



# Shropshire Partners in Care

*Supporting social care providers in Shropshire, Telford & Wrekin*

## Safeguarding Adults Forum March 2023



- **Microphone – on mute** during presentations, cameras on if you can.
- **Questions** - type into the chat or verbally ask at the question slot for that session
- **Resources** - Information Centre/Safeguarding Adults Forum  
<https://www.spic.co.uk/resource-category/safeguarding-adults-forum/>

**The views expressed by the presenters are their own and not necessarily those of partner agencies.**



✓ **An Adult Social Care Providers HR Perspective on Receiving and Providing References**

Andrew Harris, HR Manager (Home4Care Ltd)

✓ **The importance of References as part of Robust Recruitment Practice in an Adult Social Care Context and Launch of the Sharing Effective References and Conduct Information a Better Hiring Toolkit**

Corrine Peart, (Better Hiring Institute)

✓ **The Oliver McGowan Mandatory Training on Learning Disability and Autism in Shropshire and Telford and Wrekin**

James Hudson, Learning and Development Officer Learning Disability Lead and Restraint Reduction Trainer (Joint Training, Shropshire Council)

✓ **Resources and Webinars**

Karen Littleford, Safeguarding Adults Lead (Shropshire Partners in Care)



# An Adult Social Care Providers HR Perspective on Receiving and Providing References

Andrew Harris, HR Manager (Home4Care Ltd)



## CQC requirements:

### Regulation 19 H&SC Act 2008 (Regulated Activities) Regs 2014

- Operate robust recruitment procedures, including undertaking any relevant checks.
- satisfactory evidence of conduct in previous employment
- Providers only employ “fit and proper” staff...
- Safe recruitment processes followed to ensure staff employed are of suitable character
- Suitable pre-employment checks carried out to gain appropriate evidence of conduct



Following Andrew's presentation on the challenges around references and how important they are from a safeguarding perspective we were asked to consider:

## **Is it too much to ask for a full and frank reference?**

This point is addressed in the following presentation about the Sharing Effective References and Conduct Information A Better Hiring Toolkit



# The importance of References as part of Robust Recruitment Practice in an Adult Social Care Context and Launch of the Sharing Effective References and Conduct Information a Better Hiring Toolkit

Corrine Peart, Better Hiring Institute

## Sharing Effective References and Conduct Information

### A Better Hiring Toolkit

In collaboration with:



<b>Index</b>			
	<b>1. Introduction</b>	<b>3</b>	<b>5. What to do with the information received</b>
			<b>27</b>
	<b>2. Why we need to get it right</b>	<b>4</b>	Verifying references
	PRISM model of safer employment	4	Gaps in employment
	What is a safeguarding mindset?	5	Dealing with discrepancies in the information provided
	Setting out safeguarding expectations	6	Information of concern
	Case for change	7	What if the applicant challenges a reference?
			How long should employers keep the information received?
	<b>3. Legal responsibilities (What the law says about...)</b>	<b>9</b>	
	Regulation 10: Health and Social Care Act 2008 (Regulated Activities) Regulations 2014	9	
	Data Protection Act 2018 considerations	10	
	<b>4. How to gather references and conduct information</b>	<b>11</b>	<b>6. How to share references and conduct information</b>
	What information employers need to collect	12	Recording conduct information
	Application forms	12	How to effectively share conduct information once it has been gathered and recorded
	Application forms checklist	13	Sharing conduct information in a detailed reference
	When to seek a reference	14	When to consider sharing conduct and safeguarding information
	Reference request checklist	15	When to make a barring referral to DBS
	What does an effective reference include?	16	
	Different types of references	18	
	How many years of employment should references cover?	21	
	What to do when it has proved impossible to gather a reference	23	
	How to choose an outsourced provider	24	
			<b>7. FAQs</b>
			<b>41</b>
			<b>8. Useful contacts</b>
			<b>53</b>



# Recording – References and the Launch of the Sharing Effective References and Conduct Information – A Better Hiring Institute Toolkit



Access the recording here

<https://youtu.be/YN AVAwpqjB8>

# Better Hiring – the new industry standard in Care



10% of references received are not valid\*

**Validity** - There are number of reasons why a reference may not be acceptable. This includes being provided by an inappropriate referee, information not completed on the reference, or the reference stating the person is unsuitable.



81% of references received contained dates only\*

**Value** - So often referees now provide just employment dates rather than any qualitative or conduct information.



Discrepancies against information provided by the candidate, which equates to 31%\*

**Veracity** - This assesses whether the referee agrees with the information submitted by the candidate such as place of work, position, and dates of employment.



65% of referee information provided by the candidate are not the correct details\*

**Verification** - In most sectors it is required to verify a reference is real and genuine and has come from legitimate sources.



References have a 61% return rate\*

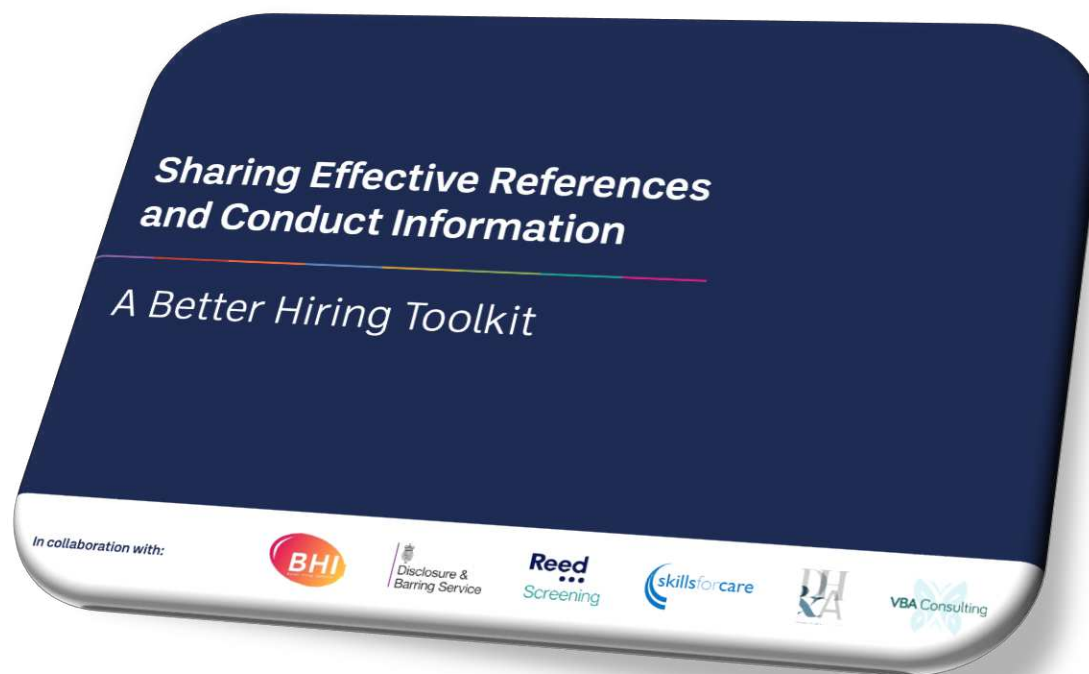
**Volume** - Challenges in industry regarding how many references are required and how far they should go back, often meaning there is little standardisation across industry, even within the same sector.



- The PRISIM model of safer employment is a framework that encompasses – **360° approach to safeguarding in employment.**
- It supports employers to embed a **safeguarding mindset at every stage of the employment journey** – from planning recruitment through to managing leavers.
- It also supports employers **move beyond compliance**, encouraging organisations to be ‘curious’ about their own organisational culture and their approach to sharing effective references and conduct information in order to fulfil their responsibilities to keep everyone safe.

## Why we created the Toolkit

- Safer recruitment and robust vetting provides organisations with the first opportunity to **deter and prevent** those who may be unsuitable for work with vulnerable people from securing a role with them.
- There is an over-reliance on criminal record checks – **many who abuse in positions of trust – do not have criminal records.**
- **Detailed effective references** are an important and undervalued part of the safe and fair recruitment process.
- Safer recruitment and robust vetting is just one of many barriers organisations can and must put in place – as part of their commitment to a safeguarding culture.



[www.betterhiringinstitute.co.uk/industry-best-practice/health-social-care](http://www.betterhiringinstitute.co.uk/industry-best-practice/health-social-care)



- Develop practical guidance that supports employers request and provide useful references and develop appropriate reference policies
- Communicate the benefits of adopting reference policies which support the inclusion of conduct information.
- Gather and provide high quality effective references and evidence of conduct.
- Provide effective safeguarding related conduct information of staff employed by the organisations to DBS and others.
- Dispel myths around what can and can't be shared in a reference and also conduct information to DBS and/or other organisations.



2. Why we need to get it right



3. Legal responsibilities & UKGDPR considerations



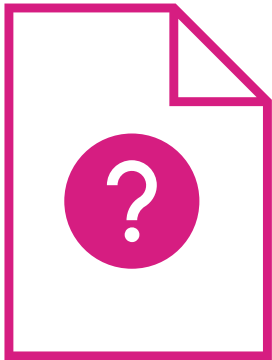
4. How to gather references and conduct information



5. What to do with information received

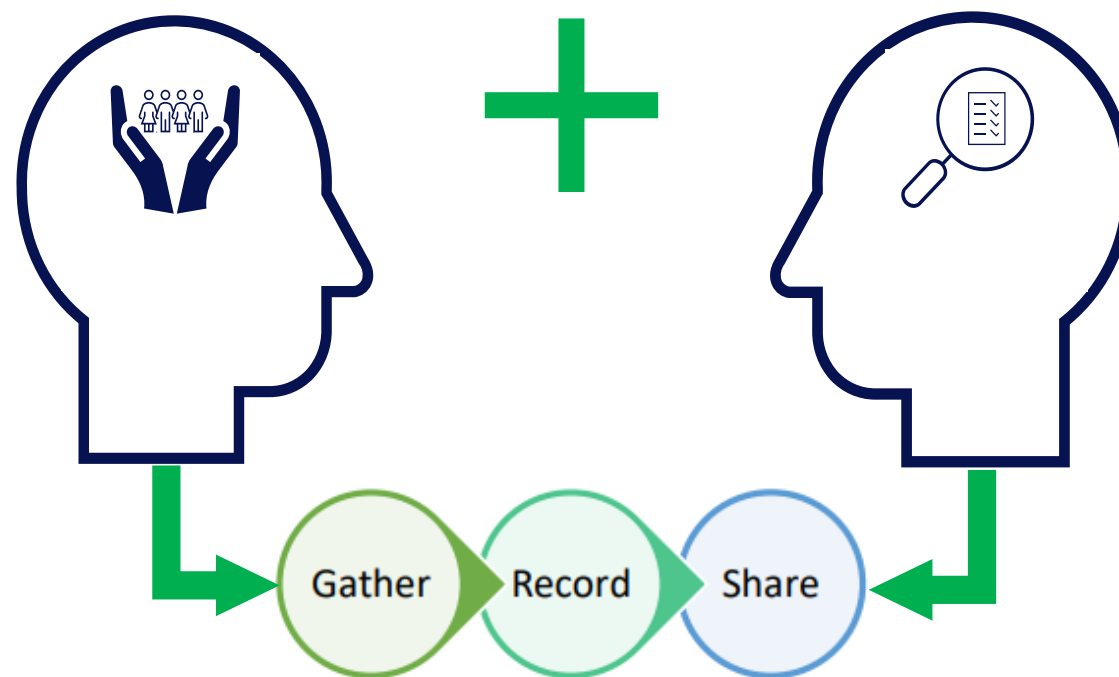


6. How to share references and conduct information



7. FAQs

- A safeguarding mindset is the difference between **compliance and curiosity**.
- **Compliance** is when an organisation meets the minimum standards and ticks all the right boxes but **does not** explore or consider anything that sits outside of that process.
- Many inquiries and serious case reviews have indicated that **a culture of compliance alone does not** keep people safe.
- **Curiosity** is when an organisation **goes beyond compliance** and is actively curious about the information they do and don't have.





- Safeguarding Mindset
- Difference between compliance and curiosity
- 360 degree approach to safeguarding
- Already viewed over 6,000 times with over 4,000 downloads (March 22<sup>nd</sup>, 2023)



- Having an eye on the horizon
- Having confidence in reacting appropriately and proportionately
- Avoiding having all information/intelligence eggs in one basket
- Adopting the toolkit 360 degree approach
- Enhancing the ability to share information with DBS for barring

- An independent body set up between UK GOV and industry to advise on the **Future of Hiring**
- Our mission is to make hiring in the UK **Faster, Fairer and Safer**:
  - We influence **faster** hiring by **promoting efficiency** in the hiring process.
  - We champion **fairer practices** for all by **identifying barriers** that need removing.
  - We want to ensure that **safeguarding is hardwired within the hiring process**.
- We have an Advisory Board made up of experts across government and industry.
- We have expert panels that scrutinise the work that we do to ensure we meet our mission.
- We have industry subcommittees made up of companies large and small across numerous UK sectors. **Our fantastic subcommittee members** are the first point of contact for all of the work that we do!



We have already influenced a lot of change:

- Released the **Blueprint for Better Hiring**, the UK's first guide on how the hiring process needs modernising.
- Held **two** parliamentary briefing events, the latter of which in November 2022 was attended by **65 employers** representative of **1 million workers in the UK alone**.
- Changed right to work policy and recently submitted **three suggestions** to refine the scheme, which were **accepted by Home Office**.
- Commenced our Better Hiring Toolkit for Industry series with the release of the **Better Hiring Toolkit for Local Authorities** (Slipping Through the Net).
- Launched the **Better Hiring Toolkit for Care on GOV UK** to promote better referencing and a safeguarding mindset in such an important sector.
- Created the **UK's first Right to Work Hub**, an FAQ from over 1,000 employers on the transition to the digital right to work scheme.
- Launched **Managing Supply Chain guidance** for best practice when outsourcing labour.
- Developed **Adjusted background checks** for **Ukrainian work-seekers** in the UK



- Developing the "10 Point Plans" for Faster, Fairer & Safer hiring for UK GOV
- Working with framework providers in the Health sector to **align compliance frameworks.**
- Working with government to help improve the transition to a fully digital world of work:
  - Digital Identity session with DCMS to consult employers over the next phase of digital identity expansion.
  - We will be speaking with our subcommittee members on this – so there is no better time to get involved!
- Better Hiring Toolkit for Financial Services, Health, Education, Construction, Retail and more coming in 2023
- Guidance on international recruitment



Qualification Credentials

Do you trust a certificate's authenticity without checking?



Digital Identity

The Better Hiring Institute is representing hiring on the DCMS Project for the UK.



Campaign for Better Referencing

Standardising references cross-sector – enabling the faster sharing of references.

We are **always** on the look-out for new members of the BHI's subcommittees.

Membership is **completely free**, and only requires 1 hour of time once every 6-8 weeks!

We meet with members in our subcommittees to keep you updated on our projects, provide industry-leading updates and give you an insight into things to come! We will ask you about the changes happening in your sector to help shape our work to improve hiring for the better.

This is a call to action for all who want to help influence a Faster, Fairer and Safer work in the UK. We could not complete our work without our subcommittee members!



JOIN US

## **Oliver McGowan Mandatory training in learning disabilities and autism**

**James Hudson, Learning disability lead and restraint reduction Trainer (Joint Training, Shropshire Council)**



# Oliver McGowan Mandatory training in learning disabilities and autism

Safeguarding Adults Forum, March 22<sup>nd</sup> 2023



# Your trainer today:

Learning disability lead and restraint reduction Trainer

[James.Hudson@shropshire.gov.uk](mailto:James.Hudson@shropshire.gov.uk)



The training is named after Oliver McGowan, whose death shone a light on the need for health and social care staff to have better training on learning disabilities and autism, and has been campaigned for by his parents Paula and Tom McGowan.

The 18-year-old had mild hemiplegia, focal partial epilepsy, a mild learning disability and was autistic. He died in November 2016 after he was given antipsychotic medication, even though he and his family warned it could be harmful. His death was determined to be “avoidable” by an independent review.



The upcoming news report has some information and pictures that may be distressing for some



[www.olivermcgowan.org](http://www.olivermcgowan.org)

# Oliver's story

- <https://www.youtube.com/watch?v=hQw8E8k1KNk>

In November 2019, the government published 'Right to be heard' in its response to the consultation on proposals for introducing mandatory learning disability and autism training for health and social care staff.

The response included a commitment to develop a standardised training package. The training draws on existing best practice, the expertise of people with a learning disability, autistic people and family carers as well as subject matter experts. Tier 1 was designed and delivered by Inclusion Gloucestershire, Tier 2 by Mencap and the National Autistic Society.

The government has now introduced, from 1 July 2022, a requirement for CQC registered service providers to ensure their employees receive learning disability and autism training appropriate to their role. This is to ensure the health and social care workforce have the right skills and knowledge to provide safe, compassionate and informed care to autistic people and people with a learning disability. This requirement is set out in the Health and Care Act 2022.

The Oliver McGowan Mandatory Training on Learning Disability and Autism has been co-produced, trialled, independently evaluated and will be co-delivered by trainers with lived experience of learning disability and autism. There may be an opportunity for experts in your service to join our pool of trainers.

In July the Health and Care Act 2022 introduced a requirement that regulated service providers ensure their staff receive training on learning disability and autism which is appropriate to the person's role.

The Oliver McGowan Mandatory Training on Learning Disability and Autism is the standardised training that was developed for this purpose and is the government's preferred and recommended training for health and social care staff to undertake.

There are two tiers to The Oliver McGowan Mandatory Training ensuring all health and social care staff receive the right level of mandatory training for their role and to meet the requirements set out in the Health and Care Act 2022. It's the organisations role to decide which staff need which tier of training.

Tier one has been designed for staff who need general awareness of the support autistic people or people with a learning disability may need such as administrative and estates roles, while tier two is for people who may need to provide care and support for autistic people or people with a learning disability, such as frontline health and care staff.

The first part of both tiers is now live and involves staff completing e-learning package that takes about one hour and 30 minutes to complete. Everyone should do this e-learning whatever their role and whichever tier they need to complete.

# Training structure

## The Oliver McGowan Mandatory Training on Learning Disability and Autism

### Tier 1

For people who require general awareness of the support autistic people or people with a learning disability may need.



eLearning with handbook

and



Online interactive session

or

### Tier 2

For people who may need to provide care and support for autistic people or people with a learning disability.



eLearning with handbook

and



Face to face training

<https://www.hee.nhs.uk/our-work/learning-disability/current-projects/oliver-mcgowan-mandatory-training-learning-disability-autism>

eLearning on eLearning for healthcare  
<https://portal.e-lfh.org.uk/Component/Details/781480>

Need to register with eLearning for healthcare in order to get certificate etc.



# Contact Joint Training

✉ [joint.training@shropshire.gov.uk](mailto:joint.training@shropshire.gov.uk)

☎ 01743 254731

🐦 @jointtraining

📘 Like us on Facebook

🏛️ Shropshire Council

Joint Training

PO Box 4826

Shrewsbury

SY1 9LJ

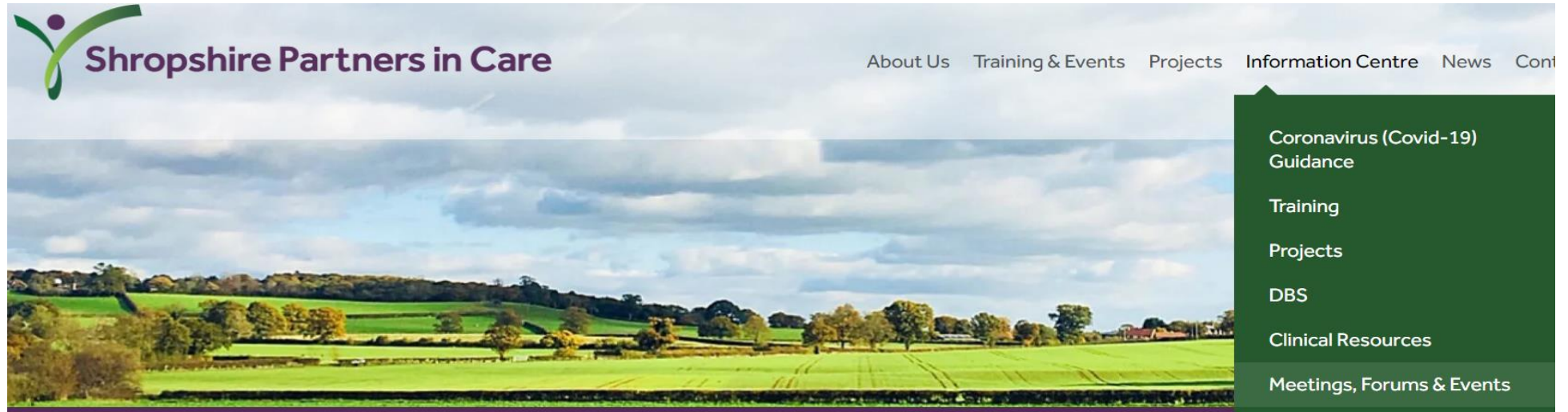




# Webinars, Resources and Reports



# Access The Forum PowerPoint



**Shropshire Partners in Care**

About Us Training & Events Projects Information Centre News Cont

- Coronavirus (Covid-19) Guidance
- Training
- Projects
- DBS
- Clinical Resources
- Meetings, Forums & Events
- Wellbeing Resources
- Surveys
- Brexit Planning
- Other

Meetings, Forums & Events

9 please click here

ing approximately 240 inde

SPiC AGM & Event 2020- Our Care Stories	<a href="#">View &gt;</a>
SPiC and Shropshire Council Joint Forum	<a href="#">View &gt;</a>
Annual Seminar	<a href="#">View &gt;</a>
Networking Opportunity for Trainers	<a href="#">View &gt;</a>
Safeguarding Adults Forum	<a href="#">View &gt;</a>

[Send us a message](#)

# Preparing for the Implementation of the Liberty Protection Safeguards



A SPiC Webinar Recording from November 2022.

If you were unable to attend the live webinar with Lorraine Currie, Mental Capacity Consultant in November you can now access the webinar recording on our YouTube channel here <https://youtu.be/LWKDyKSfFuU>

The next MCA webinar “It’s their choice” - Choice in the context of the MCA” takes place on the 28<sup>th</sup> of March 2023, **very limited** places on this webinar remain, details and the booking process may be accessed here <https://www.spic.co.uk/event/mca-dols-and-lps-webinar-2/>





# Hourglass Webinars and Recordings

Webinars

## Hourglass Webinars

Throughout 2023, Hourglass is hosting free webinars each month in collaboration with our partners, each one focusing on a different area around the abuse of older people.

We're sharing our specialist knowledge, provoking insightful discussion and asking our panellists to offer their viewpoints on how we can prevent and stop the abuse of older people and work towards safer ageing.

Please see below for the full list of our upcoming webinars.

Exit the

<https://wearehourglass.org/webinars>



We Are Hourglass

@wearehourglass4551 31 subscribers 53 videos

The Hourglass mission is simple: end the harm, abuse and exploitation of ... >

Subscribe

HOME VIDEOS PLAYLISTS COMMUNITY CHANNELS ABOUT

Recently uploaded Popular



Blue Monday Webinar - Why we need specialist support services f...

27 views • 3 weeks ago



How can a Community Response Officer (IDVA) help an older person in need?

33 views • 1 month ago



How can we stop the financial abuse of older people? - Hourglass...

67 views • 1 month ago



Age UK Webinar - Safeguarding Speaks... to Hourglass

48 views • 3 months ago



The Abuse of Older People - Hourglass Webinar

116 views • 3 months ago



Financial Abuse and Older People - Hourglass Webinar with Danske...

127 views • 4 months ago



Geoffrey's Story - Hourglass

68 views • 4 months ago



Join Our Team - Community Response Officers explain their role

69 views • 5 months ago

<https://www.youtube.com/@wearehourglass4551/videos>



Video & Webinars England

Age UK speaks to Hourglass

Blue Monday - Why we need specialist support services for older people

Creating safe care home environments

Domestic Abuse and Housing

Financial Abuse and Older People

How can we improve training in the health and social care sector

How can we stop the financial abuse of older people?

Predatory Marriage Webinar

The abuse of older people - Shropshire Webinar

Transparency at the top

Who Cares for the Carers - ARC Webinar

Why do so many health and care staff fear 'speaking up'?

## Video & Webinars England

Here is a small but informative selection of Hourglass' webinars.

Hourglass hosted these webinars as part of Safer Ageing week in 2022, where we invited partner agencies to deliver presentations on topics related to different aspects of safer ageing.



<https://knowledgebank.wearehourglass.org/section/video-webinars-england>

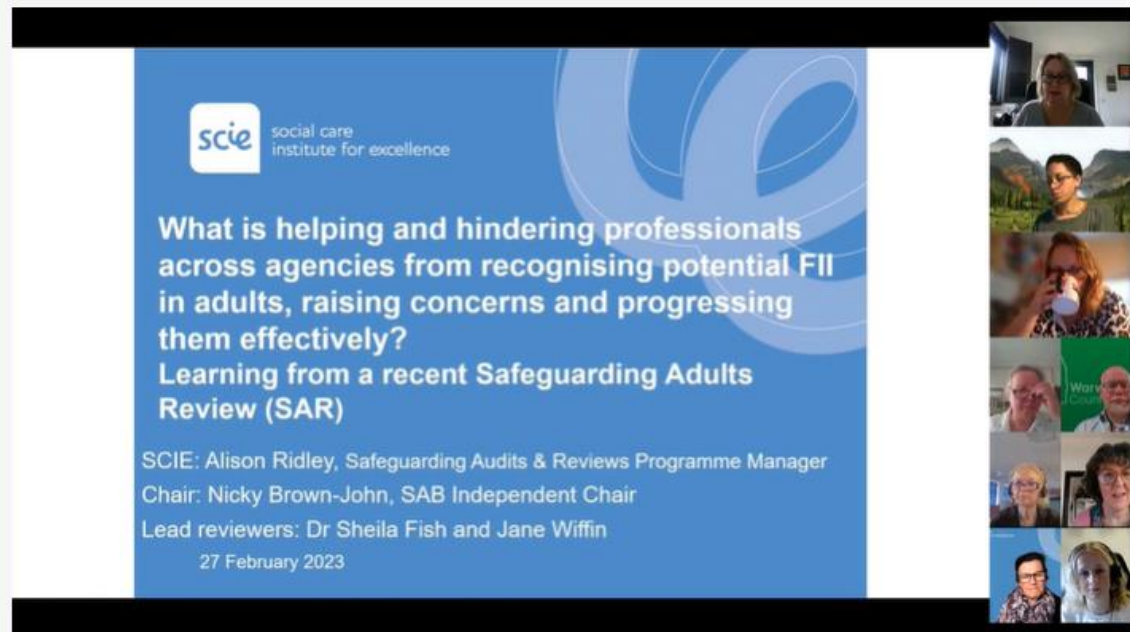
# Fabricated and Induced Illness (of adults)

- Dr Sheila Fish, leading on FII for adult social care practitioners
- Jane Wiffin, Independent safeguarding consultant

Sheila and Jane were the independent reviewers for the SAR mentioned above, commissioned by Kingston SAB. See: 'Ella' SAR Executive Summary 

## Webinar: Fabricated and Induced Illness

Monday 27 February 2023, 12:00



The slide features the SCIE logo (social care institute for excellence) in the top left. The main text asks: 'What is helping and hindering professionals across agencies from recognising potential FII in adults, raising concerns and progressing them effectively? Learning from a recent Safeguarding Adults Review (SAR)'. Below this, it lists: 'SCIE: Alison Ridley, Safeguarding Audits & Reviews Programme Manager', 'Chair: Nicky Brown-John, SAB Independent Chair', and 'Lead reviewers: Dr Sheila Fish and Jane Wiffin'. The date '27 February 2023' is at the bottom. On the right side of the slide, there is a vertical strip of ten small video thumbnails showing various participants in a meeting.

## Webinar recording

<https://www.scie.org.uk/safeguarding/adults/reviews/fabricated-induced-illness/webinar>

## Webinar Slides

<https://www.scie.org.uk/files/safeguarding/adults/reviews/fabricated-induced-illness/fii-webinar.pdf>

# SCIE Webinar: Successful multi-disciplinary teams. Findings and practical insights

Click [here](#) to watch

Click [here](#) for the slides

You may need to register with Scie to access (free)



The banner features a blue background with a faint circular graphic. At the top left, there is a white box containing the red circular logo of The Health Foundation and the text 'The Health Foundation'. To its right is the 'Improvement Analytics Unit' logo. At the top right is the University of Birmingham crest and the text 'UNIVERSITY OF BIRMINGHAM'. The central text reads 'Webinar: Successful multi-disciplinary teams. Findings and practical insights' and '8 March 2023'. At the bottom right is the SCIE logo and the text 'social care institute for excellence'.

**The Health Foundation** **Improvement Analytics Unit** **UNIVERSITY OF BIRMINGHAM**

**Webinar: Successful multi-disciplinary teams. Findings and practical insights**

**8 March 2023**

**scie** social care institute for excellence

# MCA, DoLS and LPS Webinar and Newsletter Resources on Padlet



<https://padlet.com/klittleford2/mca-dols-and-lps-webinar-and-newsletter-resources-e7qspc6fy3mmze8w>



Mental Capacity, Deprivation of Liberty and Liberty Protection Safeguards Bulletin December 2022

**HOARDING** and the importance of the cat  
 AC and GC (Capacity: Hoarding: Best Interests) [2022] EWCOP 39



This was an application by a local authority about the return home of AC, a 92-year-old, whose son, GC, also her main carer, had hoarding issues and where both of them lacked capacity in certain areas.

AC had a diagnosis of Alzheimer's and both she and her son (GC) had been diagnosed with a hoarding disorder. GC also had Asperger's Syndrome, anxiety and OCD. AC had been moved to a care home after an order to clean the house had been made. The local authority was concerned that AC's care and support needs could not be met in the home environment, as the volume of hoarding continued to present a serious health and safety risk. The Judge agreed that a trial at home was in the best interests of AC because it was based on "the consistency of her wishes to return, with her having such a strong sense of belonging to her home, to wanting to be where she has looked after people for three generations, where she can remember the past. I concur and add that that she has a strong desire to continue to live with her son, who moved back home to help care for her when her husband died, some 11 years ago, where she has familiar things around her, which takes on an even greater significance with someone who is likely to have a hoarding disorder herself. There is no doubting the importance to her of her relationship with GC, nor her strong desire to become reunited with her pet cat, Jasper. It is these issues which are of magnetic importance in this case, when I bear in mind, she has lived in her home for 40 years, that she is now 92 with straightforward care needs and a limited life expectancy."

**Why was this case important?**

Until now we have not had clarity on what the relevant information is for an assessment of capacity in hoarding situations. The Judge decided that the decision to be made was whether a person has capacity to make decisions about their own items and belongings, not property and affairs. The judge also specified the relevant information for this decision.

**Relevant information:**

- 1) **Volume of belongings and impact on use of rooms:** do belongings impair the usual function of the important rooms in the property (e.g., can they sleep in the bedroom, cook in the kitchen etc.) and to what extent.
- 2) **Safe access and use:** can they safely access and use the living areas.
- 3) **Creation of hazards:** do the belongings create actual or potential hazards to the resident/s health and safety. Including the impact on utilities (heating, lighting, water, washing facilities for the residents and their clothing). Direct hazards include key areas of hygiene (toilets, food storage and preparation), the potential for or actual vermin infestation and risk of fire to the extent that the accumulated possessions would provide fuel for an outbreak of fire, and that escape, and rescue routes would be inaccessible or hazardous through accumulated clutter.
- 4) **Safety of building:** Does the accumulated clutter and inaccessibility potentially compromise the structural integrity and therefore safety of the building.
- 5) **Removal/disposal of hazardous levels of belongings:** Is safe and effective removal and/or disposal of hazardous levels of accumulated possessions possible and desirable on the basis of a "normal" evaluation of utility.

Mental Capacity assessments in relation to hoarding situations involves looking at items and belongings **not** property and affairs

**MCA, DoLS and LPS Webinar and Bulletin Resources**  
 Access to these resources is a benefit of attending the live webinar.

- NHS Safeguarding Learning Together Week, Mental Capacity Act/Liberty Protection Safeguards 27 – 31 March 2023, 12noon to 1pm each day
- January 2023 Supported Decision-Making Toolkit for People with Communication Difficulties (see also webinar recording and slides from National Mental Capacity Forum)
- January 2023 - National Mental Capacity Forum Webinar Recording 'Practicable steps' for people with communication difficulties.
- January 2023 - National Mental Capacity Forum Webinar Slides 'Practicable steps' for people with communication difficulties
- November 2022 - Preparing for the Implementation of the LPS, November 29th 2022
- December 2022 - MCA, DoLS, LPS Newsletter
- December 2022 - Promoting less restrictive practice Reducing restrictions tool
- Promote the vote, Department of Health and Social Care
- December 2022 - National Mental Capacity Forum Webinar Recording: Families and the MCA, 7/12/2022.
- December 2022 - MCA Training Needs and Provision Document

Sign up for the quarterly newsletter by emailing [info@spic.co.uk](mailto:info@spic.co.uk) and request to be added to the distribution list



## The Faculty of Forensic & Legal Medicine of the Royal College of Physicians

Raising standards in forensic and legal medicine; protecting vulnerable people

Faculty of Legal and Forensic  
Medicine of the Royal College of  
Physicians (FFLM) event, it is open to  
FFLM members or NHS staff.

FFLM Virtual Adult Safeguarding Day  
2023, 18th Apr 2023, 09:30 to 16:00,  
details here(booking closes on 11<sup>th</sup>  
April 2023)

<https://fflm.ac.uk/event/fflm-virtual-adult-safeguarding-day-april-2023/>



### Faculty of Forensic & Legal Medicine

of the Royal College of Physicians

## Faculty of Forensic & Legal Medicine Virtual Adult Safeguarding Day Tuesday 18 April 2023

Sponsored by NHSE&I

### Programme

*Morning Session chaired by Dr Elisabeth Alton*

- 09:50 – 10:00 **Introduction to the day**
- 10:00 – 10:45 **The Inherent Jurisdiction**  
Polly Sweeney, Partner, Rook Irwin Sweeney  
*Learning objectives: When to consider and use the inherent jurisdiction with case examples.*
- 10:45 – 11:30 Tania Hammond, Senior Lecturer in Policing, University of the West of England, Bristol  
*Learning objectives: Identifying the challenges of evidence preservation, recovery and process. Discussing the parameters of the evidence and a multi-discipline approach to safeguarding adults.*
- 11:30 – 11:45 *Break*
- 11:45 – 12:30 **Domestic Homicide and Adults at Risk of Harm -Learning from Reviews**  
Mark Yexley, Associate, Standing Together Against Domestic Abuse  
*Learning objectives: Understanding the added complexities when a victim of domestic abuse is an adult with care and support needs.*
- 12:30 – 13:00 **Panel Discussion**
- 13:00 – 13:45 *Break for Lunch*
- Afternoon Session chaired by Prof Margaret Stark*
- 13:45 – 14:30 **The Humber Forensic Project - What have we learnt?**  
Dr Elisabeth Alton, Named GP Safeguarding Adults Humber and North Yorkshire ICS, Clinical lead Forensic Project  
*Learning objectives: What groups of adults are vulnerable, what type of injuries do they sustain, and how to engage the multi-disciplinary team for better outcomes.*
- 14:30 – 15:15 **Adult Safeguarding - A Pathologist's View**  
Dr Anna Rycroft, Consultant Pathologist  
*Learning objectives: What can the views of a pathologist add and what are the limitations of post mortem findings.*
- 15:15 – 15:30 **Panel Discussion**
- 15:30 – 16:00 **Questions & Closing Comments**

*All details in this programme are subject to alteration without notice*





## Lewisham Safeguarding Adults Board Safeguarding Adult Review for Eileen Dean

### **Safeguarding Adults Review for Eileen Dean 11 November 2022**

Eileen Dean was a 93-year-old white British woman who had moved into a care home in Lewisham in June 2020. At 12.30am on 4 January 2021, she was assaulted whilst lying in bed by another adult (to be referred to in the SAR report as 'The Adult'), a fellow resident. Eileen sustained significant injuries and died in hospital later that day.

Webinar Recording - Lewisham Safeguarding Adults Board Safeguarding Adult Review Learning Event for Eileen Dean [here](#)

Lewisham Safeguarding Adults Board published the [\*\*Safeguarding Adults Review for Eileen Dean.\*\*](#)

Accompanying this report is a [\*\*statement from Eileen's family.\*\*](#)

The Lewisham Safeguarding Adults Board has also published a [\*\*statement in relation to this review.\*\*](#)

The Lewisham Safeguarding Adults Board has also produced a [\*\*7 Minute Briefing - Eileen Dean\*\*](#) - for Professionals.

# The Right to Choose

What services and organisations should do to help people at risk of forced marriage.

Easy read version of the multi-agency practice guidelines for dealing with forced marriage.  
February 2023

## The Right to Choose

What services and organisations should do to help people at risk of forced marriage.

February 2023

Easy read version of the multi-agency practice guidelines for dealing with forced marriage



## The Forced Marriage Unit



People at risk of forced marriage need specialist help. The same staff should lead the support.



Staff need to remember they may only have one chance to help the person so they must act quickly.



Staff should see the person in a private room and on their own.



They should explain the different choices the person can make.



If the person is under 18 or has care and support needs, they should tell social services. It is a safeguarding matter.



They should tell them everything is confidential and their family won't be told.

# NHS Safeguarding Learning Together Week, Mental Capacity Act (MCA)/Liberty Protection Safeguards (LPS)

- 27 – 31 March 2023 12noon to 1pm each day
- NHS Safeguarding are pleased to invite you to a week to effect change.
- We have fabulous speakers who will be presenting on MCA and LPS.
- Anyone can join, so feel free to share this invitation with your colleagues and friends.
- To have access to the resources you MUST join the Safeguarding workspace on FutureNHS By registering for FutureNHS  
<https://future.nhs.uk/system/login?nextURL=%2Fconnect%2Eti%2Fsafeguarding%2Fgrouphome>
- Once you have registered you will be able to access the previous webinars: link to resources



## INVITATION TO ATTEND

### NHS Safeguarding Learning Together Week

Mental Capacity Act (MCA)/Liberty Protection Safeguards (LPS)

**27 – 31 March 2023**

**12noon to 1pm each day**

NHS Safeguarding are pleased to invite you to a week to effect change.

We have fabulous speakers who will be presenting on MCA and LPS.

Anyone can join, so feel free to share this invitation with your colleagues and friends.

To have access to the resources you **MUST** join the Safeguarding workspace on FutureNHS

**[By registering for FutureNHS here](#)**

Once you have registered you will be able to access the previous webinars: [link to resources](#)

NHS Safeguarding  
Learning Together  
Week, Mental Capacity  
Act (MCA)/Liberty  
Protection Safeguards  
(LPS)

Date	Topic	Speakers
<p>Monday 27 March</p> <p><b>Host:</b> Cathy Sheehan</p> <p><a href="#">Link to join</a></p>	<p><b>Mental Capacity Act, proportionality of restraint and best interest</b></p> <ul style="list-style-type: none"> <li>• Introduction of the Mental Capacity Act</li> <li>• Proportionate restraint.</li> <li>• Best practice including supportive decision making.</li> </ul>	<p><b>Sharon Thompson</b></p> <p>Regional Clinical Lead - Mental Capacity Act/Liberty Protection Safeguards</p>
<p>Tuesday 28 March</p> <p><b>Host:</b> Becs Reynolds</p> <p><a href="#">Link to join</a></p>	<p><b>Mental Capacity Act and the unhoused/homelessness</b></p> <ul style="list-style-type: none"> <li>• Person-centred care</li> <li>• Understanding the persons history</li> <li>• Communication</li> <li>• Contact</li> </ul>	<p><b>Elaine Ruddy</b></p> <p>Regional Liberty Protection Safeguards Clinical Lead</p> <p><b>Luke Turnbull</b></p> <p>Designated Nurse Adult Safeguarding</p>
<p>Wednesday 29 March</p> <p><b>Host:</b> Kenny Gibson</p> <p><a href="#">Link to join</a></p>	<p><b>Making Choices – SEND 16/17year olds and the Mental Capacity Act</b></p> <ul style="list-style-type: none"> <li>• Consent</li> <li>• Parental responsibility – scope/limits.</li> <li>• MCA and the under 18s</li> </ul>	<p><b>Chelle Farnan</b></p> <p>Regional Liberty Protection Safeguards Clinical Lead</p> <p><b>Louise Warren</b></p> <p>Special Educational Needs and Disabilities Regional Manager</p>
<p>Thursday 30 March</p> <p><b>Host:</b> Catherine Randall</p> <p><a href="#">Link to join</a></p>	<p><b>Lasting Power of Attorney (LPA), Deputyship, Department for Work (DWP) and Pensions Appointeeship and the Mental Capacity Act</b></p> <ul style="list-style-type: none"> <li>• The difference between the LPA, deputyship and DWP appointeeship</li> <li>• What health and social care professionals need to know.</li> <li>• What do they mean for decision-making under the Mental Capacity Act?</li> </ul>	<p><b>Roslynn Azzam</b></p> <p>Regional Liberty Protection Safeguards Clinical Lead</p>
<p>Friday 31 March</p> <p><b>Host:</b> Kenny Gibson</p> <p><a href="#">Link to join</a></p>	<p><b>Deprivation of Liberty (DoLS)</b></p> <ul style="list-style-type: none"> <li>• What is DoLS?</li> <li>• Human Rights Article 5</li> <li>• Consent and Best interests</li> </ul>	<p><b>Adrian Spanswick</b></p> <p>Regional Safeguarding Professional Lead</p>

# World Oral Health Day 2023, launch of the Care Quality Commission 'Smiling matters 2023' report and a live webinar



Did you know that Monday the 20<sup>th</sup> of March was World Oral Health Day 2023? On this day people around the globe unite to put the spotlight on the immense burden caused by oral diseases and the actions that can be taken to prevent and control them. There is a Community Dental Services flyer with further information [here](#).

On this day the CQC's 'Smiling matters 2023' report was published, and on the 23<sup>rd</sup> of March (3pm-4pm), CQC will be holding a webinar to discuss the findings and recommendations from their report, which follows on from the Smiling matters 2019 [report](#) on oral health in care homes. The webinar will celebrate the success of the changes that have been observed and reflect on the benefit for people using the services, and how we can continue to build on these successes. This one-hour webinar will be an opportunity for providers and professionals who work in health and social care services plus dental practitioners, and other stakeholders to come together to hear from key speakers who were involved in the Smiling matters work. The webinar will be chaired by Alison Chilton, the CQC Deputy Director of Operations, there will be a short presentation and a panel of experts who'll have time to answer your questions from the live chat. Book your (free) place, 23 Mar 2023 15:00 - 16:00 [here](https://www.eventbrite.co.uk/e/smiling-matters-2023-report-launch-webinar-tickets-568310842027) <https://www.eventbrite.co.uk/e/smiling-matters-2023-report-launch-webinar-tickets-568310842027>

# Smiling matters: Oral health in care homes - progress report



Care homes are much more aware of the NICE oral health guideline. In 2019, 39% of managers were not at all aware of the guidance; this reduced more than fourfold to only 9% in 2022.

This increased awareness really can translate into better day-to-day support. **People living in care homes and their families told us how staff members' commitment to good oral health support makes a difference. This is, in part, due to the increase in oral health staff training, which has doubled over the period.**

As well as seeing an increase in the proportion of people having their oral health assessed when they move into a care home, we also saw improvements on how this is reviewed, to reflect people's changing needs. **More than double the proportion of care plans we reviewed fully covered oral health needs, compared to 3 years before.**

Care home providers told us how they were now regularly reviewing oral health and its links to weight loss, so that they can take measures to prevent people's health deteriorating.

Although almost all the comparative figures have improved between 2019 and 2022, there was variation and still room for improvement in all areas.

<https://www.cqc.org.uk/publications/major-report/smiling-matters-oral-health-care-homes-progress-report>

# National Hoarding Awareness Week 15<sup>th</sup> -19<sup>th</sup> May

- <https://twitter.com/cloudsendcic?lang=en-GB>



## Clouds End

@CloudsEndCIC Follows you

Helping people with #hoarding issues & training people who support those living in hoarded homes.  
We can sort it, together.

Mental Health Service ⓘ Solihull, West Midlands, U.K.  
[linktr.ee/cloudsend](https://linktr.ee/cloudsend) 📅 Joined November 2009

541 Following 1,042 Followers

👤 Followed by hoardingawarenessweek, North Tyneside Safeguarding Adults Board, and 60 others you follow

Tweets

Replies

Media

Likes



## You might like



Dr. Satwant Singh  
@satwant\_1

Follow



1st Hoarding CleanUp  
@HoardingClnUp

Follow



mycohp @ coh inc.  
@MYCOHP

Follow

Show more

## What's happening

# National Mental Capacity Forum Webinar Recording and Slides 'Families and the MCA'

The webinar recording and slides from the 7th December 2022 'Families and the MCA' session are now available. Download the slides which include links to useful documents here:

<https://autonomy.essex.ac.uk/wp-content/uploads/2022/12/NMCF-S2E2-Families-December-2022.pdf>

## **The webinar considers:**

The role of family ..... in Supporting Decision Making or 'Finding the Middle Ground' with Lorraine Currie, MCA Consultant.

Jeremy Walker, Social Workers Union in Conversation with Margaret Flynn and Professor Keith Brown Bournemouth University from "Who's your next of kin?" To "How can we support you?"

Kirsty Keywood, School of Social Sciences, University of Manchester talking about 'Families, Decisions and the Law'.

The session finishes with a question-and-answer with Alex Ruck Keene from 39 Essex Chambers.

Watch the webinar recording here <https://autonomy.essex.ac.uk/nmcfevents/>





# Predatory Marriage Seminar by Daphne Franks



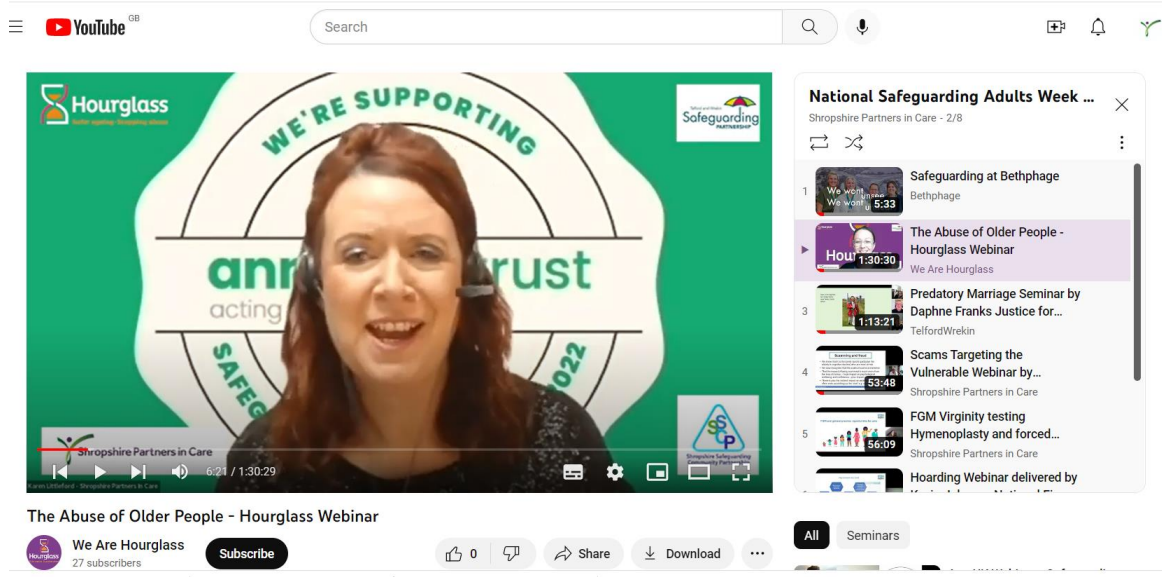
**Joan Blass was 91 with severe dementia and terminal cancer.** After her death in March 2016, we found that a much younger man, age 68, had secretly married her five months previously. She never knew that she was married (see [Our Story](#) section for full story). These events have had a devastating effect on our family both emotionally and financially. We were shocked by how few checks there were to stop this marriage taking place. We believe that there needs to be better protection against such predatory marriage to prevent this happening to anyone else.

## We aim to...

1. Change the law such that a marriage does not automatically revoke a Will
2. Create an offence of Predatory Marriage, perhaps as a subset of Forced Marriage.
3. Publish Notices/Banns on the Internet.
4. Train Registrars to look for signs of insufficient mental capacity to marry.
5. Add a robust set of questions for registrars to ask at marriage, with clear procedures for them to follow if correct answers are not given.
6. Ensure Registrars will stop a marriage ceremony if there are any doubts.
7. Add "The marriage was fraudulent" to the permitted reasons to annul a marriage after one party has died.
  - During the seminar, Daphne will talk about her personal experience of working with agencies in order to understand how it was possible for her mum to marry in secret desperate having Power of Attorney for her, a mechanism to safeguard her. She describes the lack of 'professional curiosity' within the system which ultimately failed to protect her mum from being victim of a marriage she was unaware she was in.
  - Delivered by guest speaker Daphne Franks

Recording here - <https://www.telfordsafeguardingpartnership.org.uk/info/4/training-events/7/training/3>

# National Safeguarding Adults Week (November 2022) Webinar Recordings



The playlist is available on the Shropshire Partners in Care YouTube channel here -

[https://www.youtube.com/watch?v=Gc2KVbK\\_ZUA&list=PLR7h4BzDDmvQzuJS1ZNV7hh18toKiTgiA&index=2&t=258s](https://www.youtube.com/watch?v=Gc2KVbK_ZUA&list=PLR7h4BzDDmvQzuJS1ZNV7hh18toKiTgiA&index=2&t=258s)

## Topics:

**The Abuse of Older People** - Hourglass Webinar, with Michelle Williams, Interim Service Manager, Peoples Directorate, Adult Social Care, Shropshire Council, Karen Littleford, Shropshire Partners in Care and Elizabeth Fox, Hourglass.

**Predatory Marriage** - Seminar by Daphne Franks Justice for Joan hosted by Telford and Wrekin Safeguarding Partnership

**Scams Targeting the Vulnerable** - Webinar by Professor Keith Brown, NHS Safeguarding Learning Together Week.

**Hoarding Webinar** - delivered by Kevin Johnson National Fire Chief Council Strategic Lead Safeguarding, NHS Safeguarding Learning Together Week

**Adult Safeguarding from a social workers perspective** - Lyn Romeo Chief Social Worker Adults, NHS Safeguarding Learning Together Week

**MCA and LPS** with Chelle Farnan and Nikki Sidgwick, NHS Safeguarding Learning Together Week.

**FGM Virginty testing Hymenoplasty and forced marriage** - NHS Safeguarding Learning Together Week

**What Does it Mean to be an upstander rather than a bystander?** - Safeguarding at Bethphage