

Supporting social care providers in Shropshire, Telford & Wrekin

Safeguarding Adults Forum

October 2019





Shropshire

Clinical Commissioning Group





- Emergency planning and Critical Events (Kathy George, Alan Boyd and Sherry Woolgrove)
- ✓ Retention of Learning and the Role of Managers (Karen Littleford)
- ✓ Safeguarding Enquiries Essential Practice Tips (Julie May Griffiths)
- Safeguarding Risks arising from Social Media use -Conduct, Content and Contact (Karen Littleford)
- ✓ Signposting to Key Developments (Paul Cooper)
- ✓ Questions and Future Topics

The purpose of the Safeguarding Adults Forum is to promote awareness of good practice concerning safeguarding adults, including the application of the Mental Capacity Act, the Deprivation of Liberty Safeguards and the Prevent agenda (SA Forum ToR, 2018)

Forum Questions?????

Karen Littleford, Shropshire Partners in Care <u>klittleford@spic.co.uk</u> 01743 860011

Ground Rules for Forum Meetings and Engagement with the Forum

Applicable during forum meetings and in any subsequent communication, including electronic:

- Language (appropriate)
- Maintain individuals **confidentiality**
- **Respect other forum members** right to voice their opinions
- Acknowledge differences in opinions
- Contribute to requests for future agendas
- Work to the forum Confidentiality Agreement
- Commit to partnership working in order to improve the experience of adults with care and support needs
- Commit to engage, share good practice and take appropriate action
- Be open to suggestions 'open, engaged and involved'
- **Evaluate** individual forum meetings in order to contribute to overall project evaluation
- Cascade information within your organisation

Next Safeguarding Adults Forum

Date and Time of Next Meeting:

16th January 2020. The Glebe*,* Wellington. 9:30am-12:30am.

Draft Agenda includes:



Difference between Advanced Decisions to Refuse Treatment and Respect

Register Interest with Deborah Warman at SPiC – <u>dwarman@spic.co.uk</u>





Consequence Management

Kathy George RGN (Named Nurse, Adult Safeguarding, Prevent Lead, Mental Capacity Act Lead, NHS Telford and Wrekin)

Alan Boyd (Resilience Manager, Telford and Wrekin Council)

Sherry Woolgrove (Civil Resilience Team Leader, Shropshire Council)



Telford and Wrekin Clinical Commissioning Group



Consequence Management



Photo from Clip Art

Evacuate





Photos from Clip Art

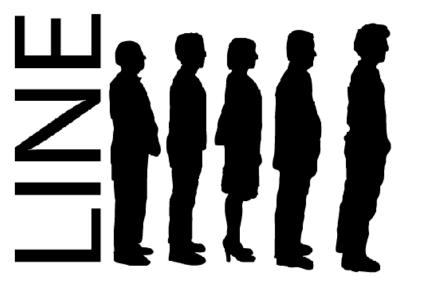
ButWhat if?



Photos from Clip Art

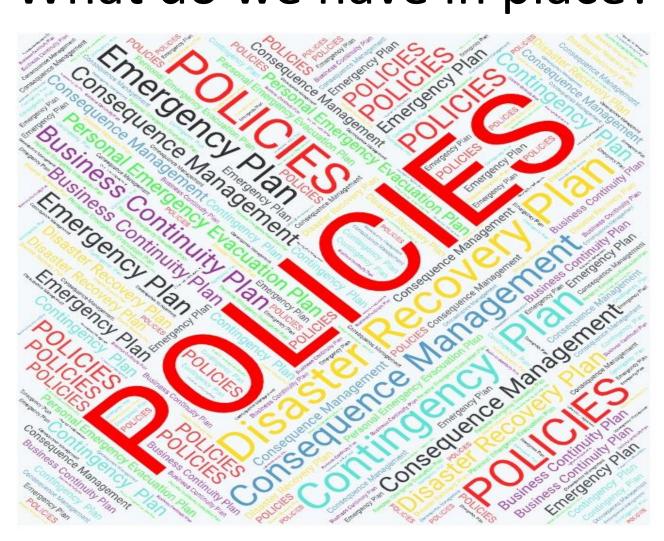
Rapid v Planned Evacuation





Photos from Clip Art

What do we have in place?



But are we confident we know what to do if the totally unexpected occurs?

Introducing

Alan Boyd

Resilience Manager Telford and Wrekin Council

and

Sherry Woolgrove

Civil Resilience Team Leader, Shropshire Council

During the Forum there was a presentation and group discussion on managing emergency situations. There may be a situation when a Care Home is evacuated for a lengthy period or, for example, a Care Organisations cannot physically get to clients. These scenarios can escalate in to a serious incident if not mitigated in some way which may need the intervention from emergency services in a co-ordinated manner.

Alan Boyd (Resilience Manager, Telford and Wrekin Council) and Sherry Woolgrove (Civil Resilience Team Leader, Shropshire Council) attended the meeting following a recent unexploded bomb incident where there was the potential for residents of a Care Home to be evacuated for a prolonged period of time. Alan and Sherry asked the question 'what is your plan if an evacuation goes on longer than would be safe for the residents?'

Alan and Sherry have offered to produce a plan which would support the Care Homes and Care Organisations. They will return to future SPIC meetings and update us. They have asked for a couple of volunteers from the group to provide input to the process.

Until a plan is in place Alan and Sherry confirm that they can be contacted in an emergency in the following way 24/7 -

Dial 999 and ask for Fire Control

•

Ask the Fire Control Operator to page the Duty Emergency Planning Manager for either Shropshire Council or Telford & Wrekin Council and leave a number they can be contacted on.

The Duty Emergency Planning Manager will call back in a matter of minutes and escalate as necessary.

It is however possible to mitigate the impacts of situations like severe weather as they are usually forecast days in advance which will enable you to make some adjustments to the support provided – e.g. changing shift patterns to reduce staff travel, buying in extra food, making clients and families aware that there may be disruption due to the weather. Such basic preparations are reasonable and expected.

However if the situation escalates and it is a matter of life or death then immediately dial 999.

Template 'Evacuation Plus' Protocol

Alan and Sherry are working on a template 'evacuation plus protocol' and will return to a future Safeguarding Forum with a draft document.

If any SPiC members would like to get involved in this piece of work please email <u>klittleford@spic.co.uk</u> and your details will be passed on to Alan.

Retention of Learning and the Role of Managers



Karen Littleford Safeguarding Adults Lead, Shropshire Partners in Care

Advanced Teacher Status (ATS) Research

How much Information do learners retain when attending short training courses delivered by an external training provider (SPiC)?

Retention of Learning and Spaghetti

"[...] people likened teaching to throwing spaghetti at a wall, in other words you never know how much is going to stick (Wallace, 2019)



Retention Rates

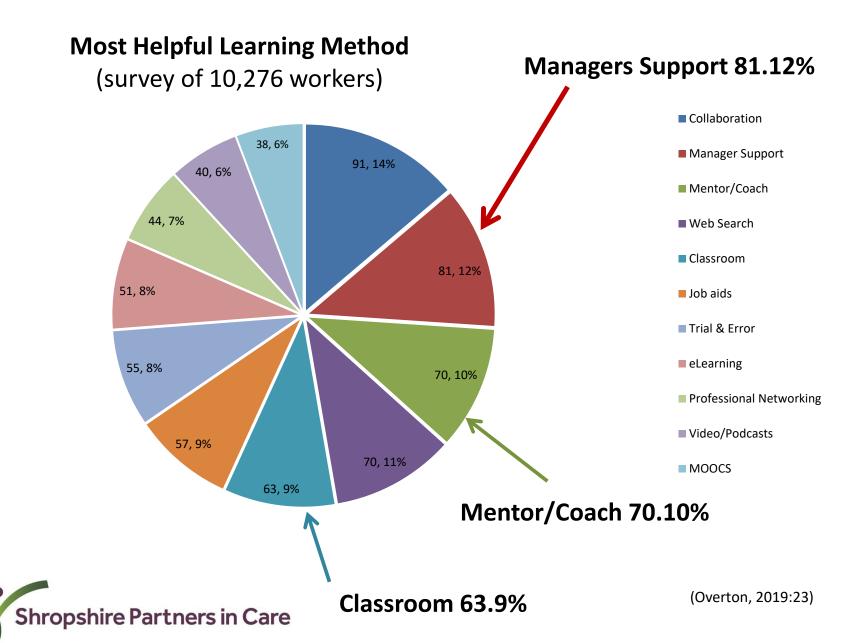
50% - 62% retention immediately after the training course

34% after one year.....

(Yang et al, 2016, Saks, no date)

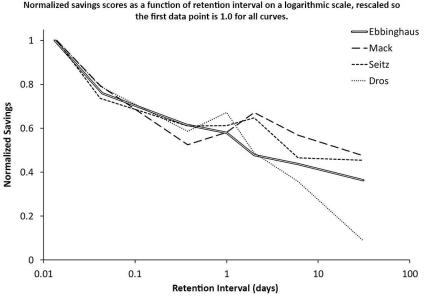
Advanced Teacher Status (ATS) Research What can external teachers/trainers do to address retention rates?

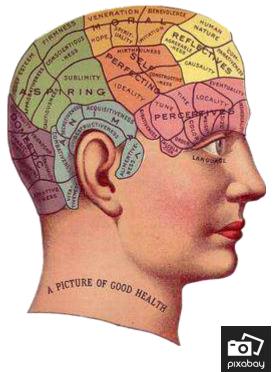
Most Helpful Learning Methods



Transfer of Knowledge

The importance of the 'forgetting curve' is emphasised by the literature and the requirement to review information in order to **transfer it into the long term memory** (Meacham, 2016).





(Boller, 2017)

Review and Recap

After six encounters with the information Petty (2018) believes the brain forgets more slowly as the information in essence has been transferred into the long term memory.

Do You Have A Continuous Learning Culture?

Importance to retention of learning by developing a 'continuous learning culture'.

The critical nature of the how the manager/leadership shapes a learning culture.

The importance of recruiting managers who are passionate about learning in the first instance.

The literature recognises the importance of getting 'buy in' from line managers to understand the potential impact of retention of learning on various aspects of the business including themselves, their staff and 'customers'.



(Kennard, 2015)

Influencing Retention - 70-20-10 Model

The 70-20-10 model:

70% of learning is shaped by experiences20% comes from others10% comes from formal learning

Therefore experiences and influence *outside of the formal training room* have an important impact on learning; this will in turn impact on the retention and transfer of learning. (Training Industry, 2014).



What Can Managers Do to Support Learners Retention?





It Starts Before the Training Course..... Flipped Learning

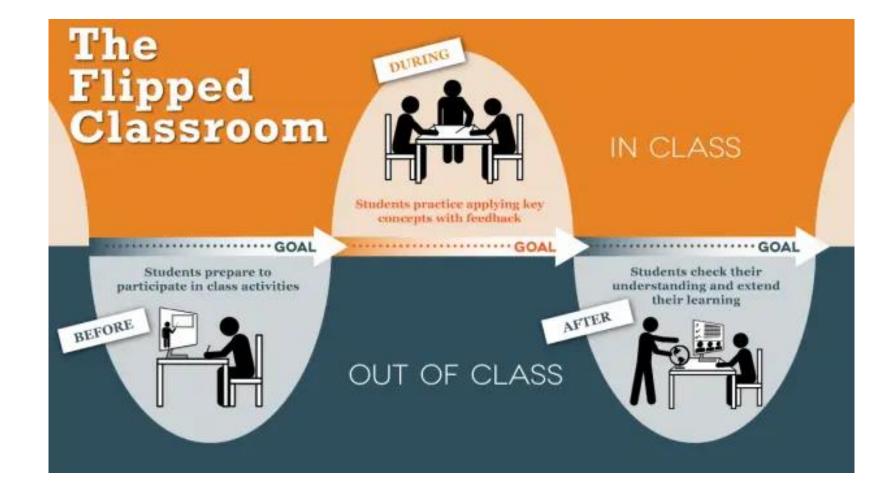


"Flipped learning is a pedagogical approach in which the conventional notion of classroom-based learning is inverted, so that *students are introduced to the learning material before class,* with classroom time then being used to deepen understanding through discussion with peers and problem-solving activities facilitated ..." Advance HE (2018)

Insplash Photos for

Evervone

Flipped Learning





Advance HE (2018)

What Can Managers Do to Support Learners Retention?

Its all about the 3 R's - Review/Recap/Reflect:



- Follow up in supervision
- Run a quiz
- Ask staff to do some follow up work a episode of Holby City will provide plenty of cause for recap and reflection on safeguarding for instance
- Talk about the issues covered in training in a team meeting
- Ask staff who have accessed training to update colleagues
- Do some role play....

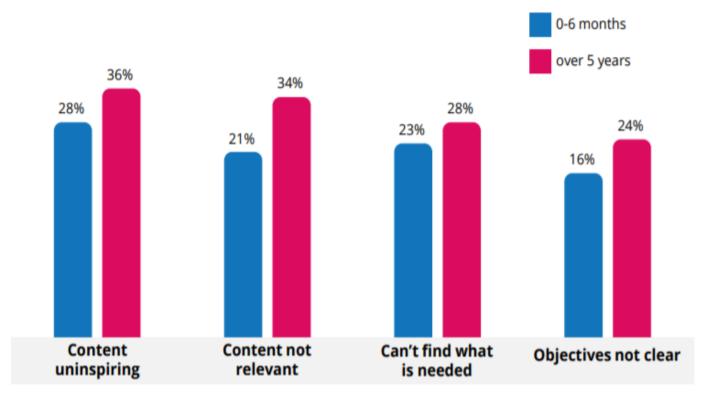
Post Course Review Templates

- Safeguarding Adults Awareness access <u>here</u>
- First Aid access <u>here</u>
- Moving and Handling access <u>here</u>
- MCA access <u>here</u>



Additional Challenges to Retention

Figure 18: Resistance to learning increases with length of time in role



References

- Advance HE (2018) *Flipped learning*. <u>https://www.heacademy.ac.uk/knowledge-hub/flipped-learning-0</u>
- Boller, S. (2017) The Forgetting Curve: What It Is and Why It Matters <u>https://www.bottomlineperformance.com/the-forgetting-curve-what-it-is-and-why-it-matters/</u>
- Kennard, J. (2015) *Generate: How can I best embed learning in the workplace?* Training Zone. <u>https://www.trainingzone.co.uk/community/blogs/jon-kennard/generate-how-can-i-best-embed-learning-in-the-workplace</u>
- Meacham, M. (2016) *Don't Forget the Ebbinghaus Forgetting Curve*. Association for Talent Development . <u>https://www.td.org/insights/dont-forget-the-ebbinghaus-forgetting-curve</u>
- Overton, L. (2019) The Transformation Journey, Today's Learning Strategy for Tomorrows Business Success. Towards Maturity. Emerald Publishing Limited. <u>https://towardsmaturity.org/2019/02/22/new-research-shows-29-of-learning-leaders-are-overwhelmed-and-under-skilled/</u>
- Petty, G. (2018) *Help! They Forget Faster Than I Can Teach Them*. SET protected membership document.
- Saks, A.M. (2002) So What is a Good Transfer of Training Estimate? A Reply to Fitzpatrick. Journal of Industrial-Organizational Psychologist, Volume 39, pp 29-30.
- Wallace, S. (2019) *Learning in a nourishing way*. intuition Society for Education and Training Issue 36, Summer 2019.
- Yang, Y.F., Lee, C. I. and Chang, C.K. (2016) *Learning Motivation and Retention Effects of Pair Programming in Data Structure Courses*. Education Information Volume 32, pp 249-267. IOS Press.





Safeguarding Enquiries – Essential Practice Tips



Julie May Griffiths Senior Safeguarding Practitioner, Safeguarding Team, Adult Services, Shropshire Council



S.42 Enquiry Tips Included -

- Address the impact on the adult
- Consider when you would phone the police
- Make sure the voice of the adult is apparent in the Enquiry Report
- Exercise professional curiosity and ask questions
- You can use the Talking about Safeguarding: "My Enquiry and Safety Plan" cards to support safeguarding conversations (contact Joint Training to order a pack 01743 254731)
- Apply Making Safeguarding Person (MSP) work to understand what the adult wants to do, what outcomes are important to them. Are the outcomes they want achievable?
- Talk to the Adult Safeguarding Team in your area if you need support when carrying out a Section 42 or 'Other' Enquiry
- Challenge the workforce when necessary; addressing learning and training needs as well as disciplinary scenarios.

Relevant Documents:

Shropshire access here

Telford and Wrekin access here

- Refer to Appendix 4 Provider Record for Alternative Actions to Raising a Safeguarding Concern if not raising a safeguarding concern access <u>here</u>
- Refer to the Safeguarding Threshold for Access to Safeguarding Services Matrix (February 2019) to support your professional judgement in Telford and Wrekin access <u>here</u>



Safeguarding Risks arising from Social Media Use

Conduct, Content and Contact

Karen Littleford

Safeguarding Adults Lead, Shropshire Partners in Care



First Message - Keep Calm

Don't Panic or overreact (proportionality). Is there a reason to be concerned? Are there any known risks, previous concerning on line behaviours, risk or abuse identified.

Duty of Care – Formal Definition

"Promoting wellbeing and making sure people are kept safe from harm, abuse and injury" Skills for Care (no date)

"Generally, the law imposes" a duty of care on a health care practitioner in situations where it is "reasonably foreseeable" that the practitioner might cause harm to patients through their acts or omissions" RCN (2019)

Legal requirement – it is not a choice, failures to uphold duty of care can result in legal action.....

rules for supporting me

MCA (2005)

Legislation (some)

Start by thinking I can make a decision

3

5

Do all you can to help me make a decision

You must not say I lack capacity just because my decision seems unwise

Use a **best interest checklist** for me if I can't make a decision

Check the decision made does not stop my freedom more than needed

Shropshire Council



The Human Rights Act protects 16 rights

\$	Hold I	66	Ê
Right to life (Article 2)	Right not to be tortured or treated in an inhuman or degrading way (Article 3)	Right to be free from slavery or forced labour (Article 4)	Right to liberty (Article 5)
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Right to a fair trial (Article 6)	Right not to be punished for something which wasn't against the law when you did it (Article 7)	Right to respect for private and family life, home and correspondence (Article 8)	Right to freedom of thought, conscience and religion (Article 9)
202		RE	ចំក្តី
Right to freedom of expression (Article 10)	Right to freedom of assembly and association (Article 11)	Right to marry and found a family (Article 12)	Right not be discriminated against in relation to any of the human rights listed here (Article 14)
ß	ð	¥=	RIP
Right to peaceful enjoyment of possessions (Article 1, Protocol 1)	Right to education (Article 2, Protocol 1)	Right to free elections (Article 3, Protocol 1)	Abolition of the death penalty (Article 1, Protocol 13)
#HRAa #HRAu	t17 nwrapped	The British Ir	binorguk

The British Institute of Human Rights

Benefits of Using the Internet and Social Media

Question-

What are the potential benefits for you to using the internet and social media?

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"The internet is a fantastic information resource, but always cross check your sources."	Getting factball rosults + Catchup TV	Memories From facebook t history from Childhood locations
Without the Internet, I could not do my job Which I love!	Use internet to find music from my youth	Gotting Knowledge from Google ie how to do
Positive! Instagram - lots of home accounts to get ideas, good community to help others out.	Without FaceBook 1 would not be in touch with Friends 1 lost touch with over 45 years ago.	Keeping in touch with family + friends
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Without the Internet, I could not do my job Which I love!

Benefits of Using the Internet and Social Media

Question-

What are the potential benefits for the adults your organisation supports around using the internet and social media?

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Without the Internet, I could not do my job Which I love!

Benefits for Adults using the Internet and Social Media





Content, Conduct, Contact

• **Content** – what is being accessed on line (may be inappropriate or illegal)

- **Conduct** Interacting by taking part in some on line activity
- **Contact** meeting in real time or on line



Content Risk

Content – what is being accessed on line (may be inappropriate or illegal)

- Pornography
- Violence
- Hate speech
- Radicalisation
- Scams
- Fraud



Conduct Risk

Conduct – Interacting by taking part in some on line activity

- Bullying
- Sexting
- Harassing
- Stalking
- Promoting harmful behaviour (self harm, drug use)
- The risk of the adult becoming a perpetrator of a crime

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Contact Risk

Contact – meeting in real time or on line

- Bullied
- Harassed or stalked
- Meeting strangers
- Threats to privacy
- Identity and reputation
- Sharing photos
- Revealing house location
- Impersonating a user
- Users sharing information with strangers
- Violence threats and abuse directly aimed at individuals or groups of users
- Mate crime victim
- Sexual exploitation

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Some Thoughts on Dealing With Risks Arising From Social Media or Internet Use

Education!!!!!! Awareness Raising!!!! Discussion!!!! Supported Decision Making!!

Are there any concerns about an individual's internet use?

Are there any previous concerns, risks or activities that suggest that there is a need to be concerned in the first place? If not it might just be a case of some on-going education and discussions around safe internet use.

Talk to adults about their internet use and what their interests are, how do they use the internet? Have they got any positive or negative on line experiences to share?

Understanding whether the adult has capacity to make specific decisions linked with internet and social media use is important (decision specific).

If there are concerns about internet/social media use connected to risk are there any protective factors such as engaging the adult in a programme of education?

Some Thoughts About Dealing With Risks Arising From Social Media or Internet Use

- With regards to education this is something that can be done in house as well as by external providers, there are resources available on line from Mencap for instance. Age UK also deliver IT Training is it running locally?
- Can the person put blocks on content themselves to assist managing what they access?
- Does the adult have an understanding of what is legal or illegal on line activity? There is a useful document from Care management Group Online Pornography and illegal content an easy read guide linked from the resources slide. Illegal activity on-line is not restricted to accessing pornography it could be fraud, hacking activity or cyber stalking for instance.
- Any restrictions would need to be proportionate, in line with legislation and least restrictive. The need to balance human rights and right to a private life etc. as well as addressing duty of care. This may come about due to a case being determined by the Court of Protection - see case law in next slide.
- Consider any issues connected to the individual using the organisations internet access via Wi-Fi when at home; are there any implications for the organisation if this is used to access illegal content or carry out illegal activity?

Case Law – MCA CoP Capacity Decisions About Social Media/Internet Use

- Re: A (Capacity: Social Media and Internet Use: Best Interests) <u>http://www.bailii.org/ew/cases/EWCOP/2019</u> /2.html
- Re B (Capacity: Social Media: Care and Contact) <u>http://www.bailii.org/ew/cases/EWCOP/2019</u> /3.html

Resources – see slide below



Friends Against Scams



Screen Shot from the National Trading Standards Friends Against Scams Website <u>https://www.friendsagainstscams.org.uk/</u>

Age UK

How can I keep my money and information safe from scams?

A scammer may try to approach you on your doorstep, by post, over the phone or online. They'll often pretend to be someone they're not, or make misleading offers of services or investments.



Pension scams

Keep your pension safe from scammers by learning how to spot a pension scam.



Phone scams and cold calls

Find out about the different types of phone scams and how to avoid them.



Doorstep scams

We'll help you spot bogus traders and other fraudsters who might come to your door.



Staying safe online

The internet has lots of positive aspects, but there are things you need to keep a lookout for.



Investment scams

Find out how to spot an investment scam and use the FCA Warning List to check an opportunity.



Postal scams

Sometimes it's difficult to spot scam mail. Watch out for these common signs.

Screen Shot from the Age UK website - Age UK <u>https://www.ageuk.org.uk/information-</u> advice/money-legal/scams-fraud/#

References

Age UK (2019) Scams and fraud <u>https://www.ageuk.org.uk/information-advice/money-legal/scams-fraud/#</u>

National Trading Standards Friends Against Scams Website. https://www.friendsagainstscams.org.uk/

RCN 22/07/2019 https://www.rcn.org.uk/get-help/rcn-advice/duty-of-care

Skills for Care (no date) Duty of Care. Care Certificate Workbook. <u>https://www.skillsforcare.org.uk/Documents/Learning-and-development/Care-Certificate/Standard-3.pdf</u>

The British Institute of Human Rights (2019) *My Human Rights*. London: The British Institute of Human Rights . <u>https://www.bihr.org.uk/my-human-rights</u>

UK Council for Child Internet Safety (2017) *Children's online activities, risks and safety. A literature review by the UKCCIS Evidence Group.* London: UK Council for Child Internet Safety <u>https://www.gov.uk/government/publications/childrens-online-activities-risks-and-safety-a-literature-review-by-the-ukccis-evidence-group</u>



Resources

- Care Management Group and Change (no date) Keeping Safe Online. <u>http://cmg.co.uk/wp-content/uploads/2017/12/Keeping-Safe-Online-Easy-Read-Guide-Email-Version.pdf</u>
- Care Management Group, Choice Support and Change (no date) Online Pornography and illegal content an easy read guide <u>http://cmg.co.uk/our-expertise/online-</u> pornography-and-illegal-content/
- Foundation for People with Learning Disabilities (2014) Staying Safe.....on social media and online <u>https://www.mentalhealth.org.uk/sites/default/files/staying-safe-online.pdf</u>
- Joint Training Learning Disability Supporting Individuals To Have A Safe Online Presence page 51 <u>https://www.shropshire.gov.uk/media/13538/joint-training-course-booklet-2019-20.pdf</u>
- SafeSurfing resources from Mencap <u>https://www.mencap.org.uk/about-us/our-projects/safesurfing</u>



Liberty Protection Safeguards

- DOLS TO BE REPLACED 01.10.20
- Significantly enhanced role for Care homes

Authorises the person to:-

- Reside in a set place(s)
- Approves for the person to receive care and/or treatment
- Transportation to/from/between set places

Para. 20 The Statement from care home manager

- "Cared for Person" (CfP) is 18+ (the age of 18+ pertains only to care homes)
- The care is a Deprivation of CfP's Liberty
- Not excluded by Part 7 of Act (MHA)
- CfP lacks capacity & has a mental disorder
- Consultation taken place
- Notifies the RB if CfP objects to care/treatment or residence

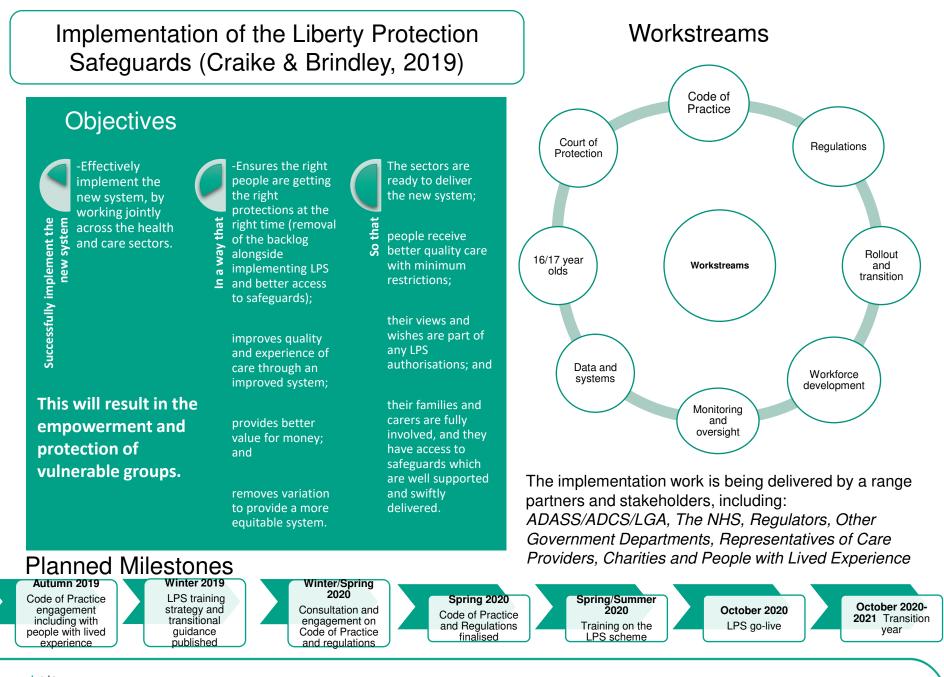
The statement must include record of assessment of:

• The lack of capacity

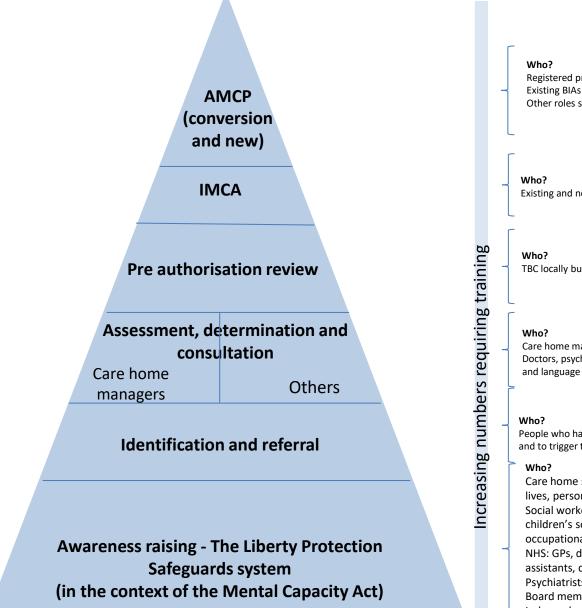
Para 21[a]

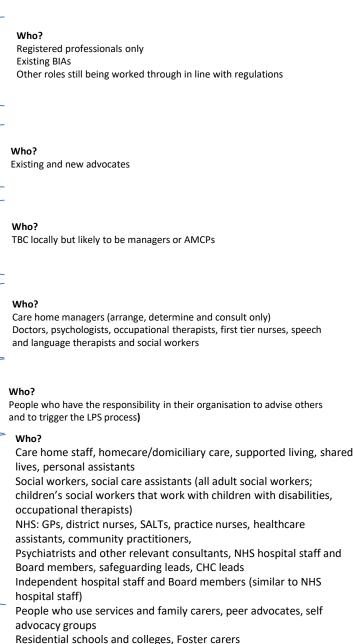
 Confirmation of diagnosis of mental disorder Para 21[b]

• Care is necessary and proportionate 22[1]



Department of Health & Social Care





Pressure Ulcers and Safeguarding

- 110,000 new pressure ulcer each year
- 146 deaths per 100,000 care homes
- 452 deaths per 100,000 hospital*
- Safeguarding Adults Protocol: Pressure Ulcers and the interface with a Safeguarding Enquiry
- Multiple 2s, 3 & 4
- The Six Questions
- Prevention

https://www.ons.gov.uk/peoplepopulationandcommunity/birthsdeathsandmarriages/deaths/adhocs/006466deathsfromselectedcausesbyplaceofdeathenglandan dwales2

https://www.ons.gov.uk/search?q=deaths+from+selected+causes+by+place+of+death+england+and+wales+2

ReSPECT

- Recommended Summary Plan for Emergency Care and Treatment
- Replacement for DNACPR
- Commencement date 01.11.19.

Are you ready?

References - Sign Posting to Key Developments

Craike, L. and Brindley, L. (2019) *Liberty Protection Safeguards Implementation*. Head of Adult Safeguarding and Liberty Protection Safeguards, Department of Health and Social Care. London: Department of Health and Social Care. <u>https://www.healthcareconferencesuk.co.uk/news/2019-9-23/liberty-protection-safeguards-implementation-of-the-2019-mental-capacity-amendment-act</u>

Office for National Statistics <u>https://www.ons.gov.uk/search?q=deaths+from+selected+causes+by+place+of+death+england+a</u> <u>nd+wales+2</u>

Recommended Summary Plan for Emergency Care & Treatment (ReSPECT) https://www.resus.org.uk/respect/

HC-UK Conferences (2019) Liberty Protection Safeguards: Implementation of the 2019 Mental Capacity (Amendment) Act Conference Resources <u>https://www.healthcareconferencesuk.co.uk/news/2019-9-23/liberty-</u>

protection-safeguards-implementation-of-the-2019-mental-capacity-amendment-act

- Tim Spencer Lane, Lawyer, formerly of Law Commission for England and Wales Liberty Protection Safeguards: The Mental Capacity (Amendment) Act 2019 <u>Full PowerPoint</u> <u>Presentation</u>
- Rachel Griffiths MBE, Consultant, Mental Capacity Act and Human Rights The Mental Capacity Act & Liberty Protection Safeguards.
 <u>Full PowerPoint Presentation</u>
- Adrian Dunsterville, Regulatory Policy Manager Mental Health, Care Quality Commission - Monitoring & Inspection of LPS and DoLS during transition. <u>Full</u> <u>PowerPoint Presentation</u>
- Linsey Craike, Head of Adult Safeguarding and Liberty Protection Safeguards, and Lydia Brindley, Policy Advisor, Liberty Protection Safeguards, Department of Health and Social Care - Implementation of the Liberty Protection Safeguards. <u>Full PowerPoint</u> <u>Presentation</u>

Recently Published Open Access Research



Recent Research of Interest Autumn 2019

Open Access Research

 Leverton, M., Burton, A., Rees, J. Rapaport. P., Manthorpe, J., Downs, M., Beresford-Dent, J. and Cooper, C. (2019) A systematic review of observational studies of adult home care. Health and Social Care in The Community, 2019;00:1– 13.

https://onlinelibrary.wiley.com/doi/full/10.1111/hsc.12831

 Norrie, C., Bramley, S. and Manthorpe, J. (2019) New Starts: A scoping review of literature on people with criminal records working in social care – current practice and potential for recruitment. London: Kings College London. <u>https://www.kcl.ac.uk/scwru/pubs/2019/reports/norrie-et-al-2019-new-starts-report.pdf</u>

Other Publications of Interest

- Turner, A. (2019) Safeguarding study reveals knowledge gaps in MCA application in cases of alcohol based harm. Community Care. <u>https://www.communitycare.co.uk/2019/07/24/safeguarding-</u> <u>study-reveals-knowledge-gaps-applying-mca-cases-alcohol-based-harm/</u>
- Alcohol Change UK (2019) Learning from tragedies an analysis of alcohol related safeguarding adult reviews. London: Alcohol Change UK. <u>https://alcoholchange.org.uk/publication/learning-fromtragedies-an-analysis-of-alcohol-related-safeguarding-adultreviews-published-in-2017</u>