

Safeguarding After Action Review (AAR) May 2022 Rapid Read

What did we expect to happen?

- Increase in safeguarding concerns
- Increase in staff exhaustion and 34% loss of workforce
- Moving towards restoration and recovery
- Professional curiosity to go beyond the obvious
- Evaluate the impact of COVID-19
- More virtual engagement

What did we do well?

- Support staff wellbeing
- Check in on each other
- Lunch and learn – learning from each other
- Rapid roll out of vaccines
- Supported escalation of key issues
- Developed a range of rapid reads
- Improved use of technology

What has local practitioner intelligence shone a light on?

- 600% increase in online alcohol sales led to 30% increase in Multi Agency Risk Agency Conference (MARAC) referrals within 6 months
- 42% increase in safeguarding concerns
- 33% increase in Section 42 enquiries.
- 31-61% increase in young people attending acute services for mental health
- Increase in staff suicide
- 179% increase in MASH referrals

What were the challenges we faced?

- Staff exhaustion, illness, capacity, reduced staff and pressures on the system, early retirement
- Feeling valued as part of the system
- Parliamentary issues causing lack of trust and belief
- Lack of data
- The journey towards Integrated Care Systems (ICS)
- Training for Mental Capacity Act (MCA) and Deprivation of Liberty Safeguards (DoLS) reduced uptake
- Mediating the different restrictions and best interest for people

What do we need to do now?

- Emphasise self-care for workforce
- Learn from IICSA
- Keep the networks going
- Continue to gather practitioner and service user intelligence
- Invest in workforce to include mental health and wellbeing
- Transition to Integrated Care Boards (ICB)/IICS)
- Strengthen EQIA and address inequalities
- Review the effects of COVID-19 and plan for recovery



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