



# Safeguarding

Annual Report 25-26



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# Executive Summary and Introduction

**Spectrum is pleased to present the Safeguarding Annual Report for 2025-2026. This report provides an overview of safeguarding activity undertaken across the organisation and demonstrates Spectrum's continued commitment to meeting its statutory, regulatory and contractual safeguarding responsibilities.**

The report outlines safeguarding activity across Spectrum during 2025-2026, highlighting key achievements, challenges and priorities for the coming year. It also reflects the progress made in delivering the Spectrum Safeguarding Strategy 2024-2027, specifically the objectives and actions completed during the second year of the strategy.

As Strategic Lead for Safeguarding, I have seen the significant progress made over the past year in strengthening safeguarding governance, enhancing training provision, developing audit activity and improving staff access to safeguarding guidance, training and resources. This work supports Spectrum's strategic objective of delivering Excellence in Care and reinforces our commitment to protecting and promoting the welfare of children, young people, adults at risk and families who access our services.

During 2025-2026, a total of 316 safeguarding-related incidents were recorded through Datix. Reporting levels remained broadly consistent with those recorded in 2024-2025 and continue to reflect the breadth, complexity and nature of safeguarding concerns across Spectrum services.

Throughout the year, the Safeguarding Team has provided specialist advice, supervision, training, incident review, audit oversight, policy development and partnership working to support staff in delivering high-quality safeguarding practice.

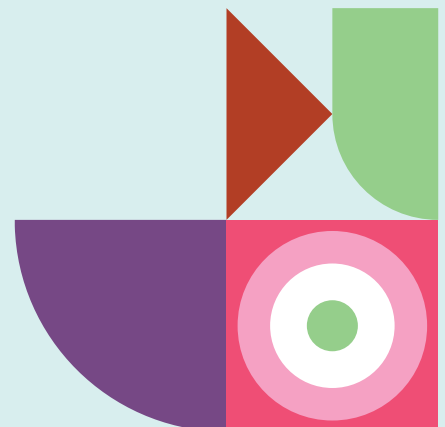
Key achievements during the year included the development and launch of the Safeguarding Intranet Hub, the review and redesign of the organisation's core safeguarding training programme, completion of three internal safeguarding audits, and the successful transition of safeguarding audit activity to AMaT.

The final year of the Safeguarding Strategy will focus on demonstrating the impact of safeguarding improvements, strengthening organisational assurance processes, and ensuring that learning from incidents, audits, supervision and statutory reviews is consistently translated into practice across all services.

I would like to extend my sincere thanks to our staff, service teams and partner organisations for their continued dedication to safeguarding children, young people, adults at risk and families across Spectrum. Their commitment remains fundamental to ensuring safe, effective and person-centred care.



**Chloe Haigh**  
Deputy Director of Nursing  
and Quality



# Section 1 - Introduction and Overview

## Spectrum Community Health CIC provides quality healthcare for people in vulnerable circumstances.

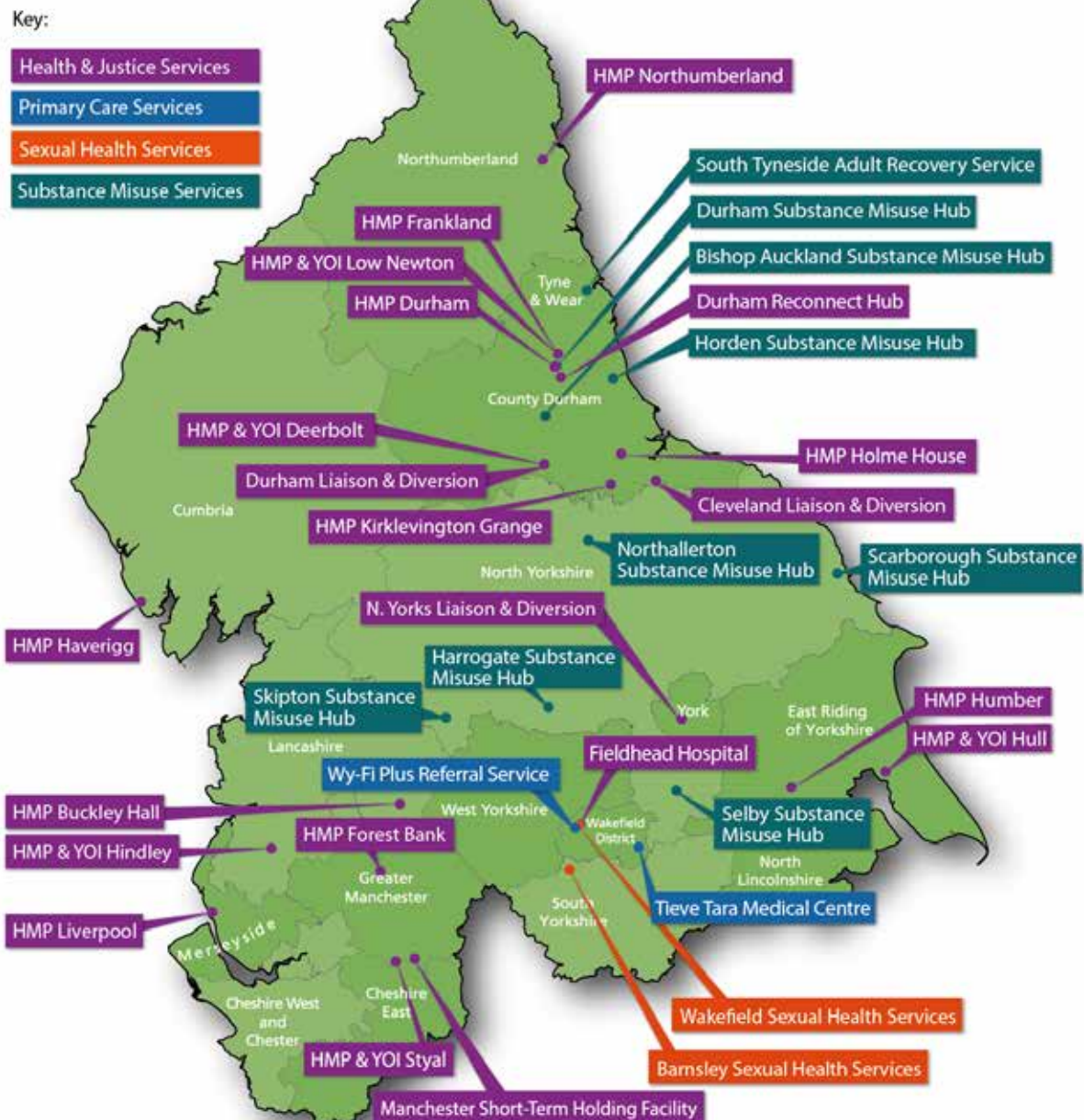
Working in partnership across 4 key service areas: Health and Justice, Sexual Health, Primary Care and Substance Misuse, Spectrum operates as a not-for-profit social business with a clear commitment to addressing health inequalities and improving the health and wellbeing of the communities it serves.

Our services reach some of the most excluded groups in local communities, supporting people whose health, social and safeguarding needs are often complex. Person-centred care is delivered regardless

of background or circumstance, with safeguarding embedded throughout our practice.

At the end of Q4 2025-2026, Spectrum employed 882 members of staff. All staff are supported to work in partnership and to respond appropriately and proportionately to safeguarding concerns involving children, young people and adults at risk, in line with Spectrum's statutory, regulatory and contractual responsibilities.

## Our Locations



## Governance and Accountability Arrangements

**Spectrum maintains a clear and accountable line of responsibility for safeguarding across the organisation.**

The Chief Executive holds overall responsibility for safeguarding. The Chief Operating Officer (COO) acts as Executive Lead for Safeguarding, providing executive oversight of all safeguarding arrangements. Spectrum's Deputy Director of Nursing and quality has senior responsibility for safeguarding and overall responsibility for ensuring compliance with statutory safeguarding duties, NHS safeguarding frameworks and local multi agency arrangements, ensuring effective assurance to COO in their role as accountable lead for safeguarding.

The Named Professional for Safeguarding Adults and Mental Capacity Act Lead provides specialist advice and leadership on adult safeguarding and the application of the Mental Capacity Act 2005. This role supports complex cases, policy development, training and multidisciplinary discussion.

The Named Nurse for Safeguarding Children and Young People fulfils an equivalent specialist function for children's safeguarding, including delivery of supervision, policy development and training.

The Safeguarding Specialist provides day-to-day support to frontline staff, advises on complex concerns and contributes to training and practice guidance.

The Named GP for Safeguarding provides professional advice and training to support safeguarding practice across children, young people and adults at risk.

Safeguarding Link Practitioners and Sexual Health Service Safeguarding Leads act as a link between operational services and the Safeguarding Team. They support local safeguarding practice, promote good practice and provide an accessible source of advice and support for colleagues.



## Safeguarding Line of Accountability

### Chief Executive

Overall responsibility for safeguarding across the organisation.



### Chief Operating Officer

Executive Lead for Safeguarding with executive oversight of safeguarding arrangements.



### Deputy Director of Nursing and Quality

Senior responsibility for safeguarding and overall responsibility for ensuring compliance with statutory safeguarding duties, NHS safeguarding frameworks and local multi agency arrangements.



### Head of Patient Safety and Governance

Strategic responsibility for safeguarding and coordination of the Safeguarding Strategy.



### Named Professional for Safeguarding Adults and MCA Lead

Specialist leadership for adult safeguarding and the Mental Capacity Act.



### Named Nurse for Safeguarding Children and Young People

Specialist leadership for safeguarding children and young people.



### Named GP for Safeguarding

Professional advice and training to support safeguarding practice.



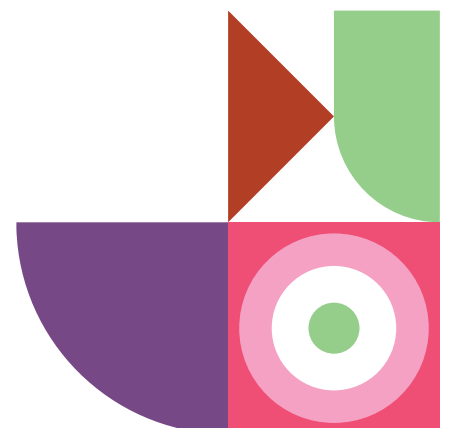
### Safeguarding Specialist

Day-to-day specialist support, advice on complex concerns and contribution to training and guidance.



### Safeguarding Link Practitioners and Sexual Health Service Safeguarding Leads

Local link between operational services and the Safeguarding Team.



## Safer Recruitment

Spectrum has a Recruitment and Selection Policy in place which sets out the organisation's commitment and approach to safer recruitment. This includes compliance with NHS Employment Check Standards and safeguarding requirements.

The policy provides a framework for recruiting suitably skilled employees who share Spectrum's vision and values and who are committed to delivering high quality patient care.

The policy also sets out the roles and responsibilities of recruiting managers. Support is available from Human Resources to ensure recruitment processes are effective, fair, robust and aligned to safer recruitment practice.

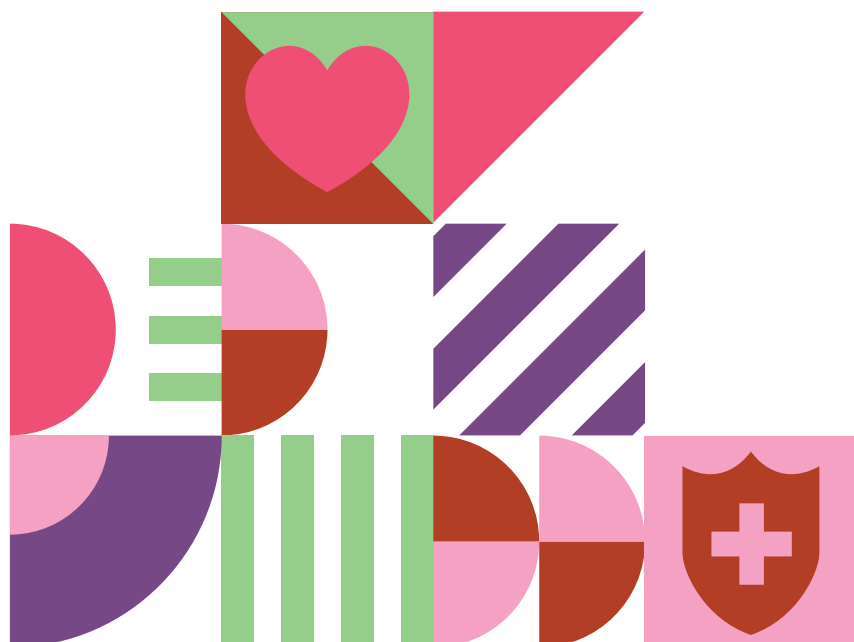


## Freedom to Speak Up

Freedom to Speak Up remained an important part of Spectrum's wider safety and learning culture during 2025-2026. The Safeguarding Team supported training for Freedom to Speak Up Champions, contributing to awareness of safeguarding, professional curiosity and the appropriate escalation of concerns.

A representative from the Safeguarding Team also became a Freedom to Speak Up Champion during the year, strengthening the link between safeguarding, staff voice and wider organisational learning.

Freedom to Speak Up themes and safeguarding themes are considered together as part of wider organisational learning, recognising the close association between staff experience, psychological safety and patient safety.



## Safeguarding Policies

Spectrum maintains a comprehensive suite of safeguarding policies, available to all staff through the intranet. Policies are developed in line with relevant legislation and statutory safeguarding guidance and are subject to regular review as part of the Safeguarding Team's annual work plan. Updated policies follow the agreed governance process and are approved through the appropriate committee route before being communicated to staff.

**During 2025-2026, nine safeguarding policies were reviewed, updated and published. Spectrum's current safeguarding policy suite includes 12 policies:**

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

These policies reflect the principle that safeguarding is everyone's responsibility and provide guidance on the roles and expectations of all staff.



## Section 2: Safeguarding Review of 2025-2026

### Reported Safeguarding Related Incidents

Safeguarding incident data provides an overview of reported safeguarding activity across Spectrum services during the year. Incidents are recorded through Datix and reviewed through established governance processes, including the Daily Incident Review Meeting and the Safeguarding Governance Group.

During 2025-2026, 316 safeguarding-related incidents were recorded on Datix. This was a small increase from 311 incidents in 2024-2025. Overall reporting remained broadly stable

| YEAR      | SAFEGUARDING ADULTS | SAFEGUARDING CHILDREN | TOTAL |
|-----------|---------------------|-----------------------|-------|
| 2024-2025 | 227                 | 84                    | 311   |
| 2025-2026 | 238                 | 78                    | 316   |

Adult safeguarding accounted for the majority of activity, with 238 incidents. This represented approximately 75% of all safeguarding-related reports and was an increase from 227 in 2024-2025. Commonly reported themes included food and fluid refusal, self-neglect, domestic abuse and sexual abuse, alongside physical abuse, neglect or acts of omission, organisational abuse, financial abuse and allegations against staff.

The breadth of these categories reflects the complexity of safeguarding within secure and community healthcare settings. Food and fluid refusal and self-neglect are commonly reported in the context of prison healthcare, where issues of capacity, consent, clinical risk and complex need frequently intersect. Neglect or acts of omission relates to situations where appropriate care, support or action was not provided.

Children's safeguarding accounted for 78 incidents, approximately 25% of all reported activity and represents a reduction from 84 incidents in 2024-2025. Reporting varied across quarters, with higher figures in Q1 and Q3 and lower figures in Q2 and Q4. This variation will be kept under review to ensure consistent recognition and reporting of children's safeguarding concerns across services.

Commonly recorded children's safeguarding themes included sexual abuse, domestic abuse, Female Genital Mutilation (FGM), neglect, concerns relating to unborn children and emotional or psychological abuse. The majority of children's safeguarding incidents were reported by Sexual Health services, where there is strong evidence of appropriate recognition, reporting

and management of concerns. Lower reporting across other services will be reviewed during 2026-2027 to support consistent identification, recording and management of children's safeguarding concerns.

Safeguarding incident data should be understood as an overview of reported activity, not as a measure of safeguarding prevalence or risk. Higher reporting may reflect growing awareness, improved recognition and greater staff confidence in raising concerns. Lower reporting should not be read in isolation as evidence of reduced safeguarding need.

Incidents are reviewed through internal governance processes to ensure appropriate action is taken, including referral to local authority safeguarding teams where required. Where themes indicate emerging risks or recurring concerns, these are considered alongside supervision discussions, training content, audit findings and case review to inform practice development and organisational learning.



## Safeguarding Supervision

**Spectrum is committed to ensuring that safeguarding supervision supports reflective practice, professional curiosity and confident safeguarding decision-making across services.**

### Safeguarding Children Supervision

Safeguarding Children supervision is a core feature of the service model for clinical and reception staff within Integrated Sexual Health and Outreach services. Staff in these services receive supervision at least every 12 weeks. Supervision is delivered by Sexual Health Service Safeguarding Leads, who have completed accredited safeguarding children supervision training and themselves receive regular supervision, including on an ad hoc basis where needed.

Safeguarding Link Practitioners also have access to supervision through the Safeguarding Link Practitioner Forum, which provides opportunities for case-focused discussion, joint learning and reflection on concerns relating to children, young people, adults and families.

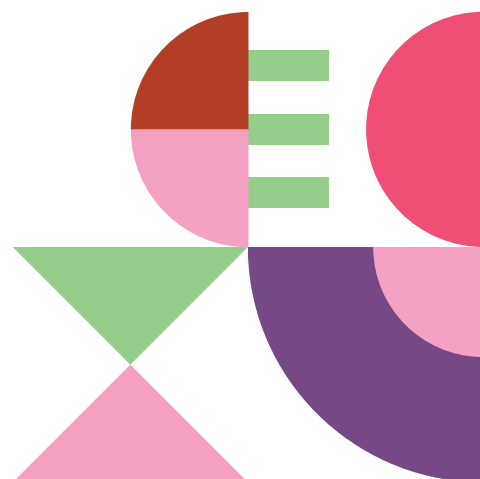


### Safeguarding Adults Supervision

Safeguarding Adults supervision is provided through planned and responsive opportunities for reflective discussion, particularly where concerns are complex or where staff need support to consider risk, escalation, referral pathways or Mental Capacity Act issues.

The Safeguarding Team continued to support these discussions through Microsoft Teams, telephone contact and attendance at multidisciplinary meetings where specialist input was required.

Themes arising through supervision, including self-neglect, domestic abuse, food and fluid refusal, mental capacity and wider vulnerability, inform training priorities, guidance, audit activity and safeguarding governance.



## Safeguarding Audits 2025-2026

Three internal safeguarding audits were completed during the year, covering domestic abuse, Prevent and radicalisation and the Mental Capacity Act. Each audit was aligned to a priority within the Spectrum Safeguarding Strategy and examined practice, training, reporting, documentation and escalation.

### Domestic Abuse Audit

The Domestic Abuse audit examined staff knowledge, Datix incident data and initial assessment processes across a range of services. It identified increased organisational awareness of domestic abuse and positive development of resources, training and referral pathways.

The audit identified areas requiring further development. These included staff confidence in asking about domestic abuse, consistent use of DASH risk assessments, routine enquiry, referral to specialist services, safety planning and documentation within patient records. These findings reflect recognised challenges in embedding domestic abuse practice across varied healthcare settings.

Actions have been identified to strengthen training, improve routine enquiry processes, update policy and ensure staff have easy access to DASH risk assessments, decision flow charts and local resources through the Safeguarding Intranet Hub.



### Prevent and Radicalisation Audit

The Prevent and Radicalisation audit examined mandatory training compliance, Datix incident data, requests for information or Channel Panel involvement between 1 January 2025 and 31 December 2025. It identified high levels of training compliance and limited recorded Prevent-related activity during the review period.

Basic Prevent Awareness training compliance rose from 68.79% in Q1 to 96.95% in Q3 and Prevent Awareness training remained above the 95% commissioning target throughout.

One Prevent-related Datix incident was recorded, with appropriate escalation and notification to HMPPS partners documented. No requests for information from police partners or Channel Panel invitations were identified for patients in contact with Spectrum services during the audit period.

Actions were identified to continue promoting awareness and consistent use of incident reporting processes, particularly within Health and Justice services.



### Mental Capacity Act Audit

The Mental Capacity Act audit examined staff understanding and application of Mental Capacity Act principles in practice. This included decision-specific capacity assessment, Best Interests decision-making, escalation processes, multidisciplinary working and documentation.

The audit found that staff are recognising situations in which the Act may apply and that complex cases are being escalated through appropriate channels, including Datix, safeguarding advice and multidisciplinary discussion. Areas for continued development were also identified, particularly in documenting the specific decision being assessed, applying the two-stage capacity test, recording the support provided to enable decision-making and evidencing the link between impairment or disturbance of the mind or brain and the person's inability to make the decision.

Best Interests documentation also requires further development, including recording the person's wishes, feelings, beliefs and values; involving family members or Independent Mental Capacity Advocates where appropriate; considering less restrictive alternatives and documenting the reasoning behind decisions.

These areas of complexity are well-recognised within health and justice settings and will continue to be supported through targeted training, safeguarding advice, multidisciplinary support and promotion of Spectrum's Mental Capacity Act and Best Interests templates.

Taken as a whole, the 2025-2026 audit programme reflects a sustained commitment to monitoring safeguarding practice and identifying opportunities for improvement. Each audit highlighted areas of good practice alongside focused actions to strengthen staff knowledge, improve documentation and support lawful, person-centred decision-making.

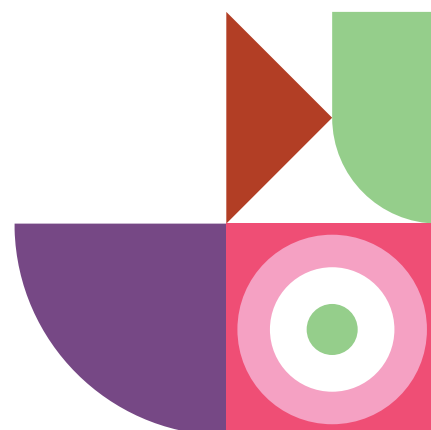
### Section 11 Audit

Section 11 of the Children Act 2004 places duties on named organisations to ensure their functions are carried out with due regard to the need to safeguard and promote the welfare of children.

Spectrum completed and submitted a Section 11 audit following a request from Wakefield Safer Community Partnership.

The audit provided valuable assurance regarding Spectrum's safeguarding arrangements, including policies, procedures, training, governance, escalation processes and response mechanisms. It also offered an opportunity to reflect on strengths and identify areas that support ongoing development and best practice.

Spectrum remains committed to responding to future Section 11 audit requests and will continue to use audit findings to strengthen safeguarding governance, enhance training, inform policy development and support a culture of continuous improvement.



## Safeguarding Training, Feedback and Compliance

The Safeguarding Team continued to support workforce development throughout the year, delivering 50 safeguarding-related training sessions, including 42 targeted safeguarding sessions and eight safeguarding induction session.

Training included Safeguarding Adults, Safeguarding Children, Prevent, Mental Capacity Act, Deprivation of Liberty Safeguards, Domestic Abuse and Food and Fluid Refusal.

Training feedback showed increased staff confidence in recognising safeguarding concerns and applying learning to practice. Key themes in feedback included improved confidence in recognising safeguarding concerns, applying professional curiosity, knowing when to seek advice, understanding the Mental Capacity Act and following food and fluid refusal pathways.



Staff working in secure environments also noted that training had strengthened their consideration of the wider family context, including the impact of imprisonment on children and families.

Safeguarding training compliance continued to be monitored through the Electronic Staff Record across both permanent and bank staff. Updated intercollegiate guidance for safeguarding children and young people and children in care, alongside Adult Safeguarding: Roles and Competencies for Healthcare Staff 2024. This has increased the training requirement across a wider group of staff.

This strengthens alignment with national safeguarding competency expectations and supports greater consistency in safeguarding knowledge across services. It also creates an operational pressure as more staff are required to complete higher-level safeguarding training while maintaining service delivery.

The inclusion of bank staff data provides a clearer assurance position and has identified a lower compliance rate when compared with substantive staff. This does not indicate reduced compliance when compared with previous years. It reflects improved reporting and greater visibility of an existing workforce group.



Substantive staff compliance remained above the 85% organisational threshold across most competencies, with overall compliance at 93.70%.



Overall compliance

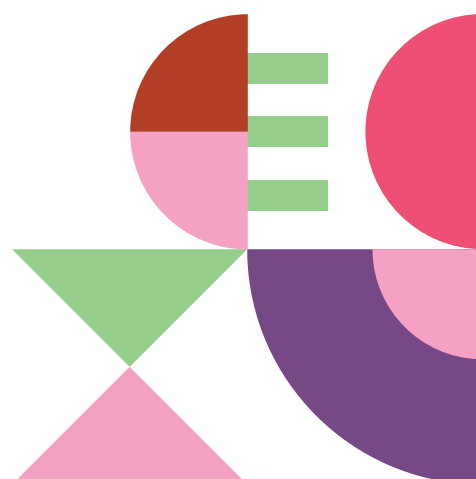


Bank staff compliance was lower at 81.80%, with the most notable gap in Mental Capacity Act training at 74.81%.

Improving bank staff compliance will remain a priority during 2026-2027, particularly for those working in patient-facing roles.

Training assurance is assessed through a triangulated approach, combining ESR compliance data, staff feedback, supervision themes, audit findings and case review. This allows the Safeguarding Team to evaluate not only whether training has been completed but how effectively learning is being understood and applied in practice.

| TRAINING AREA                     | PERMANENT STAFF | BANK STAFF |
|-----------------------------------|-----------------|------------|
| Overall safeguarding              | 93.70%          | 81.80%     |
| Safeguarding Adults               | 94.18%          | 81.61%     |
| Safeguarding Children             | 93.18%          | 81.99%     |
| Basic Prevent Awareness           | 97.67%          | 82.85%     |
| Prevent Awareness                 | 96.56%          | 83.12%     |
| Mental Capacity Act               | 87.29%          | 74.81%     |
| Deprivation of Liberty Safeguards | 95.00%          | 80.70%     |



## Statutory Safeguarding Reviews

### **Spectrum continued to meet its statutory safeguarding responsibilities by responding to requests for information from Safeguarding Adult Boards, Safeguarding Children Partnerships and Community Safety Partnerships throughout the year.**

During 2025-2026, the Safeguarding Team contributed to 11 statutory safeguarding review processes, comprising seven Domestic Abuse Related Death Reviews, two Child Safeguarding Practice Reviews and two Safeguarding Adult Reviews. This included responding to information requests, contributing to scoping exercises and providing relevant case information.

Statutory safeguarding reviews are a critical component of the wider safeguarding system. They support multi-agency learning where serious harm or death has occurred and help to identify actions that can strengthen safeguarding practice across organisations.

Learning from these processes is reviewed by the Safeguarding Team and shared through appropriate governance channels, informing training, policy review, practice guidance and organisational learning where relevant.



### **Patient Safety Reviews**

The Safeguarding Team works closely with clinical governance, patient safety and operational teams in managing incidents and delivering patient safety reviews.

Spectrum continues to operate within the Patient Safety Incident Response Framework, the NHS approach to learning from patient safety incidents. Incidents are recorded on Datix and reported nationally via the Learning from Patient Safety Events service.

During 2025-2026, the Safeguarding Team contributed to a range of patient safety review processes, including Swarm Huddles, Early Case Reviews and After Action Reviews.

Safeguarding input to these processes ensures that safeguarding risk is considered alongside clinical and operational factors and that concerns are identified, discussed and escalated appropriately.

### **Partnership Working**

Effective partnership working remains central to Spectrum's safeguarding arrangements. Our services operate across a wide geographical footprint and safeguarding practice relies on appropriate information sharing, escalation and collaboration with local safeguarding partners.

We supported services working with local authority safeguarding teams, Safeguarding Adults Boards, Safeguarding Children Partnerships, Community Safety Partnerships, police, prison partners, commissioners and wider health and social care partners when safeguarding concerns were identified.

Partnership working supported a range of safeguarding activity during the year, including referrals to local authority safeguarding teams, responses to requests for information, contribution to statutory safeguarding reviews and participation in multi-agency discussion where required.

Spectrum continued to use learning from partnership activity to inform internal safeguarding governance, training, policy review and practice guidance. This included considering themes from statutory reviews, audit findings, safeguarding incidents and multi-agency feedback.

Maintaining effective partnership links will remain a priority during 2026-2027. This will support Spectrum to continue meeting its statutory safeguarding responsibilities and ensure that children, young people, adults at risk and families receive a coordinated response when safeguarding concerns are identified.



## Annual Prevent and Radicalisation Update

Spectrum maintained its statutory responsibilities under the Prevent duty during 2025-2026, with the Head of Safeguarding acting as the organisational lead. During the year, the Safeguarding team engaged with regional Prevent networks across the North East and North West, gaining access to current briefings on extremism, radicalisation and counter-terrorism risks. Relevant updates were shared with staff to support awareness of emerging themes.

The Safeguarding Team continued to maintain and update the Prevent and Radicalisation section of the Safeguarding Intranet and shared training opportunities and organisational updates throughout the year. Prevent training is embedded within mandatory training requirements. At the end of Q4 2025-2026, compliance stood at 97.67% for Basic Prevent Awareness and 96.56% for Prevent Awareness. One Prevent-related incident was recorded through Datix during the year. No referrals were made for consideration at Channel Panel during the reporting period.

Prevent activity will continue to be monitored through safeguarding governance arrangements during 2026-2027, with ongoing focus on staff awareness, appropriate escalation of concerns and alignment with national guidance.

**97.67%**

Overall  
compliance



## Safeguarding Strategy 2024-2027: Year 2 Update

The end of Q4 2025-2026 marked the completion of year 2 of the Spectrum Safeguarding Strategy 2024-2027.

Launched in May 2024, the strategy reflects Spectrum's commitment to quality healthcare for people in vulnerable circumstances and supports the organisational objective of Excellence in Care.

The strategy is built around one overarching approach and 5 ambitions:

### THINK FAMILY APPROACH

#### Ambition 1

Increase recognition and reporting on an all-age approach to modern slavery, exploitation and human trafficking.

#### Ambition 2

Strengthen the organisation's approach to domestic abuse.

#### Ambition 3

Improve safeguarding outcomes for women in prison and their families.

#### Ambition 4

Enhance expertise in safeguarding by strengthening learning and development across the organisation.

#### Ambition 5

Empower staff to be confident and competent in applying Mental Capacity Act principles in practice.

**During year 2, the team embedded the strategy through safeguarding governance, training, supervision, incident review, policy development and operational support. Progress was supported by safeguarding dashboards, review of Datix themes, targeted training delivery and ongoing advice to services.**

The Think Family approach continued to be promoted through safeguarding advice, training and incident review. This remains particularly relevant across secure and community services where adult safeguarding concerns may have implications for children, families and dependants. Training feedback from staff in secure environments confirmed that safeguarding children training had supported greater consideration of family context, including children and families affected by imprisonment.

Domestic abuse remained a commonly reported theme and featured consistently in training, safeguarding advice and incident review. Staff feedback highlighted the value of training that focuses on recognition, accessing resources and taking action. Feedback also identified the importance of ensuring training reflects the experiences of all victims, which will shape further development of the domestic abuse training offer.

Work relating to modern slavery, exploitation and human trafficking remains an area for further development and will require focused effort in year 3 to strengthen staff awareness, recognition of indicators and understanding of referral pathways.

Progress against the ambition to improve outcomes for women in prison and their families continued through safeguarding advice, domestic abuse work, application of Think Family principles and training delivered to staff in secure environments. Food and fluid refusal, self-neglect, domestic abuse and sexual abuse remained the most commonly reported themes in adult safeguarding activity and will continue to require oversight given their association with trauma, coercion, mental capacity and complex need. The learning and development ambition progressed. Training during the year included Level 3 Safeguarding Children, Domestic Abuse, Food and Fluid Refusal and Mental Capacity Act sessions. Staff reported increased confidence in recognising concerns, applying professional curiosity, knowing when to seek advice and understanding relevant pathways.

The Mental Capacity Act remained a key area of focus. Training feedback showed increased staff confidence in completing capacity assessments and understanding how Mental Capacity Act principles apply in secure settings.

Food and fluid refusal training reinforced the importance of applying these principles where a person is refusing nutrition, hydration or related support.



Overall, year 2 supported progress of safeguarding governance, training and reporting. The final year of the strategy will focus on evidencing impact, strengthening assurance and demonstrating how the strategy has supported safeguarding practice across services.

## Year 2 progress

Continued progress. Further embedding required across incident review, training and practice assurance.

### THINK FAMILY APPROACH

#### Ambition 1

##### **Modern slavery, exploitation and human trafficking.**

Further focused work required during year 3.

#### Ambition 2

##### **Domestic abuse.**

Continued progress through training, incident review and safeguarding advice. Further development required to support consistency of response.

#### Ambition 3

##### **Women in prison and their families.**

Continued development through secure estate safeguarding work, Think Family principles and oversight of complex adult safeguarding themes.

#### Ambition 4

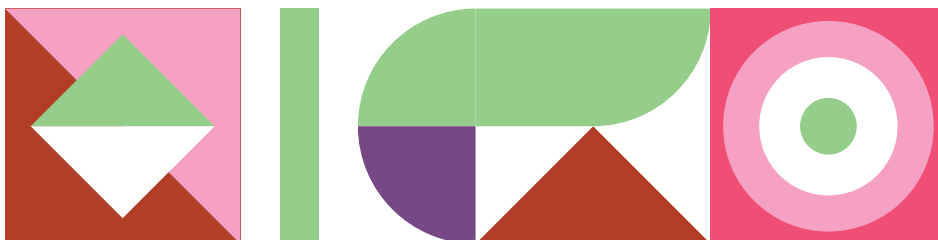
##### **Learning and development. Continued progress through targeted training, feedback and compliance monitoring.**

Further focus needed on bank staff compliance and application of learning in practice.

#### Ambition 5

##### **Mental Capacity Act.**

Continued progress through MCA training and links to food and fluid refusal, self-neglect and complex decision-making. Further assurance required through audit, supervision and case review.



## Section 3: Highlighting Positive Milestones

### Safeguarding Intranet Hub

The Safeguarding Intranet Hub continued to be developed and updated throughout the year, providing staff with a central point of access to safeguarding information, guidance, tools and resources. The hub is designed to support staff to recognise, report and respond to safeguarding concerns quickly and confidently.

**Content covers a wide range of areas, including:**

- Safeguarding policies and procedures
- Referral processes for adults and children
- National guidance and legislation
- The Mental Capacity Act
- Best Interests decision-making
- FGM, Prevent and radicalisation
- Modern slavery
- Domestic abuse
- Food and fluid refusal and incident reporting.

**The hub also includes resources on:**

- The Think Family approach
- Professional curiosity
- Lessons learnt bulletins
- 1 Minute Guides
- 7 Minute Briefings and information on the Safeguarding Link Practitioner role.



The Safeguarding Team regularly reviews and updates the hub to ensure staff can access current guidance in one place, reducing the risk of reliance on outdated information or informal advice routes and supporting consistent practice across services.

### Safeguarding Training and Development

The Safeguarding Team reviewed and redesigned the core safeguarding training offer during the year to ensure content remained current, relevant and aligned to organisational priorities.

**The revised offer includes:**

- Level 3 Safeguarding Adults
- Level 3 Safeguarding Children
- Domestic Abuse
- Mental Capacity Act
- Food and Fluid Refusal and Prevent.

Training development was informed by updated intercollegiate guidance, incident themes, staff feedback and learning from safeguarding governance. This produced a more responsive training offer closely aligned to the safeguarding risks and practice issues identified across Spectrum services.

## Safeguarding Audits and AMaT

Safeguarding audit activity moved to AMaT, Spectrum's electronic Audit Management and Tracking system. This has strengthened how audit activity is recorded, monitored and reviewed by providing a structured process for capturing findings, recommendations and action plans.

The move to AMaT also supports longer-term tracking of safeguarding audit activity. It enables findings to be reviewed alongside other sources of assurance, including incident themes, training feedback, supervision themes and learning from statutory reviews.

### Power BI and Datix Dashboards

Dashboards continued to support safeguarding oversight by providing accessible, timely information on safeguarding activity.

The Safeguarding Team used Datix dashboards to review incidents, monitor reporting patterns and identify emerging themes, supporting oversight through the Daily Incident Review Meeting and Safeguarding Governance Group.

Work also progressed on the development of a Safeguarding Power BI dashboard, which was in the testing phase by the end of the reporting year.

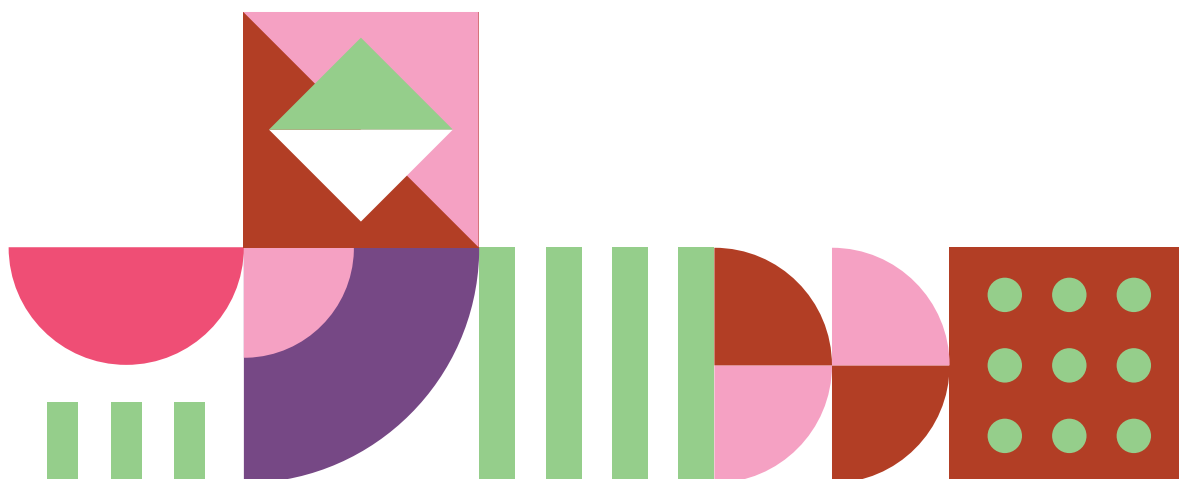
This dashboard will bring together safeguarding data in a clearer and more consistent way, enabling review of incident themes, service-level reporting, training compliance, audit activity and other sources of assurance.

### Safeguarding Policies and Guidance Documents

Safeguarding policies and guidance documents were reviewed and updated during the year to ensure they remained current and aligned to statutory, regulatory and organisational requirements.

During 2025-2026, 9 safeguarding policies were reviewed, updated and published.

Updated policies and guidance are promoted through the Safeguarding Intranet Hub, training, supervision and safeguarding communications, supporting staff awareness and ensuring guidance remains accessible across services.



# Section 4: Safeguarding Team Priorities for 2026-2027

## SAFEGUARDING STRATEGY 2024-2027: FINAL YEAR FOCUS

2026-2027 is the final year of the Spectrum Safeguarding Strategy 2024-2027.

The emphasis will shift from development and implementation towards evidencing impact, strengthening assurance and demonstrating progress against each of the strategy's ambitions.

The Safeguarding Team will review progress through the Safeguarding Governance Group, with attention to remaining actions and areas that may need to be carried forward beyond 2027.



## MODERN SLAVERY, EXPLOITATION AND HUMAN TRAFFICKING

Modern slavery, exploitation and human trafficking will remain a priority during 2026-2027.

The Safeguarding Team will review relevant policies, guidance and training content to ensure staff have clear and accessible information to support awareness, recognition of indicators and understanding of referral pathways.

Resources on the Safeguarding Intranet Hub will also be reviewed and updated to support consistent recognition, reporting and escalation.



## MENTAL CAPACITY ACT AND BEST INTERESTS ASSURANCE

The Mental Capacity Act will continue to be a key area of focus. Work will include strengthening staff confidence and competence in applying Mental Capacity Act principles in practice, drawing on learning from the audit, safeguarding incidents, supervision themes and case discussions.

Particular attention will be given to decision-specific capacity assessments, use of the 2-stage test, Best Interests decision-making and evidence of least restrictive practice. Training moving forward will recognise the recent changes to Deprivation of Liberty Safeguards (DoLS) to promote the consideration of the whole situation surrounding a deprivation, including the person's wishes, feelings, and whether they appear to consent. There is no longer a single "acid test."



## SAFEGUARDING TRAINING AND LEARNING APPLICATION

Following the review and redesign of the core safeguarding training offer, the focus in 2026-2027 will be on embedding the revised content and strengthening assurance that learning is applied in practice.

The Safeguarding Team will use ESR compliance data, training feedback, supervision themes, audit findings and case review to assess training impact and identify where further targeted learning may be needed.



### BANK STAFF TRAINING COMPLIANCE

Bank staff compliance will remain a priority, particularly for those working in patient-facing roles who may need to recognise, escalate or respond to safeguarding concerns.

The Safeguarding Team will continue to work with Learning and Development and operational leads to improve compliance and ensure safeguarding training expectations are clearly communicated and understood.



### POWER BI DASHBOARD IMPLEMENTATION

The Safeguarding Power BI dashboard will move from the testing phase to implementation during 2026-2027.

This will support clearer and more consistent use of safeguarding data, bringing together incident themes, service-level reporting, training compliance, audit activity and other sources of assurance in one accessible view. Datix dashboards will continue to support incident review and monitoring in the interim.



### AUDIT ACTION MONITORING THROUGH AMaT

Safeguarding audit activity transferred to AMaT, Spectrum's electronic Audit Management and Tracking system.

This has strengthened the recording, monitoring and oversight of audit activity across safeguarding. AMaT provides a structured process for capturing audit findings, recommendations and action plans and supports consistent oversight of progress against agreed actions.

The move to AMaT also supports longer-term tracking of safeguarding audit activity and enables findings to be reviewed alongside other sources of assurance, including incident themes, training feedback, supervision themes and statutory review learning.

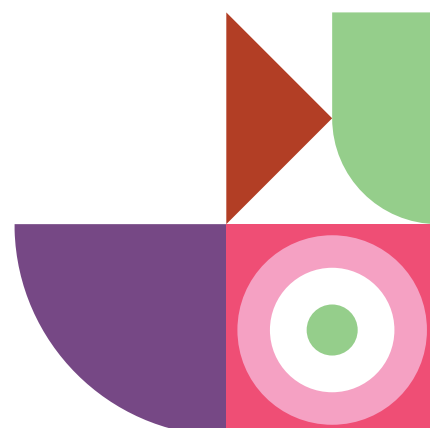
During 2026-2027, the Safeguarding Team will continue to embed AMaT within safeguarding audit processes. This will include ensuring audit actions are monitored to completion, learning is shared through appropriate governance channels and audit findings are used to inform training, policy review and practice development.



### SAFEGUARDING INTRANET HUB DEVELOPMENT

The Safeguarding Intranet Hub will continue to be developed as the central resource for staff.

Further development will focus on keeping content aligned to policy, statutory guidance, audit findings, incident themes and safeguarding priorities and ensuring staff can readily access the practical guidance they need to recognise, report and respond to concerns effectively.

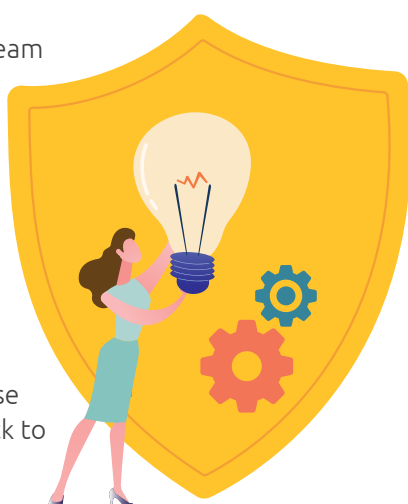


# Section 5: Conclusion

Over the reporting period, Spectrum made sustained progress in strengthening its safeguarding arrangements. Activity during the year supported the continued delivery of the Safeguarding Strategy 2024-2027 and further development across governance, training, audit and partnership working.

Safeguarding activity reflected the breadth and complexity of the work across Spectrum services. Reported incidents spanned a wide range of adult and children's safeguarding concerns and were kept under close oversight through Datix reporting, the Daily Incident Review Meeting, safeguarding dashboards and the Safeguarding Governance Group. This enabled the identification of themes and priorities for further assurance and learning.

The Safeguarding Team developed the Safeguarding Intranet Hub, reviewed and redesigned training, embedded audit activity within AMaT and strengthened the use of data and feedback to inform practice."

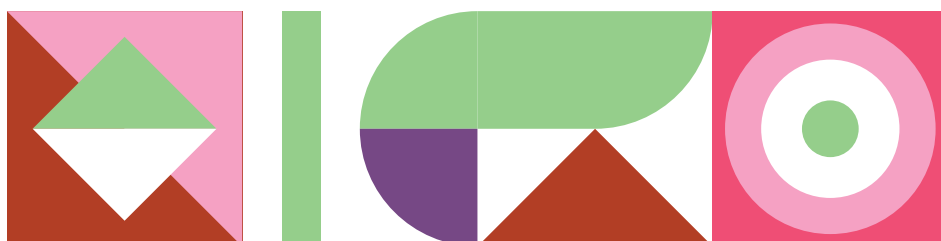


These developments have supported staff to access guidance, raise concerns confidently, seek advice and respond appropriately when safeguarding risks are identified.

Spectrum remains committed to ensuring its safeguarding arrangements continue to evolve in line with changes in statutory guidance, national learning, local priorities and the needs of the people who access our services. During 2026-2027, the final year of the strategy will focus on evidencing impact, strengthening assurance and ensuring that learning from incidents, audits, supervision and statutory reviews is used to sustain consistent safeguarding practice across services.

Safeguarding children, young people and adults at risk is everyone's responsibility. Spectrum will continue to work with staff, services and partners to promote the safety, rights and wellbeing of the people we serve and to support practice that is safe, proportionate and genuinely responsive to safeguarding need.

See it. Report it.  
Safeguarding together.





# Appendix : Safeguarding Statutory, Regulatory and Contractual Compliance Requirements

As a healthcare organisation, Spectrum is subject to a range of statutory, regulatory and contractual requirements in relation to safeguarding. Staff registered with professional bodies, including nurses, doctors, allied health professionals and social workers, are also required to meet safeguarding obligations in line with their professional registrations and codes of conduct.

In England, the Care Act 2014 sets out statutory responsibilities in relation to adults with care and support needs who may be experiencing or at risk of abuse or neglect. The Children Act 1989 and Children Act 2004 establish key duties in relation to safeguarding and promoting the welfare of children. These are supported by the statutory guidance Working Together to Safeguard Children 2026, which sets out expectations for multi-agency working to help, protect and promote children's welfare.

Other relevant legislation includes the Mental Capacity Act 2005, the Domestic Abuse Act 2021 and the Modern Slavery Act 2015. These frameworks provide the legal basis for practice in relation to decision-making capacity, consent, coercion and control, exploitation, abuse, neglect and protection from harm.

This legislative framework has implications across all areas of the organisation, including policies, procedures, information sharing and the reporting of safeguarding concerns. As a result, all staff and volunteers across Spectrum have a role in safeguarding.

The Safeguarding Vulnerable Groups Act 2006, as amended by the Protection of Freedoms Act 2012, governs recruitment processes and sets out requirements for Disclosure and Barring Service checks, including the circumstances in

which organisations are required to make referrals to the DBS.

The Intercollegiate Documents, Safeguarding Children and Young People and Children and Young People in Care: Roles and Competencies for Healthcare Staff 2026 and Adult Safeguarding: Roles and Competencies for Healthcare Staff 2024, set out the minimum training standards and competencies required for healthcare staff, based on their role and level of responsibility.

As a healthcare provider, Spectrum is regulated by the Care Quality Commission. Regulation 13 of the Health and Social Care Act 2008 (Regulated Activities) Regulations 2014 specifically requires providers to have systems and processes in place to protect people from abuse and improper treatment.

As a provider of NHS-commissioned services, Spectrum is also required to meet safeguarding requirements set out in the NHS Standard Contract 2025-2026, including Service Condition 32 Safeguarding Children and Adults and the NHS England Safeguarding Accountability and Assurance Framework.





