote this being embedded in practice.
- Ensure Safeguarding intranet page continues to have the most up-to-date resources for domestic abuse and domestic violence, with referral templates being both current and accessible for all geographic areas.



Section 11 Audit

In addition to our own internal audits, Spectrum received a request to complete a Section 11 Audit of Safeguarding Assurance from the Wakefield Safer Community Partnership in March 2024, which was completed and submitted in Q1 of 2024-25.

Section 11 audits are a statutory Safeguarding requirement to enable a review of the Safeguarding arrangements and enable assurance to be given regarding all organisational Safeguarding arrangements.



Safeguarding Training and Compliance

The Spectrum Safeguarding Team continued to develop its core training offer of Safeguarding Adults and Children training, with virtual sessions for Safeguarding Adults and MCA being offered over 2024-25. All staff have access to on-line e-learning for both Safeguarding Adults, Safeguarding Children, MCA (2005) and Domestic Abuse.

Completed in January 2025, this has resulted in increased numbers of staff now needing to achieve Level 3 competency for both Safeguarding Adults and Safeguarding children across the organisation.

This increase is reflective in the compliance figures for Safeguarding mandatory training across the organisation for the year end of 2024-25.

In addition to this training, the Safeguarding Team also organised and delivered a number of "Lunch & Learn" sessions covering Safeguarding topics such as domestic abuse and Food & Fluid refusal in prison settings, as well as regularly promoting external Safeguarding training offers from the varying Safeguarding Adults Boards, Safeguarding Children Partnerships and Safer Community Partnerships to give all Spectrum staff opportunities to achieve their required training hours as per the Intercollegiate Documents for Safeguarding.

Following the publication of the new Intercollegiate Document for Safeguarding Adults in 2024, the Spectrum Safeguarding Team worked with the Learning & Development Team in completing an organisational training needs analysis for all roles at Spectrum.



Safeguarding training compliance figures for Spectrum at the end of Q4 for 2024-25 are as follows:

				ASSIGNMENT COUNT	OVERALL COMPLIANCE SAFEGUARDING ADULTS	OVERALL COMPLIANCE SAFEGUARDING CHILDREN	OVERALL PREVENT COMPLIANCE
				834	84%	83%	93% ✓
COMPETENCE NAME				REQUIRED	ACHIEVED	OUTSTANDING	COMPLIANCE
NHS CSTF SAFEGUARDING ADULTS – LEVEL 1 (1 YEAR)				172	151	21	88% 🟡
NHS CSTF SAFEGUARDING ADULTS – LEVEL 2 (1 YEAR)				372	347	25	93% ✓
NHS CSTF SAFEGUARDING ADULTS – LEVEL 3 (3 YEARS)				272	192	80	71% 🟡
847 LOCAL SAFEGUARDING ADULTS – LEVEL 4 (3 YEARS)				2	1	1	50% ⚠️
NHS CSTF SAFEGUARDING CHILDREN – LEVEL 1 (1 YEAR)				171	147	24	86% 🟡
NHS CSTF SAFEGUARDING CHILDREN – LEVEL 2 (1 YEAR)				360	333	27	93% ✓
NHS CSTF SAFEGUARDING CHILDREN – LEVEL 3 (3 YEARS)				284	198	86	70% 🟡
847 LOCAL SAFEGUARDING CHILDREN – LEVEL 4 (3 YEARS)				2	1	1	50% ⚠️
847 LOCAL BOARD LEVEL SAFEGUARDING TRAINING				6	4	2	67% ⚠️
NHS CSTF PREVENTING RADICALISATION – BASIC PREVENT AWARENESS (1 YEAR)				138	126	12	91% ✓
NHS CSTF PREVENTING RADICALISATION – PREVENT AWARENESS (3 YEARS)				658	623	35	95% ✓
NHS MAND MENTAL CAPACITY ACT (3 YEARS)				834	742	92	89% 🟡
NHS MAND DEPRIVATION OF LIBERTY SAFEGUARDS (3 YEARS)				588	561	35	91% ✓

As we move into 2025-26, Safeguarding training and compliance will be an ongoing area of focus, with a planned review of the current overall core Safeguarding training offer by the Safeguarding Team.



Statutory Safeguarding Reviews

Spectrum has remained fully committed to meeting its statutory Safeguarding requirements by participating within all requests received for information from Safeguarding Adult Boards, Safeguarding Children Partnerships, and Community Safety Partnerships.

Throughout 2024-25, the Spectrum Safeguarding Team have contributed to all requests for information where statutory reviews have involved patients and individuals in contact with Spectrum services.

This includes scoping requests for information and more detailed information being shared for Domestic Homicide Reviews (now known as Domestic Abuse Related Death Reviews or DARDR), Safeguarding Adult Reviews, Local Child Safeguarding Practice Reviews (LSCPR) and Rapid Reviews.



Patient Safety Reviews

The Spectrum Safeguarding Team also work closely with the organisation's clinical governance and patient safety teams, as well as operational teams, in managing incidents and supporting patient safety reviews.

Throughout 2024-25, as mentioned already, the Safeguarding Team attend a daily "10@10" meeting where all Datix incidents logged over the previous 24 hours (and 72 hours on a Monday) are reviewed and any required actions initiated.

Spectrum has a robust framework for all Patient Safety incidents and works within the Patient Safety Incident Response Framework (PSIRF), the NHS system for responding to and learning from patient safety incidents.

Over the 2024-25 period, the Safeguarding Team have been represented at the various differing types of patient safety reviews such as "Swarm Huddles", "Early Case Reviews", and "After Action Reviews", ensuring Safeguarding input and oversight is embedded within these processes.



Annual PREVENT & Radicalisation Update

Spectrum continues to meet their statutory requirements under PREVENT with the Head of Safeguarding serving as the organisational lead for PREVENT.

During 2024-25, the Head of Safeguarding engaged within both the North East and North West regional PREVENT networks and had access to and received up-to-date briefings and risk information linked to extremism, PREVENT, and Counter Terrorism which has been disseminated where appropriate to all Spectrum staff.

The Safeguarding Team have continued to develop and update the PREVENT & Radicalisation section of the Safeguarding Intranet page and submitted regular updates and training opportunities across the whole organisation.

PREVENT training remains part of Spectrum mandatory training arrangements and at the end of Q4 of 2024-25 compliance rates for training were 91% for Level 1 Basic PREVENT Awareness training and 95% for Level 3 PREVENT Awareness training.

Review of Datix incidents for the whole of the financial year for 2024-25 noted that there were no PREVENT referrals made by Spectrum for consideration at CHANNEL panel in any of the areas covered by our services.



Spectrum Safeguarding Strategy (2024-2027) Year 1 Update

The end of Q4 for 2024-25 signalled the end of year 1 for the Spectrum Safeguarding Strategy (2024-2027). Launched in May 2024, the Safeguarding Strategy was developed to support the Spectrum organisational commitment of the provision of 'Quality healthcare for people in vulnerable circumstances' and an important and fundamental part of the Spectrum strategic objective of 'Excellence in Care'.

The strategy has one overarching approach and five key ambitions:

- **Strengthening the 'Think Family' Approach.**
- **Ambition 1** – Increase recognition and reporting on an all-age approach to Modern Slavery, Exploitation, and Human Trafficking.
- **Ambition 2** – Strengthen our organisation's approach to Domestic Abuse.
- **Ambition 3** - Improve Safeguarding outcomes for women in prison, and their families.
- **Ambition 4** – Enhance the expertise in Safeguarding by strengthening training, supervision, learning and development across the organisation
- **Ambition 5** – Empower staff to be confident and competent with application of the MCA (2005) principles into professional practice.

A review of the work already initiated and completed for the Safeguarding strategy has been completed for year 1 and RAG rated. It should be noted that the previous RAG ratings for each was considered red as this was being reviewed from a point of no work completed on announcement of the strategy.

The position at the end of Q4 of 2024-2025 is as follows:

Safeguarding Approach and Ambitions	Previous RAG rating	Current RAG Rating	Progress Position
'Think Family' Approach	Red	Yellow	Good progress being made, most actions now completed
Ambition 1	Red	Red	Significant work still to do
Ambition 2	Red	Yellow	Ongoing working in progress
Ambition 3	Red	Yellow	Ongoing working in progress
Ambition 4	Red	Yellow	Ongoing working in progress
Ambition 5	Red	Yellow	Ongoing working in progress

We remain on track currently in achieving our goals highlighted in the strategy within the next two years, and a significant amount of work has already been completed in the strategy action plan.

Further information will be shared in Section 3 regarding milestones achieved for the Spectrum Safeguarding Strategy.

Partnership Working

Spectrum services cover a large geographic area covering the North West, North East, and Yorkshire and Humber. Over 2024-25, our services spanned across 18 differing Local Authorities.

Throughout 2024-25, Spectrum have continued to be an active member of Wakefield and Barnsley Safeguarding Children Partnerships, attending board meetings and subgroups to support priorities where required. Spectrum continues to contribute towards the Multi-Agency Casefile Audits for Children at Risk (MACA).

Spectrum has continued to be active members of the Wakefield, Barnsley, and Cheshire East Safeguarding Adult Boards, regularly attending board meetings and subgroups, as well as being an ongoing active member of the York Health Partnership Group.

We continue to be committed to building further on our current partnerships and working where we can with our partner agencies towards a collective response and commitment to improving the systems where children, young people and adults at risk are both safeguarded, and their health and welfare optimised.

Highlighting Positive Milestones

SECTION 3 >



Spectrum Safeguarding Strategy (2024-27) Year 1 Achievements

The Spectrum Safeguarding Team have already made significant inroads into completing a number of actions linked to the Spectrum Safeguarding Strategy (2024-2027) which are putting us well on track, although there remains a lot of work still to do.

The key milestones achieved during 2024-25 (year 1 of the strategy) are as follows:

'Think Family' Approach

- A new 'Think Family' tab has been added to the organisational Safeguarding intranet page with the addition of information and resources now available to all staff. This will continue to be updated and improved.
- Spectrum Safeguarding Training packages now include 'Think Family' within all levels. This will be further developed as part of future planned reviews and changes to be made to the Safeguarding training core offer.
- The Spectrum Safeguarding Team include 'Think Family' as a business-as-usual element to all advice, support and reviews of Datix incidents.

Ambition 1 – Modern Slavery & Human Trafficking

- A new Modern Slavery & Human Trafficking tab has been added to the organisational Safeguarding intranet page with the addition of information and resources now available to all staff. This will also continue to be updated and improved.

Ambition 2 – Strengthen Approach to Domestic Abuse

- A new Domestic Abuse tab has been added to the organisational Safeguarding intranet page with the addition of information and resources now available to all staff. This will also continue to be updated and improved.
- New Spectrum Domestic Abuse Policy completed and now available for all staff.
- Domestic Abuse audit completed by the Safeguarding Team.
- Domestic Abuse training opportunities promoted and made available for all Spectrum Staff.
- DASH form updated and now embedded in SystmOne for all secure sites.



Ambition 3 – Improving Safeguarding Outcomes for Women in Prison and their Families

- Spectrum Safeguarding Team now working in partnership with Cheshire East Safeguarding Adults Board and attending relevant meetings in that area. This SAB covers a women's prison in their geographic area.
- Trauma informed approaches have been incorporated into some of the Safeguarding training packages. Trauma informed approaches remain part of the mandatory and statutory organisational training as a standalone module.
- As part of the Domestic Abuse audit, a scoping exercise for reception screening purposes was completed to assess effectiveness of identifying Safeguarding concerns.
- Targeted bespoke training delivered by the Safeguarding Team during 2024-25.

Ambition 4 – Enhance the Expertise in Safeguarding

- Latest intercollegiate documents have been reviewed and mapped against current Spectrum Safeguarding Training packages. These will continue to be used within training mapping as part of the future planned Safeguarding training reviews.
- A Safeguarding Core Training offer and an associated training calendar was developed and implemented for the whole of 2024-25.
- Significant updates have been made to the Safeguarding intranet page with the inclusion of new subject tabs and populated with up-to-date resources and information. This will be further updated and improved into the future.
- A new 'Lunch and Learn' model of training was developed and delivered across 2024-25 on a range of Safeguarding related subjects.



Ambition 5 – Confidence & Competence in the Application of the Principles of the Mental Capacity Act (2005)

- New MCA tab now added to the Safeguarding intranet page with new resources and information added. This will continue to be developed into the future as part of an overall plan to further continuously improve the Safeguarding intranet page.
- Specific 'Lunch & Learn' MCA sessions developed and delivered throughout 2024-25.
- Bespoke MCA training sessions were developed and delivered to all Safeguarding Link Practitioners and Heads of Service across the whole organisation.
- Relevant MCA templates for capacity assessments and best interest decisions were added to both the MCA tab of the Safeguarding intranet page as well as SystmOne for all secure sites.

Impact of this work so far

The work completed during 2024-25 as part of the Safeguarding Strategy action plan has created a good base to build on as we move into year 2 of the strategy, and already has had a positive impact on the Safeguarding provision within the organisation, which in turn is positively impacting on increasing the Safeguarding skills and knowledge of front line Spectrum staff.

The improvements in relation to the Safeguarding intranet page, and the inclusion of additional tabs for specific Safeguarding resources and information, means that staff have access to relevant information which is accessible in one place in 2-3 clicks of a mouse button without hunting and searching for information hidden away.

There is still much work to do moving forward, but 2024-25 has seen a very good start towards progressing with our organisational Safeguarding goals.



Safeguarding Team Priorities for 2025-26

SECTION 4 >



Safeguarding Strategy (2024-27) Year 2 Focus

Following the achieved milestones and completed actions from 2024-25, the Safeguarding Team will be concentrating on the following key areas as part of the year 2 focus:

- Concentrated focus on Modern Slavery & Human Trafficking towards achieving Ambition 1.
- This will involve reviewing our current Safeguarding policies and procedures regarding exploitation, Modern Slavery & Human Trafficking, and our current Safeguarding training and updating all accordingly. We will be further reviewing our held resources in relation to this and ensuring all referral pathways and associated information is up-to-date.
- In addition to this, an audit of Modern Slavery & Human Trafficking will be planned potentially for Q3 / Q4 of 2025-26.
- Further work on strengthening the work around the MCA (2005) as part of ambition 5.
- The Safeguarding Team will be reviewing the current e-learning available on E-LFH and accessible via our ESR system and which modules are required from a mandatory and statutory training perspective, as well as developing and launching a Level 3 MCA and DoLS virtual training package available to all Spectrum staff who need to complete this training.
- In addition to this, there will be a further review of MCA documentation templates, as well as the MCA related resources on the Safeguarding intranet to ensure all are completely up-to-date and appropriate for use.
- Other Outstanding Actions

- The Safeguarding Team will also be regularly reviewing the remaining actions within the Safeguarding Strategy workplan to work on these and complete wherever possible.
- Embedding completed actions from 2024-25
- There will be a rolling review of actions already completed to ensure these are embedded within our processes, policies and training consistently and create further targeted actions wherever needed and appropriate to ensure that they remain embedded.

Spectrum Safeguarding Policies and Guidance Documents

2025-2026 will see a full review of all Safeguarding related policies being completed to ensure that they are up-to-date, relevant, appropriate and fit for purpose. As part of the review, work will commence on identifying any policies that can be amalgamated and streamlined to reduce the need for multiple policies wherever possible.

As part of this work, current information and guidance documents for Safeguarding will also be reviewed and refreshed. As part of the ongoing development of the Safeguarding intranet page, the Safeguarding Team will be working throughout 2025-26 in developing further resources as part of creating a full suite of guidance that is accessible in one place for all Spectrum staff.

Maintaining Q1 Safeguarding Team Stability

As we move into the 2025-26 financial year, the Spectrum Safeguarding Team is in a position of a transitional phase of change. Following the departure of the previous Interim Head of Safeguarding in February 2025, a temporary Interim Head of Safeguarding is in place pending a new substantive Head of Safeguarding joining the team in May 2025.

In addition to the above, February 2025 also saw the recruitment of a new 'Named Nurse for Safeguarding Children & Young People', as well as the recruitment of a new 'Named Professional for Safeguarding Adults & Lead for MCA'.

Due to these changes, a key priority for the Safeguarding Team during Q1 of 2025-26 will be to ensure that whilst these changes fully take effect and new members of staff are fully embedded within the organisation, day-to-day operational Safeguarding services are maintained to support the whole organisation, as well as wherever possible, ensuring all wider Safeguarding partnership work is maintained during this transitional period.

It is fully expected that from Q2 onwards, the following Safeguarding priority workstreams will commence and be focused on for the organisation.

Power BI and Datix Dashboards

The use of dashboards within Spectrum is standard practice across most of the organisation, and part integral of obtaining accessible and meaningful information and data in one place.

Work has already commenced in creating a Safeguarding Power BI dashboard and a priority for the Safeguarding Team in 2025-26 is for the Safeguarding dashboard to be fully operational and usable. This will enable the team to work smartly and be driven by meaningful data, informing our actions and workplans overall.

This will also align the Safeguarding Team with other services who are already benefiting from these tools from a business development and quality assurance perspective within the organisation.

The Safeguarding Team also currently utilise a Datix Safeguarding dashboard to review Safeguarding related incidents, and during 2025-26 there will be a review of this dashboard to ensure it is appropriate.

Safeguarding Training and Development

Building on the Safeguarding training development from 2024-25, the Safeguarding Team will be focusing on reviewing and re-designing the current core Safeguarding related training packages to ensure that they remain up-to-date and relevant in the ever-evolving sphere of Safeguarding.

In addition to this, following the NHSE recommendations and expectations regarding mandatory and statutory training requirements, a further review of Safeguarding e-learning modules accessible via ESR and E-LFH will also be an area of focus.

This will include the Level 3 MCA & DoLS training, as well as Level 3 Safeguarding Children and Safeguarding Adults packages, current domestic abuse related training, as well as the Corporate Induction Safeguarding Training.

In addition to this, there will be a focus on further development of the 'Lunch & Learn' Safeguarding training sessions.

Safeguarding audits to be recorded on AMaT

Spectrum is currently in the process of moving its clinical audit and improvement activity recording to an electronic system called 'Audit Management and Tracking' (AMaT).

All future Safeguarding audits for Spectrum will now be using this electronic system, which will enable significant improvements in managing recommendations and

actions from Safeguarding audits, as well as enable long-term data collection to track and monitor compliance and improvements.

A priority for the Safeguarding Team in 2025-26 will be to embed this new process into practice to ensure a smooth transition.

Conclusion

SECTION 5 >



The financial year 2024-25 has seen a significant amount of work completed and progress made in strengthening Spectrum's Safeguarding arrangements and provides a good base to continue building upon this in the coming year.

That said, we are also conscious of potential significant changes nationally that are both on the horizon and in some cases imminent, that will potentially change the Safeguarding landscape within the health sector as we move forward into 2025-26.

This highlights the need and commitment, more than ever, that Safeguarding arrangements are fit for purpose and are adaptable to any changes nationally, and importantly able to meet potential changes in legislation and statutory duties and responsibilities, whilst all the while keeping the vulnerable children, young people and adults who access our services as safe as we can.

Safeguarding children, young people, and adults at risk is the business of everyone, and Spectrum remains fully committed to this. Safeguarding remains the golden thread that runs all the way from patient facing front line staff all the way to the board, and our organisational expectation is that anyone who uses our services, as well as our contacts with their families and significant others, can fully expect to be as free from harm, abuse and neglect as much as possible.

Working within legislative and statutory responsibilities, as well as our contractual service requirements for Safeguarding, we will continue to strive towards ensuring those who use our services have both a safe and positive experience.

"See it. Report it. Safeguarding together".



Safeguarding Statutory, Regulatory and Contractual Compliance Requirements

APPENDIX >

As a healthcare organisation, Spectrum is subject to a number of statutory legal requirements with regards to Safeguarding. In addition to this, staff who are registered with professional bodies (such as nurses, doctors, allied health professionals, social workers) will also have additional Safeguarding responsibilities in line with their professional registrations and professional codes of conduct.

In England the Care Act (2014) sets out our statutory responsibilities in relation to adults at risk. The Children Act (1989) & (2004), supplemented by the statutory guidance Working Together to Safeguard Children (2023) sets our statutory responsibilities and requirements regarding Safeguarding children. In addition to this, there are other pieces of legislation such as the Mental Capacity Act (2005), the Domestic Abuse Act (2022), Modern Slavery Act (2015), amongst others, which link directly to Safeguarding responsibilities.

All of this legislation has implications for every directorate across the Spectrum organisation in terms of our policies, procedures, and having clear processes of sharing information and reporting Safeguarding concerns. This means all staff and volunteers throughout the whole organisation have a role to play in Safeguarding.

The Safeguarding Vulnerable Groups Act (2006) (as amended by the Protection of Freedoms Act 2012) applies to all our recruitment processes, setting out the eligibility of all our staff and volunteers for Disclosure & Barring Service (DBS) checks. It further defines the circumstances where we must report our staff / volunteers to the DBS.

The Intercollegiate Documents for "Safeguarding Children and Young People: Roles and Competencies for Healthcare Staff" (2019) and "Adult Safeguarding: Roles and Competencies for Healthcare Staff" (2024) set out the minimum standards Safeguarding Adults and Safeguarding Children Training, as well as the competencies required for all staff in healthcare settings, according to their roles.

As a healthcare provider, our services are also regulated in England by the Care Quality Commission (CQC) with specific regulations linked to Safeguarding (Regulation 13). This regulation mandates that providers must have robust procedures and processes in place to prevent those using the healthcare service from being abused by staff, or other people (including visitors) they may come into contact with.

Finally, as a service provider of healthcare commissioned on behalf of the NHS, there are also commissioning and contractual requirements linked to Safeguarding arrangements for providers. Healthcare providers are required to meet the requirements specified within Paragraph SC32 of the NHS Standard Contract (2025-2026), as well as those specified for providers in the NHSE Safeguarding Accountability & Assurance Framework (2024).





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