



*Safeguarding
& Protection*



Safeguarding Annual Report 2022

Executive Summary

The purpose of this report is to provide an overview of Cygnet's safeguarding governance arrangements, and a retrospective view of the work completed by the Cygnet Central Safeguarding Team during 2022 to ensure Cygnet meets its statutory safeguarding responsibilities in respect of children and adults at risk.

The work activities undertaken by the Central Safeguarding Team during 2022 have been comprehensively documented within the quarterly safeguarding reports received by the Group Safeguarding Committee and Quality, Risk and Safety Committee. This report is intended to provide an overview and 'snapshot' of that work.

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01 Introduction

Safeguarding at Cygnet is Underpinned by our Belief that

- 1 Safeguarding is everyone's responsibility: for services to be effective each person should play their part.
 - 1.1 We take a person-centred approach: to be effective it should be based on a clear understanding of the needs and views of children, young people and adults at risk of harm.
 - 1.2 This annual report reflects the key safeguarding activities for both children and adults for 2022. The aim of the report is to provide assurance to the Board and our partners that we deliver sound and supportive practices to safeguard adults and children from abuse, neglect and maltreatment.
 - 1.3 Effective safeguarding arrangements seek to prevent and protect individuals from harm or abuse, regardless of their circumstances. In the UK, the foundations of safeguarding legislation are held within the United Nations Convention on the Rights of the Child for children, and for adults, the European Convention on Human Rights and to that effect, underpin Safeguarding.

Cygnet in Numbers



Our Values



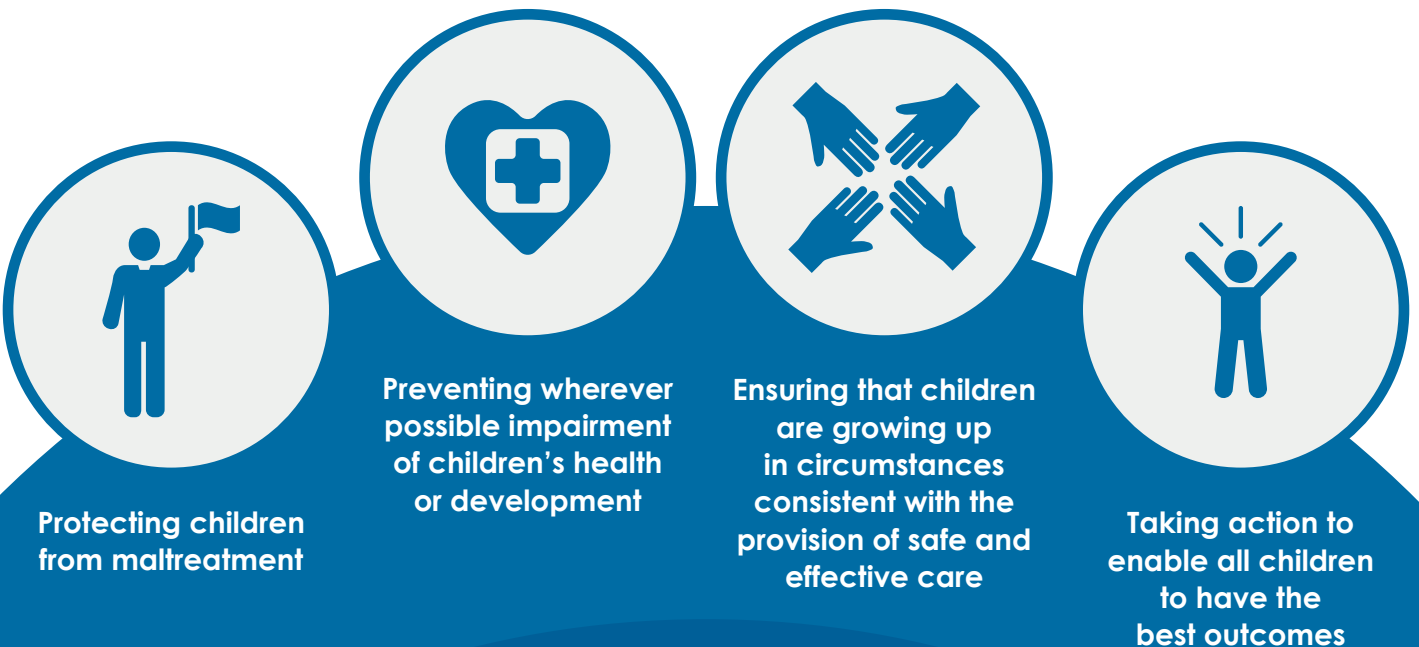
Improving lives together





Safeguarding Children, Young People and Adults at Risk

Safeguarding children and young people while promoting their welfare is defined as:



Child protection is defined as being part of safeguarding and promoting welfare. It is the work done to protect specific children who are suffering, or are likely to suffer, significant harm.

The Working Together to Safeguard Children (2018) guidance states that: 'Children are best protected when professionals are clear about what is required of them individually, and how they need to work together.'

In addition, the guidance states that 'effective safeguarding of children can only be achieved by putting children at the centre of the system and by every individual and agency playing their full part, working together to meet the needs of our most vulnerable children.'

Transitional Safeguarding

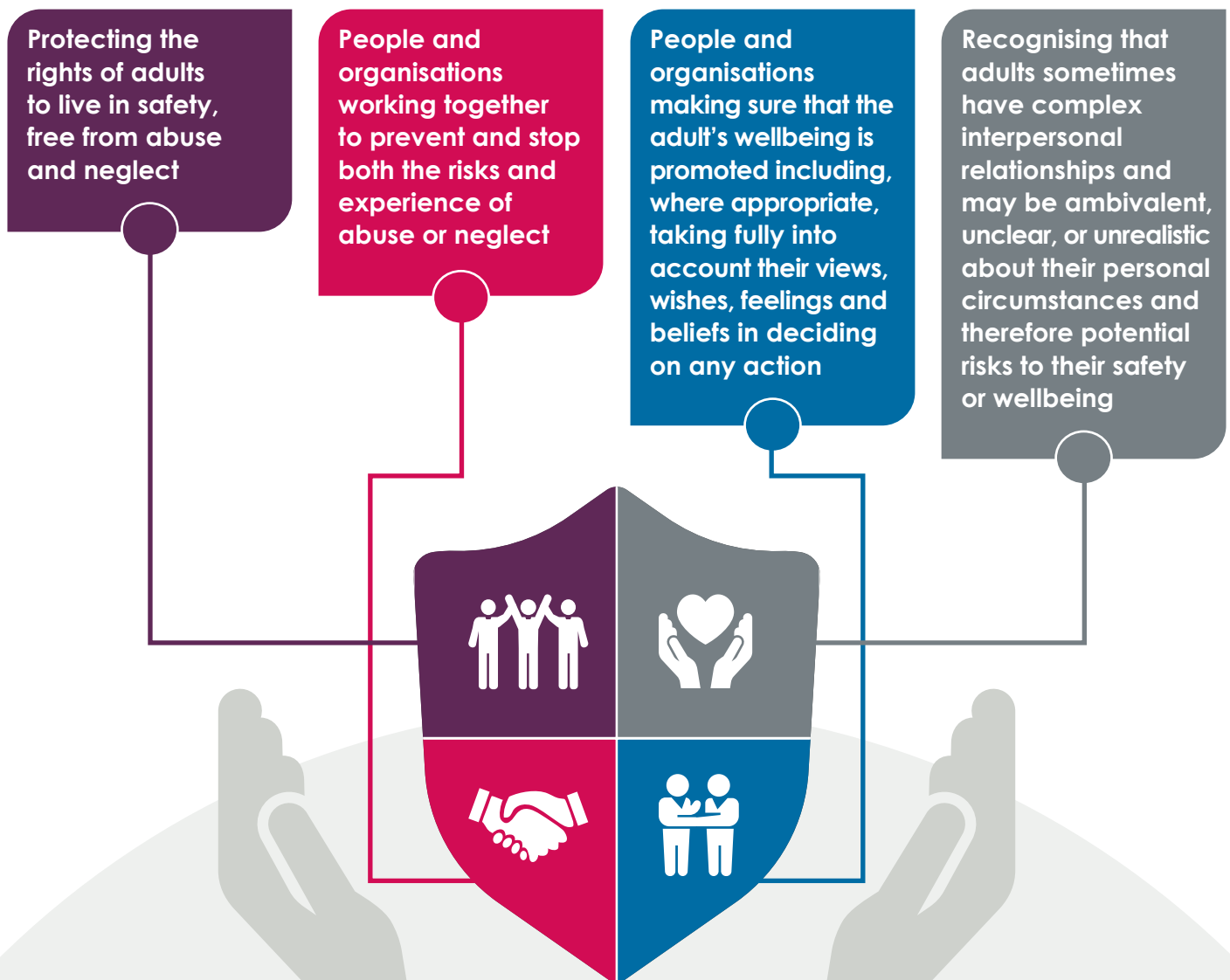
Transitional Safeguarding is an “approach to safeguarding adolescents and young adults fluidly across developmental stages which builds on the best available evidence, learns from both children’s and adult safeguarding practice and which prepares young people for their adult lives.” (Holmes & Smale, 2018)

It focuses on safeguarding young people from adolescence into adulthood, recognising transition is a journey not an event, and every young person will experience this journey differently. Cygnet recognises these risks can be exacerbated by the experience of mental ill health or that these risks can negatively impact the mental health of the individuals in our care.

The Central Safeguarding Team has a Named Nurse for Safeguarding Children (including Looked After Children) and Adults, embracing a ‘Think Family’ approach by specialising in both age groups. This role also incorporates Transition and both the Named Nurse and Head of Safeguarding are actively involved in dedicated Transitional Safeguarding work streams nationally.

Safeguarding Adults at Risk

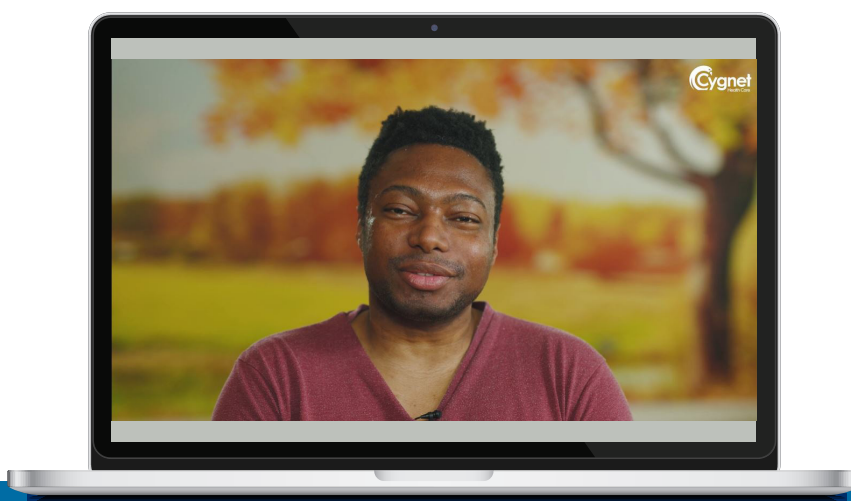
Safeguarding Adults at Risk of Abuse is defined in the Care Act (2014) as meaning:



Cygnnet has embedded the 6 principles of Making Safeguarding Personal into policy, procedure, systems and training for all staff. The principles are as follows:



Cygnnet worked with our Experts by Experience and service users to design and co-produce a video, made for service users, carers and family members, describing the 6 principles and explaining what they can expect from Safeguarding at Cygnnet:



▶ Watch the video here or visit: vimeo.com/726063767

Thank You for demonstrating our Strategic Priorities every day

Be The Best **○** You show Integrity by going above and beyond to keep everyone safe
Support More People **○** You exceed in our Trust of you by stepping up to support the NHS
Deliver Excellence **○** You display how much you Care by adapting to new ways of working
Value Our Staff **○** You demonstrate Respect by keeping morale up when times are tough
Innovation In Services **○** You act to Empower our service users by being creative and positive

Our Purpose, Vision And Mission

Purpose

We make a positive difference to the lives of the individuals we care for, their loved ones and all those who work with us.

Vision

To provide high quality, sustainable specialist services that: ensure service users feel safe and supported, staff are proud of, commissioners and service users select, and stakeholders trust.

Mission

To work together in a positive culture of openness, honesty and inclusivity, where we deliver safe, compassionate care for our service users, and our staff enjoy a fulfilling, rewarding environment in which to work.

Integrity

Trust

Empower

Respect

Care



02

Governance Arrangements

2. Cygnet has a robust structure both locally and nationally for managing safeguarding and protection (hereafter referred to simply as safeguarding). Safeguarding across Cygnet has a voice at Board level through the Executive Lead for Safeguarding, Cygnet Director of Nursing, David Wilmott. There is also a robust safeguarding governance structure 'from floor to board' led by the Central Safeguarding Team who oversee and support colleagues with their practice.

2.1. Overall responsibility and accountability for Cygnet's arrangements to safeguard adults at risk, children and young people are set out clearly in the safeguarding policies, these are overarching and are further strengthened by the expectation of local procedures that indicate to colleagues the site level governance structure and local area expectations including Local Authority, Safeguarding Adult Board and Children's Partnership expectations.

2.2. The Central Safeguarding Team has been developed and has been fully recruited to since May 22.

As a national provider of services to the NHS, Cygnet adheres to the NHS Standard Contract, Schedule 32. Cygnet has the following nominated Leads:

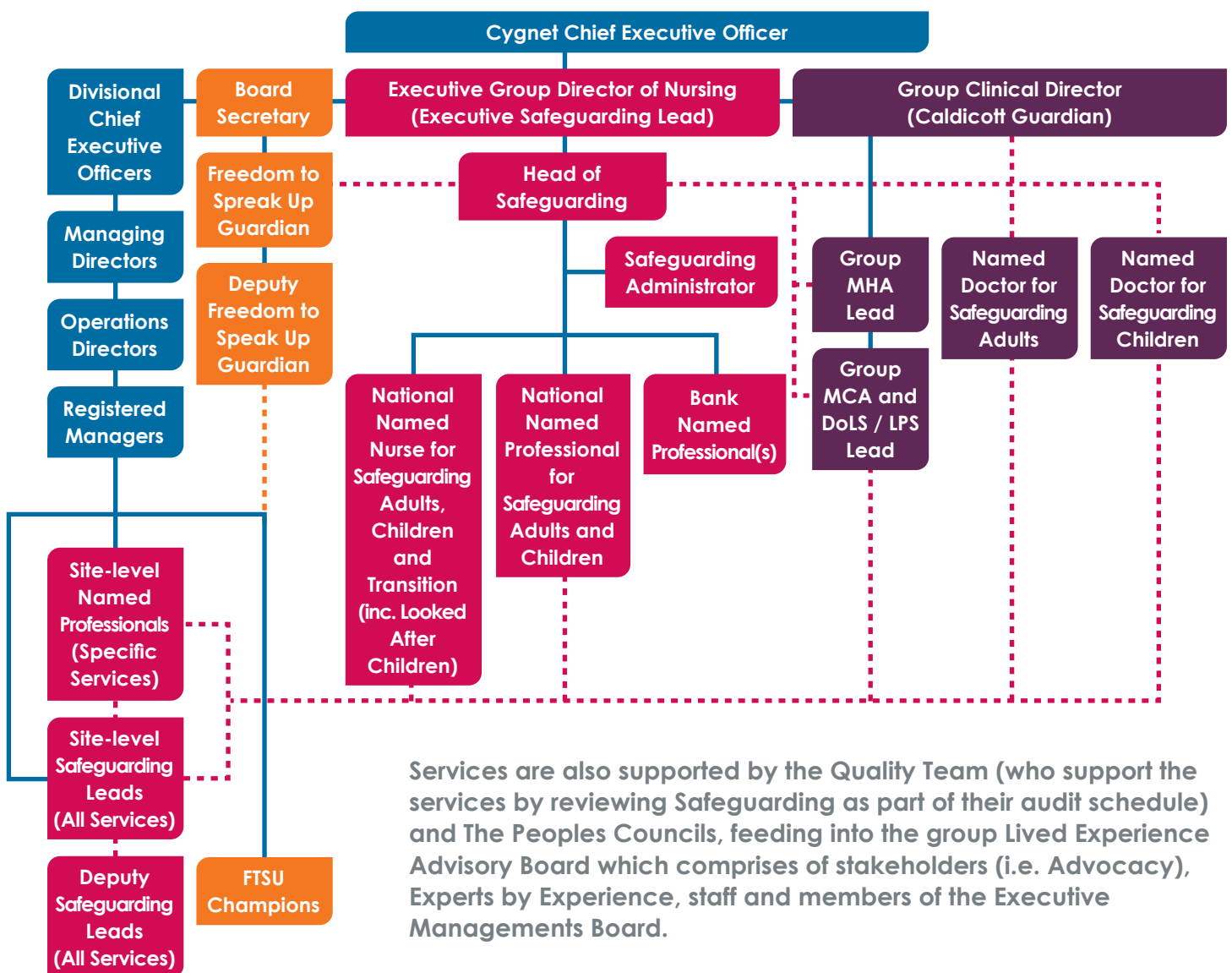
Named Professionals for Safeguarding Children (including looked after children) and for Safeguarding Adults, in Accordance with Safeguarding Guidance	<p>Named Professional for Safeguarding Adults and Children - Jennifer Harkness</p> <p>Named Nurse for Safeguarding Adults, Children and Transition (Inc. Looked After Children) - Laura Smith</p>
Child Sexual Abuse and Exploitation Lead	Named Nurse for Safeguarding Adults, Children and Transition (Inc. Looked After Children) - Laura Smith
Mental Capacity and Deprivation of Liberty Safeguards Lead	Lee Sharp - Mental Capacity Act and DoLS Lead
Prevent Lead	David Wilmott - Executive Lead, Prevent Lead
Domestic Abuse Lead	Philip Winterbottom - Head of Safeguarding

This means that Cygnet complies with the requirements and principles in relation to the safeguarding of children, young people and adults, including in relation to deprivation of liberty safeguards, child sexual abuse and exploitation, domestic abuse, radicalisation and female genital mutilation (as relevant to the Services) set out or referred to in:

- > Care Act 2014
- > The 2014 Regulations
- > The Children Act 1989 and the Children Act 2004 and associated Guidance
- > Mental Capacity Act 2005
- > The Modern Slavery Act 2015 and associated Guidance
- > Safeguarding Guidance
- > Child Sexual Abuse and Exploitation Guidance
- > Prevent Guidance
- > The Domestic Abuse Act 2021

2.3. Operational ownership and visibility of Safeguarding has been increased with the development of the governance structure; that includes Operational colleagues and peripheral structures that support safeguarding.

Cygnet has the following structure supporting colleagues with Safeguarding:



Services are also supported by the Quality Team (who support the services by reviewing Safeguarding as part of their audit schedule) and The Peoples Councils, feeding into the group Lived Experience Advisory Board which comprises of stakeholders (i.e. Advocacy), Experts by Experience, staff and members of the Executive Managements Board.

All Cygnet Colleagues

2.4. Cygnet's governance structures ensure that the Executive Board receives reports on safeguarding both monthly and quarterly: The Director of Nursing (Executive Lead for Safeguarding) reports on safeguarding monthly to the Executive Management Board.

The Group Safeguarding Committee receives information from Regional forums and in depth analysis of organisational safeguarding data amongst targeted feedback from different departments (Education, Freedom to Speak Up, Mental Health Act and Mental Capacity Act / DoLS) to produce a quarterly report which reports up to the Quality, Risk and Safety Committee, which in turn reports up to the Executive Management Board. This ensures that safeguarding is considered at Board level monthly with a greater analysis on a quarterly basis.

2.5. Safeguarding Committee membership has doubled to include these important colleagues:

- > Executive Safeguarding Lead, Executive Director of Nursing
- > Director of Partnership and Engagement
- > Head of Safeguarding
- > Head of Education
- > Head of Learning and Development
- > Named Doctor Safeguarding Adults
- > Named Doctor Safeguarding Children
- > National Practice Development Lead
- > Named Professional for Safeguarding Adults and Children
- > National Named Nurse for Safeguarding Adults, Children (Inc. LAC) and Transition
- > Group Social Work Lead
- > Expert by Experience Lead
- > Reducing Restrictive Practice Lead
- > Freedom To Speak Up Guardian
- > MCA and DoLS Lead
- > Social Care Representative

Each Cygnet service has at least one Safeguarding Lead trained to an advanced level, the majority have two or more as services have structures that reflect the size and acuity of the service. In a number of services these roles are held by Social Workers and Unit / Ward Managers, in others these are members of the Senior Management Team, or the Registered Manager.

Since September 2022 the Central Safeguarding Team has taken over the Safeguarding Individuals at Risk (Advanced for Safeguarding Leads) training and trains all Safeguarding Leads with a learning journey that begins with a 2 day, in person, course which provides the opportunity for all meet the team, other leads and learn from each other as much as the course materials.



Communications

At Cygnet, we believe that it is important for Safeguarding to be front and centre in all colleagues minds. This means that Safeguarding needs to be visible. In 2022, the Central Safeguarding Team undertook a number of additional communication and visibility exercises on top of supporting colleagues.

These included, but are not limited to:

Relaunch of Safeguarding Bulletins for all Leads and Managers



The creation of a New Independent Health Provider space in conjunction with the NHS England Safeguarding Team on the Future NHS digital platform



Hosting a national Independent Health Provider Liberty Protection Safeguards summit with the Safeguarding Adults National Network Liberty Protection Safeguards Clinical Reference Group

Ensuring regular direct communications with the Central Safeguarding Team (CST) important updates are now sent directly from the CST



New safeguarding videos (including a co-produced video with service users on what Making Safeguarding Personal means to them) hosted on renewed 'Safeguarding and Protection' department pages on MyCygnet (internal intranet) and embedded into training



'Safeguarding Adults National Network' and 'Safeguarding Children National Network for Named Professionals' membership for Central Safeguarding Team members with attendance / representation tracked as a team KPI



Presentations delivered on Leadership and Management in safeguarding to the Safeguarding Adults National Network, 'UK Safeguarding Leads' and 'International Safeguarding leads' (National / International networks for charity safeguarding Leads), NHSE and the Safeguarding Adult Board Managers Network to share good practice and research

Cygnet (and Independent health provider) representation on the NHSE Liberty Protection Safeguards Clinical Reference Group



A new Independent Health Providers Safeguarding Forum created, the Terms of Reference were jointly developed with NHSE and first meeting took place in October 2022

Service User Involvement

Aligning with Cygnet's values, empowering the individual's we support also is a key Safeguarding Principle. In 2022 the Central Safeguarding team promoted this area with 2 key pieces of work:

- > The Experts by Experience and People's Councils are now represented and reporting into the Group Safeguarding Committee
- > The Central Safeguarding team worked with service users to co-produce a Safeguarding video created for Service Users, the people they love and who love them (carers and families) on what Making Safeguarding Personal means to them. This video is hosted publically on the Cygnet website, is embedded into training and was shared nationally at the Cygnet Safeguarding Conference in November 2022

Annual Conference

As part of the learning opportunities for Cygnet colleagues, on Tuesday 22nd November Cygnet held it's first annual Safeguarding Conference and National Awards Ceremony. The conference was held virtually with presentations from individuals in our care, Cygnet staff, NHS staff and speakers from various external organisations. The event was fully booked with around 500 delegates in attendance from around the world (including Africa, America and across Europe). There were several speakers during the day, a summary is available and awards were given out to colleagues at the end of the day.

Summary of the conference can be found here: www.cygnetgroup.com/news/cygnets-first-annual-safeguarding-conference-and-national-awards-ceremony



Safeguarding Award Winners 2022

'Innovation in Safeguarding' and 'Making Safeguarding Personal'

Awarded to Cygnet Social Care for their work on making information accessible with their project creating a number of Easy-Read / Accessible resources and site-based examples tailored to service user needs.

'Family and Carer Involvement'

Awarded to the Cygnet Education Team for their continuous drive to engage and involve family and carers in the development of the services with their co-produced curriculum incorporating safeguarding.

'Staff Development'

Awarded to Nome Njini at Cygnet Hospital Taunton, Taunton were recognised as a strong example of how safeguarding is embedded in the service through their everyday governance.

'Service User Involvement'

Awarded to Cygnet Hospital Sheffield's CAMHS Team for placing the young people at the heart of everything they do and the co-production of a Safeguarding Charter amongst other initiatives.

'Spirit of Safeguarding'

Awarded to Helen Brownhill at The Fields. Helen was recognised for being bold and brave, speaking up and being a role model for others when having to challenge external agencies about service user safety.

03

Education and Training

3.1 In 2022, the Central Safeguarding Team took over the training for Safeguarding Leads, ensuring this is now a face-to-face learning opportunity, where Leads learn from each other as well as the facilitators. The course is led by the Head of Safeguarding who holds a Masters in Child Protection and Safeguarding Adults and is an Honorary Fellow, Institute for Health and Social Care, Buckinghamshire New University where he supports the module programme with a focus on Safeguarding Leadership.

During 2022, Safeguarding training for all colleagues involved in the planning or delivery of care (level 3 colleagues) across the group averaged above 90% month on month, ending the year on 93%.

The provision and delivery of training remains a priority, with the requirement that all staff are provided with the appropriate level of training, according to their role and responsibilities. Training delivered during this period was in accordance with the Intercollegiate Document Guidance (Children 2019; Looked after Children 2020, Adults 2018), Keeping Children Safe in Education (2022) and the NHS England Prevent Training and Competencies Framework (2021, 2022) and is delivered at both Induction and as part of Cygnet Core Skills (Mandatory) Training Programme.

3.2 This programme of training includes:

Safeguarding Training	Equivalent training 'level'
Safeguarding Induction	Level 1 - At site, during induction, meeting Safeguarding Lead(s) and being taught the site's Local Procedures including reporting expectations
Safeguarding Individuals at Risk (Introduction)	Levels 1 + 2 - Intercollegiate Documents
Keeping Children Safe in Education	Keeping Children Safe in Education Statutory Guidance Education and CAMHS Colleagues only
Prevent Training	NHS England Prevent Competencies for Level 1-3
Safeguarding Individuals at Risk (Intermediate)	Level 3 - Intercollegiate Documents
Safeguarding Individuals at Risk (Advanced for Safeguarding Leads)	Level 3-4 - Intercollegiate Documents
Bespoke Safeguarding Workshops /Masterclasses 'Lunch and Learn' Safeguarding Sessions	Level 3-4 - Intercollegiate Documents Available on request to the Central Safeguarding Team
Board Safeguarding Workshop	Intercollegiate Document Board Level outcomes

All levels of safeguarding training were reviewed in 2022 with updates made to the Introductory and Intermediate courses.

Prevent WRAP and Prevent BPAT

Prevent BPAT and Prevent WRAP are statutory requirements for Cygnet (Section 26 of the Counter-Terrorism and Security Act 2015). The delivery of Prevent training in line with the NHS England Prevent Training and Competencies Framework (2021, 2022) is a condition of the NHS Standard Contract.

A new Prevent training course was quality assured and commissioned, this has been assigned alongside the introductory (L2) course to ensure that a wider staff group than contractually required received the training in both BPAT and WRAP.

The contractual training compliance target of 85% across all non-clinical (Level 1) and non-registered clinical (Level 2) roles regarding Prevent BPAT was achieved and the group average at the end of 2022 was 90%.

04 Policies and Procedures

- 4.1.** The revision of all safeguarding policies, procedures and associated forms was undertaken in line with the annual review schedule, and republished in March 2022.
- 4.2.** The 'Safeguarding in Education Policy' was reviewed and revised policy prepared and published in time for the new school term – Sept 2022.



Cygnets commitment to safeguarding supervision is set out in the supervision policy, the Central Safeguarding Team provide supervision opportunities for Safeguarding Leads that align with Regional forums to ensure that an opportunity is provided to reflect on national trends in addition to service level concerns. All service user facing colleagues have the opportunity to discuss safeguarding on a regular basis as safeguarding is a standard agenda item in all forms of supervision.

During 2022 Safeguarding Leads and managers all had the opportunity to join 8 weekly peer supervision sessions that were externally facilitated and ad-hoc 1:1 Supervision with the Central Safeguarding Team in addition to the Regional Forums. This ensured that Cygnets provides safeguarding supervision in a proportionate manner to the individual's roles and responsibilities at a frequency above and beyond the contractual obligation of 6 monthly for Level 3 colleagues.

In addition to contacting the Central Safeguarding Team directly, all Safeguarding Leads and Managers across Cygnets have the opportunity to join a 'Safeguarding drop in' which is held 3 weekly, meaning Safeguarding Leads at all levels can join and seek advice, discuss with colleagues, have reflective conversations and raise any potential concerns or trends.



Multi-agency Reviews

One Safeguarding Adults Review was published involving Cygnets during the 2022 period, the Executive Summary for Whorlton Hall was published by Durham Safeguarding Adults Partnership. Cygnets welcomes the 7 'systems findings' and these have been shared in numerous platforms and opportunities internally. The findings were explored in Regional Safeguarding Forums and those directly relating to Cygnets as a provider have been embedded into training also. Cygnets continues to explore and develop its practice, where possible, to ensure that the changes required are embedded into practice.



At Cygnet, we believe that Safeguarding adults and children isn't just everyone's business, it is every day business. Our values align with the 6 principles of Making Safeguarding Personal and our colleagues understand their responsibility to help safeguard adults and children from abuse and neglect.

Investment into Safeguarding and protection will continue into 2023 with additional Advanced training spaces being made available for more staff groups, increasing the number of leads at services.

Cygnet will adopt Datix to help provide 'live' view and analysis of safeguarding incidents, trends and crucially allow a proactive instead of reactive approach to analysing safeguarding data. The safeguarding section will be developed in conjunction with the Central Safeguarding Team with a pilot phase and testing from a variety of health and social care services.

When safeguarding is done well, it permeates through every area of the business. The Central Safeguarding Team will continue to work with and support all area of the business as well as working with commissioners and stakeholders to provide assurance.



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