



Clackmannanshire and Stirling Adult Support and Protection Committee

Strategic Improvement Plan 2023-2025



Preface by Chief Officers

The Clackmannanshire and Stirling Chief Officer Group (COG) is delighted to endorse the Adult Support and Protection Committee's (ASPC) Strategic Improvement Plan and key priorities for 2023-2025. The plan reflects our direction to the ASPC and it represents the values and ethos of the Chief Officer Group.

As Chief Officers we are both individually and collectively responsible for the leadership, direction and scrutiny of Adult Support and Protection activity and Public Protection more broadly. We give continued commitment to the work of the Committee to ensure that supporting and protecting adults at risk of harm remains a priority within and across agencies. We would like to acknowledge the success and improvements made under the framework of the 2020-22 Strategic Plan and extend our gratitude to partners; staff; individuals with lived experience and carers who contributed to the delivery of the plan.

Looking to the future, we are committed to delivering on the key priorities identified in the 2023-2025 Strategic Plan and improving the experience and outcomes for adults living in Clackmannanshire and Stirling.

Amanda Croft
Interim Chief Executive
NHS Forth Valley

Carol Beattie
Chief Executive
Stirling Council

Nikki Bridle
Chief Executive
Clackmannanshire Council

Barry Blair
Divisional Commander
Police Scotland – Forth Valley



Foreword on behalf of the Adult Support and Protection Committee – ASPC

As the Independent Chair of Clackmannanshire and Stirling ASPC I am pleased to present our Adult Support and Protection Strategic Plan 2023-2025. The ASPC is committed to the support and protection of adults at risk of harm and delivering on the priorities areas set out in the Plan. We want to ensure that Adults are at the centre of all intervention and feel empowered to participate in decision making leading to them feeling safer as a result.

The ASPC pledges to provide clear leadership to our workforce to ensure that we work in a trauma informed way, and this is embedded into frontline practice. This commitment is outlined throughout our plan, and we endeavour to ensure that the outcomes identified are achieved for all adults living in the Health and Social Care Partnership (HSCP) area.

We strive to provide continuous practice improvement and routinely review and update our policies, procedures and guidance through our multiagency partners which supports practitioners and managers to carry out best practice in this challenging area of work. Self-evaluation is incorporated into all aspects of our work; it is a vital process which enables us to identify areas of improvement and ensures that we identify key outcomes for our services.

Adult Support and Protection is a challenging and emotive area of work and as a committee we have had strong leadership, commitment and direction from our Chief Officer's Group, we have supported each other and acknowledge that the last two years has challenged us all professionally and personally. I am confident as a committee we will continue to work collaboratively and continue to develop and strengthen our public protection arrangements.

Cecilia Meechan

Independent Chair of the ASPC



Clackmannanshire and Stirling

Introduction

The Adult Support and Protection (Scotland) Act 2007 has brought about significant changes in the way that adults considered to be at risk of harm are supported and protected.

Our Vision:

‘That Adults at Risk of Harm feel safe, respected, supported and protected from harm.’

Our Mission:

‘That the strategic improvement plan for Clackmannanshire and Stirling sets out a clear action plan for the HSCP and our partner agencies to achieve this mission.’

The plan builds on achievements to date, using the previous improvement plan as our foundation and drawing on learning from the recent ASP Thematic Inspection by the Care Inspectorate; self-evaluation and audit activity; performance data; sub-groups and short life working groups, stakeholder feedback and Learning Reviews.

The delivery of our strategic plan will be overseen by the Adult Support and Protection Committee and the respective Sub Groups who will report to the Chief Officers Group (COG) who will offer further scrutiny and oversight of the plan.

What will success look like? – Outcome Focussed Indicators:

- Adults at risk of harm and their carers/Power Of Attorney (POA)/Guardian/family (where appropriate) will feel listened to, understood, respected and involved in their ASP Journey.
- Adults are safer, supported and protected as a result of our intervention.
- Improved awareness of ASP and staff feel confident and competent in terms of the Legislation and the guiding principles.

Our Strategic Improvement Plan has been devised to deliver on national and local policies & legislation and is based on five key priority areas:

Leadership and Governance

Practice Improvement and Learning

Workforce Development

Improving Outcomes for individuals with lived experience and carers

Promoting Adult Support & Protection Awareness



Key Principles

The overarching principle underlying Part 1 of the Act is that any intervention in an individual's affairs should provide **benefit** to the individual and should be the **least restrictive option** of those that are available which will meet the purpose of the intervention.

This is supported by a set of guiding principles which, together with the overarching principle, must be taken account of when performing functions under Part 1 of the Act.

- Take into account the past and present wishes and feelings of the adult at risk.
- Take into account the views of other significant individuals e.g., nearest relative, primary carer, guardian, attorney and/or any other person with an interest in the adult's wellbeing or affairs.
- Provide the adult with all relevant information and support them to participate as fully as possible.
- Ensure that the adult is not treated less favourably than another adult in a comparable situation.
- Take into account the adult's abilities, background and characteristics (including age, sex, sexual orientation, religious persuasion, racial origin, ethnic group, cultural and linguistic heritage).

Our aims

Our principles are aligned with our statutory duty and our focus on practice improvement. All partners should ensure that these principles are embedded into their organisational practices and procedures:

- We will deliver services that wherever possible are actively informed by people with lived experience.
- We commit to work with others to put trauma informed and responsive practice in place across our workforce and services.
- We will ensure that people with lived experience are heard, valued and supported, enabling them to discover their potential and realise their ambitions.
- We will recognise the importance of meaningful relationships that offer collaboration, choice, empowerment, safety and trust as part of a trauma informed approach.
- We will respond in ways that prevent further harm, and work to reduce barriers so that adults have equal access to the services they need, when they need it and in a way that supports their own journey of recovery.



- **Priority 1 - Leadership and Governance** – ‘Leaders play an important role in supporting effective governance by promoting interagency collaboration and focusing on both national and local issues and outcomes.’

LEADERSHIP AND GOVERNANCE				
What needs to happen	Actions	Shared Responsibility for <u>all</u> actions listed	By When	Measure of Success/Outcomes
ASPC Members need to have a clear understanding of adult support and protection to better inform their role and enable them to be effective members of the Committee	<p>Anonymous ASPC survey to identify views and learning needs of committee members.</p> <p>ASPC Welcome Pack to be created based on the survey feedback.</p> <p>ASPC Biennial Development Day to be arranged.</p>	<p>Independent Chair</p> <p>ASP Lead Officer</p> <p>ASPC</p>	January 2024	<p>80% of ASP Committee Members report feeling confident in their role and supported to actively participate and take actions forward on behalf of the ASPC.</p> <p>ASPC members will be able to demonstrate through the delivery of the ASPC strategic plan that information is being disseminated within their organisation and that actions attributed to their organisation are progressed and reported to ASPC.</p> <p>ASPC members will be asked to evaluate the day. Learning will be shared and will inform future work of the ASPC.</p>
ASPC Members will oversee delivery of the Strategic Plan via the ASPC, relevant Sub-groups and Short Life Working Groups (SLWG).	The SLWG for the ASP improvement plan will oversee and ensure implementation of all agreed actions with the agreed timescales.	Multi-agency members of the SLWG	Quarterly at ASPC Meetings	COG are confident in the role and function of ASPC.



	<p>Produce and implement an annual multi-agency Public Protection Training Calendar based on local and national priorities.</p> <p>All of the relevant Sub-Groups will review their terms of reference; submit their minutes to the ASPC and provide verbal update.</p>	<p>All Sub-Group Chairs</p> <p>ASP Lead Officer</p> <p>ASPC</p>		<p>Adults are safer, supported and protected as a result of our intervention –measured via feedback to Forth Valley Advocacy and Communication & Engagement Sub-group</p> <p>Risk are recognised in all settings and responded to within the agreed timescales documented in the ASP Flowchart</p>
<p>The ASPC promotes the role and function of the ASPC to front line staff as well as other partner agencies and organisations.</p>	<p>ASP Conference Feb 2023</p> <p>ASPC Development Day September 2023</p> <p>ASP Practitioners Forum - input from the ASPC Chair</p> <p>ASP Newsletter</p> <p>Input to ASP Training Events (e.g. Care Home Development Day, ASP Conference, Care Home and Review Team (CHART) Day)</p> <p>Newly developed Communication and Engagement Sub-group.</p> <p>The ASPC communicates the vision, principles, aims and success measures set out in this plan to all stakeholder groups.</p>	<p>Independent Chair</p> <p>ASP Lead Officer</p> <p>ASPC</p>	<p>January 2024</p>	<p>Increased staff awareness of the role and remit of the ASPC; evidenced via an anonymous survey.</p> <p>Public Profile raised with evidence of increased referrals rates – a measure recorded as part of the Performance and Quality Improvement (PQI) Sub-group and Scottish Government data set.</p> <p>Those with lived experience, carers and adults at risk of harm have an awareness of the governance arrangements of ASP and they can directly contribute to local policy and events.</p> <p>Updated Social Media/Website/Communications.</p>



<p>The ASPC ensures that new national and local guidance is implemented in full and emerging priorities are responded to at a strategic and operational level.</p>	<p>7 minute briefings re: new ASP Revised Code of Practice for all HSCP staff.</p> <p>ASP Risk Register to monitor emerging/new risks</p> <p>Revise the Forth Valley Multi-agency Guidance.</p> <p>Work with IT analysts re: National Minimum Dataset return for the Scottish Government.</p> <p>Develop an input for GPs following updated guidance from the Scottish Government.</p> <p>Learning Reviews are conducted according to national guidance.</p> <p>Review and ensure implementation of Large Scale Investigation Guidance.</p>	<p>Independent Chair</p> <p>ASP Lead Officer</p> <p>ASPC</p> <p>Public Protection Learning Adviser</p> <p>HSCP Organisational Development Adviser</p>	<p>June 2023</p>	<p>Staff are competent in the application of new Scottish Government (SG) revisions to the Code of Practice. Council Officer Learning Tool converted in a survey format.</p> <p>Risk Register is a standing agenda item.</p> <p>Staff will receive training in line with identified needs e.g. protection orders, capacity and undue pressure.</p> <p>The ASPC will have a robust strategy for reviewing recommendations arising from Learning Reviews and will ensure learning is disseminated and acted upon.</p> <p>A learning pack will be developed and disseminated post Learning Review to all partner agencies</p> <p>The FV Multi-agency Guidance will reflect changes and set out practice expectations.</p> <p>The HSCP will provide accurate data compliant with the SG request.</p>
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- **Priority 2 – Practice Improvement and Learning** – ‘Encourages the use of available evidence/data from research and practice to develop front line operations and service provision.’

Practice Improvement				
What needs to happen	Actions	Shared Responsibility for all actions listed	By When	Measure of Success/Outcomes
The ASPC needs to monitor and scrutinise performance data for ASP Activity across the partner agencies and within the HSCP.	<p>Performance and Quality Indicator Sub-group established to report on ASP Data. Multi agency dataset developed based on national minimum dataset and used by ASPC to analyse data.</p> <p>Risk Register – Multi-agency which is tracked via ASPC.</p> <p>ASPC Reports are required from all multi-agency partners for ASPC.</p> <p>Learning and Development Sub-group provides a report re: training developments/compliance/ attendance and identified training needs/gaps.</p> <p>Provide performance data to COG.</p> <p>Share and track findings from Large Scale Investigations and Learning Reviews</p> <p>Complete a biennial report.</p> <p>Provide scrutiny of single agency audit activity</p>	<p>PQI Sub-group</p> <p>ASPC</p> <p>ASP Lead Officer</p> <p>Public Protection Learning Adviser</p> <p>HSCP Organisational Development Adviser</p> <p>ASP Team Managers</p>	<p>February 2023</p> <p>Quarterly (in place)</p>	<p>Improved compliance with key performance indicators.</p> <p>ASPC will have a framework to implement good practice and develop PQI approaches to improvement based on existing good practice.</p> <p>Better outcomes reported by Adults living in the HSCP area. Views gleaned via Communication and Engagement Sub-group and Forth Valley Advocacy.</p> <p>90% attendance from Council Officers in relation to mandatory training (currently 50%)</p> <p>Evidence through staff feedback and case file audits will identify staff are confident and competent to carry out their adult support and protection roles and responsibilities Staff will also</p>



	Glean feedback from the Communication and Engagement Sub-group where Adults at Risk of harm, those with lived experience and carers will inform local practice and policy.			require to reflect on learning in supervision.
The ASPC monitors and scrutinises self-evaluation and audit activity across the HSCP	<p>An anonymous questionnaire to be submitted to all Council Officers (via survey monkey) to ascertain their level of competence and confidence in working across ASP Legislation.</p> <p>Buddy System for Team Managers across the HSCP to evaluate and audit a sample of ASP Cases and results to be fed back via an Audit Report.</p> <p>Senior Management Case Audit of the Team Manager Audits and additional cases.</p> <p>eIRD review group (multi-agency) to quality assure an agreed sample of IRDs in relation to the decision making and quality of intervention.</p> <p>PQI Sub-group will monitor the feedback from the Audit which will highlight any good/poor practice issues. It will also provide a report on compliance and performance data.</p>	<p>ASP Lead Officer</p> <p>Public Protection Learning Adviser</p> <p>HSCP Organisational Development Adviser</p> <p>Police/NHS and Social Work</p> <p>ASPC</p> <p>Locality Managers</p> <p>PQI Sub-group</p>	<p>June 2023</p> <p>January 2024</p>	<p>Evidence based data will identify areas for development and ensure the targeting of resources.</p> <p>There will be evidence of compliance and improved quality of interventions in case records.</p> <p>90% attendance at bespoke/planned training events e.g AWI training, protection orders, risk assessment and chronology.</p> <p>Audits will be a rolling programme of self-evaluation activity embedded into practice.</p>



<p>The ASPC will undertake an annual review of all key processes and procedures and ensure they are fit for purpose (Learning Review, LSI, Self-neglect & Hoarding, Forth Valley Multi-agency Guidance, Risk Assessments and Chronologies and APCCs)</p>	<p>Standing Agenda item to review developments and agreed actions with respect to Policies and Procedures.</p> <p>Involve those with Lived Experience in their creation and not just the review.</p> <p>All Sub-groups will report into ASPC to inform practice developments and ensure representation from all stakeholders including service users, those with lived experience and carers.</p>	<p>ASPC</p> <p>ASP Lead Officer</p> <p>Public Protection Learning Adviser</p> <p>HSCP Organisational Development Adviser</p>	<p>January 2024</p>	<p>Local and National resources will be in line with legislation and policy changes/developments.</p> <p>Communication and Engagement Sub-group (representation from a wide range of individuals with lived experience) will have informed and reviewed all policy and procedures.</p> <p>There are clear and robust policies and procedure in place to support front line practice improvement.</p> <p>Partner agencies will have clear guidance to follow.</p>
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- **Priority 3 – Workforce Development** – ‘is critical to support individuals to grow their skills and develop the tools they need be productive and effective in the workplace. An empowered workforce is one which feels valued and supported.’

Workforce Development				
What needs to happen	Actions	Shared Responsibility for all actions listed	By When	Measure of Success/Outcomes
Ensure availability of ASP Training and Practice Guidance for all HSCP staff with a focus on the needs of Council Officers.	<p>An anonymous questionnaire to be submitted to all Council Officers (via survey monkey) to ascertain their level of competence and confidence in working across ASP Legislation.</p> <p>Public Protection Calendar is reviewed via the Learning and Development Sub-group to identify any new training needs and to be responsive to local and national developments.</p> <p>Bespoke training is arranged according to the needs of staff in the HSCP area e.g Protection Orders, Capacity, Consent and Undue Pressure.</p> <p>Policies and Procedures are reviewed via the Sub-groups and ASPC.</p> <p>The Forth Valley Practitioner Pages are currently being reviewed and will be improved in terms of access and content.</p> <p>A Workforce Plan is created re: staff retention and recruitment.</p>	<p>PQI Sub-group</p> <p>ASPC</p> <p>ASP Lead Officer</p> <p>Public Protection Learning Adviser</p> <p>HSCP Organisational Development Adviser</p> <p>Team Managers</p>	<p>June 2023</p> <p>Quarterly (reviewed January 2024)</p>	<p>Practitioner Feedback will inform ASP training needs, supervision and continuous professional development.</p> <p>Evaluate response to post training questionnaires.</p> <p>Staff will feel supported, confident and skilled applying ASP Legislation.</p> <p>Staff will effectively translate training into practice which will be evidenced via ASP Data Collection (Compliance and Performance).</p> <p>There will be clear and robust documents in place to guide practice and support all practitioners. Evaluation of revamped practitioner pages</p>



	ASP Practitioners Forum and ASP Team Managers Meeting to continue and develop in response to identified needs/learning opportunities	Forth Valley Sub-Group Locality Managers		Staff recruitment will be an ongoing priority with low staff turnover rates/outstanding vacancies.
Implement any improvement actions as a result of the ASP Inspection; ASPC Members Survey; Council Officer Survey; Sub-group feedback and Self-evaluation and Audit results.	Multi-agency Short Life Working Group will track and monitor specific actions and progress. ASPC development day to be arranged and a learning pack developed for members. Compile a report re: Council Officer Survey Results and incorporate a clear action plan to address any identified needs/issues. Report on feedback and audit activity to PQI and ASPC and incorporate any identified needs/issues into the Public Protection Training Calendar.	ASPC ASP Lead Officer Public Protection Learning Adviser PQI Sub-group	2023-25 September 2023 June 2023	Develop a suite of tools and indicators to measure the extent to which strategic outcomes are being met. The Rag Rating will move from red/amber to green. Repeat Council Officer Survey to compare to previous one and see improved confidence and competence.
Continue to take forward the ASP Practitioners Forum/Briefings to promote best practice; local knowledge/services; share and learn from experiences and increase staff confidence in the application of ASP legislation.	Arrange guest speakers from local organisations and agencies to support practice. Deliver regular inputs re: local and national developments to ensure staff are up to date. Work towards presenting local cases to share learning and discussion points.	ASP Lead Officer Public Protection Learning Adviser ASPC	2023-2025	Increased awareness of local agencies/organisations and increased referral rates to them. Improved relationships/knowledge of the role of partner agencies and third section organisations.



	<p>Develop the role of the staff rep to contribute to delivery of the forum and participate on the Sub-groups as required.</p> <p>Promote good practice.</p>	<p>Team Managers/ Locality Managers</p>	<p>Practitioners will be supported to reflect on practice and share learning with colleagues</p> <p>Staff will be represented at all forums across the ASPC.</p>
<p>Support and Protection of adults at risk of harm is a key priority across public protection planning and delivery.</p>	<p>ASPC develops stronger links and influence through information sharing, joint training and membership of other partnerships such as CPC, MAPPA, VAWG, GBV and ADP.</p> <p>Ensure availability of ASP training to all HSCP staff, other agencies/organisations and partner agencies.</p> <p>Ensure training is jointly delivered by and to the core agencies – NHS, Scottish Fire and Rescue Service (SFRS) and Police Scotland.</p> <p>eIRD multi-agency review group is attended and facilitated by NHS, Police and Social Work</p>	<p>ASP Lead Officer</p> <p>Public Protection Learning Adviser</p> <p>HSCP Organisational Development Adviser</p> <p>Police/NHS and Social Work</p> <p>ASPC</p> <p>Locality Managers</p> <p>PQI Sub-group</p>	<p>ASP interface with public protection reflected in ASPC and partnership reporting to COG (evidence through minutes of meetings, training events, joint sessions etc)</p> <p>Participants will required to reflect on learning and evaluate training attended.</p> <p>Enhanced knowledge and skills across the HSCP area.</p> <p>Information will be reported to ASPC on the quality of IRD's undertaken and will highlight areas of learning and how this has been addressed. Workers involved in the IRD will be given feedback from members of the eIRD group and will focus on quality and areas for improvement</p>



- Priority 4 – Improving Outcomes for Individuals with Lived experience and Carers – ‘A significant step towards developing trauma informed, insightful, meaningful and ultimately human interventions is to work alongside people with lived experience and carers. We want them to feel heard, valued and supported.’**

Improving Outcomes for Individuals with Lived experience and Carers				
What needs to happen	Actions	Shared Responsibility for all actions listed	By When	Measure of Success/Outcomes
Lived experience of individuals and carers needs to be represented across the HSCP strategic decision making forums	<p>Communication and Engagement Sub-group created to ensure that there is meaningful participation from those with lived experience, carers, advocacy, third sector organisations and community groups.</p> <p>ASP Conference – Theme - Self Harm and Self Neglect.</p> <p>Collaboration with Forth Valley Advocacy to glean the views of service users and carers provided in a quarterly report.</p>	<p>ASP Lead Officer</p> <p>ASPC</p> <p>Sub-Groups</p>	<p>January 2024</p> <p>February 2023</p>	<p>ASP Activity across the HSCP will reflect the views and needs of those with lived experience and carers.</p> <p>Policies and Procedures will be enriched by this input and reflect the experience of those with lived experience and carers.</p> <p>There is representation and keynote speaker input from those with lived experience incorporating a human rights focus at the ASP Conference.</p>
HSCP to better engage with adults at risk of harm, those with lived experience and carers throughout their ASP Journey.	New ASP invite template which staff need to complete to arrange a Case Conference. This has a section specifically relating to the attendance of the Adult and Unpaid Carer which staff need to complete and requires a justification for non-attendance.	<p>ASP Lead Officer</p> <p>ASPC</p>	<p>January 2024</p> <p>Quarterly (to be</p>	Key performance indicators are in development following the new Scottish Government National Minimum Dataset which goes live 1.4.23. This will evidence compliance



	<p>Indicators are reported on via the PQI Sub-group re: involvement of the Adult and Unpaid Carers.</p> <p>Advocacy to provide data re: referral rates across the HSCP</p> <p>Advocacy services to engage with adults and carers to understand their experience and to provide the ASPC with recommendations as to how things can be improved.</p> <p>Carer Stress Training implemented and delivered by the Carers Centre.</p> <p>ASP SLWG to monitor and track progress via the Action Plan</p> <p>Evidence that the adult and carer's views are recorded in ASP reports, and they are fully involved in the process.</p> <p>Self-evaluation and case audits of ASP Cases including ASP Minutes from Case Conferences.</p> <p>Forth Valley Advocacy and the Carers Centre will continue to offer support to adults and carers to engage in the ASP journey and they will be active members of the Communication and Engagement Sub-group</p>	<p>PQI Sub-group</p> <p>ASP Public Protection Adviser</p> <p>Multi-agency members of the SLWG.</p>	<p>reviewed December 2023)</p>	<p>with agreed processes and timescales (documented in ASP Flowchart)</p> <p>Council Officer reports, risk assessments and minutes from APCCs will reflect the views of the Adult and Carers and form actions within protection plans.</p> <p>The views and experiences of adults at risk of harm and carers are systematically recorded and reported to ASPC.</p> <p>The Resilience and Learning Partnership will co-produce and review all documents. We will learn from feedback of those with lived experience by ensuring that all policies and procedures are human rights compliant and trauma informed.</p> <p>Report by Advocacy services reflects the views and thoughts of adults and carers which inform future ASPC priorities and activity.</p>
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				Minutes of APCC's and reviews will provide evidence of the adults and carers view being sought and actioned
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- **Priority 5 – Promoting Adult Support and Protection Awareness – ‘See something, say something - ASP is everyone’s business.’**

Promoting Adult Support and Protection Awareness				
What needs to happen	Actions	Shared Responsibility for all actions listed	By When	Measure of Success/Outcomes
Raising public awareness of adult support protection needs to be a priority of the ASPC to ensure that communities are equipped with information that allows them to take action if they are concerned about the safety and wellbeing of an adult	<p>Produce up to date leaflets/posters to display in community, commercial and health settings.</p> <p>Improve information on the website for public access.</p> <p>Develop a Communication Plan for 2023 - have a profile at public engagement & community events/organisations.</p> <p>Presentation to Elected Members.</p> <p>Communication and Engagement Sub-group.</p> <p>We will work with user and community led groups so that their voices are heard, and they contribute to the work of the ASPC.</p> <p>We are committed to working with those who perpetrate harm to vulnerable adults (where appropriate) to change their behaviour and will take recourse to the Justice System where appropriate.</p>	<p>ASPC</p> <p>ASP Lead Officer</p> <p>Public Protection Learning Adviser</p> <p>HSCP Organisational Development Adviser</p> <p>Front line staff, team managers, locality managers</p>	<p>2023-2025</p> <p>December 2023</p>	<p>Increased referral rates.</p> <p>Increased traffic on the council, HSCP and practitioners pages. Data provided by the Communication Team and reported via PQI Sub-group annually.</p> <p>Increased knowledge of ASP within the community.</p> <p>Gather anonymised feedback and contributions from voluntary agencies; Forth Valley Advocacy and the Carers Centre on an annual basis to measure the impact of the actions. 50% increase in ASP Awareness each year from pre-action plan to post action plan.</p> <p>Adopt a whole systems approach as often harmers are trusted individuals known to the adult at risk of harm. This</p>



				<p>focuses on both the support and protection element of the legislation.</p> <p>Displays of promotional material in community, commercial and health settings.</p>
<p>Promotion of ASP across partner agencies, HSCP staff, third sector organisations, care homes, contracted providers and the voluntary sector</p>	<p>Targeted work to ensure participation and attendance at ASP Training.</p> <p>Disseminate a variety of in person and online training events/resources.</p> <p>ASP Conference – February 2023.</p> <p>Care Home Managers – Development Day 2023</p> <p>Ensure good multi-agency representation at all sub-groups.</p> <p>Ensure referrers of ASP Concerns are acknowledged and updated re: outcome of their referral.</p> <p>Share local and national developments with all relevant networks.</p>	<p>ASPC</p> <p>ASP Lead Officer</p> <p>Public Protection Learning Adviser</p> <p>HSCP Organisational Development Adviser</p> <p>NHS</p> <p>Police</p> <p>SFRS</p>	<p>2023-25</p>	<p>Risks are recognised and responded to without delay.</p> <p>Interagency staff, multi-agency staff and other organisations feel knowledgeable, confident and supported regarding their roles and responsibilities.</p> <p>Self-evaluation will be embedded in practice and analysis of results will identify an improvement action plan based on the needs of the staff.</p> <p>There will be clear evidence of joint working practices which improve outcomes for adult at risk of harm. Joint training and practice initiatives will be evaluated and this information will inform future joint work</p>



				<p>Evidence through staff feedback and case file audit will identify staff and are confident and competent.</p> <p>Staff will required to reflect on learning and evaluate training attended.</p> <p>The L&D Sub-group will report on training needs, participation and attendance to ASPC.</p>
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Consultation

In order to ensure that all ASPC partners and leads were able to contribute to this plan there were focussed meetings with multi-agency partners to discuss the content and build on the success of the previous plan. It will also be submitted to ASPC on 22.2.23 for discussion and agreement before progressing to COG.

Governance, Monitoring and Review

The Strategic Plan sets out the annual priorities for the ASPC, its Sub-groups and member agencies in order to meet strategic objectives. There will be a review of the plan at the end of year one to identify any initial achievements and areas requiring further work/actions.

‘Seen something, say something - Adult Support and Protection is everyone’s business.’