

1. Incidents and Discipline

Have you had a reported incident regarding staff not following your safeguarding guidance in the last three years?

If so, how many?

	Number of Incidents
Aug 2015 - Jul 2016	6
Aug 2016 - Jul 2017	4
Aug 2017 - Jul 2018	9

How many legal actions have been taken against you due to staff not following safeguarding guidance?

	Management Action	No Action Taken	Retired/Resigned During Proceedings
Aug 2015 - Jul 2016	3	6	1
Aug 2016 - Jul 2017		5	
Aug 2017 - Jul 2018		13	

The above is the number of officers involved - incidents may involve a number of officers, and therefore the above will not total the number of incidents.

Has anyone been disciplined or fired due to staff not following safeguarding guidance in the last three years?

No. The officer who retired/resigned during proceedings was dismissed without notice for an unrelated incident

2. Training

How often do you undertake any education or training around safeguarding guidance?

All new Safeguarding staff attend a Domestic Abuse course. In addition there are numerous events delivered internally covering different themes e.g. Talking Stalking/ FGM. Multi agency MARAC awareness training is being organised in Birmingham as part of our MARAC improvement plan by the MARAC Governance and Steering Group.

"Away Days" are organised internally for the Public Protection Unit; these have included inputs from DA Screeners at MASH, CTU Prevent, Freedom Project etc.

3. Updating and Dissemination

How often are safeguarding guidance standards updated?

Policy and Procedures in relation to safeguarding are updated whenever there is new legislation or guidance published. They are also reviewed in respect of lessons learned from Serious Case Reviews, Domestic Homicide Reviews, Safeguarding Adult Reviews and conduct investigations by PSD or the IOPC. Irrespective of the aforementioned, a review date of two years is usually identified.

When was the last complete review of your safeguarding guidance?

- Domestic Adult policy is next to be reviewed January 2019
- Child Abuse policy is currently under review
- Adult Care Abuse Invest Team policy has recently been drafted and awaiting sign off
- Rape and Serious Sexual Offences policy was last reviewed in 2009, and is currently subject of internal and external consultation following a policy review.

4. Storage and accessibility

In what format and programme do you hold your safeguarding guidance?

Available on WMP force intranet and available to all staff

In what format and programme do staff access this guidance?

Available on WMP force intranet and available to all staff

Can you access safeguarding guidance on mobile devices?

If so, can this guidance be accessed while offline?

Yes

5. Audit and Review

Can your workforce audit their compliance to central standards regarding safeguarding guidelines and so identify any shortfalls?

Yes

Do you have the capability to audit delivery standards against current safeguarding guidance?

Yes