

Organisational Safeguarding Assessment– 7 Minute Briefing

1. Introduction

The **Organisational Safeguarding Assessment (OSA)** is a West Yorkshire online tool that covers the requirements of the Children's Act 2004 and the Care Act 2014. Completing the OSA allows agencies to be held to account by self-assessing, providing evidence, peer review, challenge, support and learning to lead to improvement.

7. What Next?

The next OSA is planned for 2025. In the meantime, you will be able to update your OSA audit to assure yourself that your organisation is improving safeguarding practice.

2. Calderdale Results in 2022

The OSA has 9 sections – Senior level commitment, Responsibilities of organisations, Safeguarding accountability, Safeguarding considered in new services, Safeguarding Training, Safer recruitment, Effective Inter agency working, Information sharing procedures and Work with individuals. There are 38 questions in total. Each question has guidance on how to answer it. In Calderdale, the OSA was received from over 250 children's and adults' services. The respondents self-rated their **RAG** rating for questions – 88% **Green**, 5% **Amber** and 1% **Red**. 6% of questions were not answered because they were for Children's services only. A **Development Day** was held for Children's and Adults agencies and services where the gathered evidence was examined and discussed.



3. Themes of Good Practice: Many **Green** responses showed excellent practice is underway

- Good Senior / Strategic Safeguarding representation
- Good capturing of the Voices of those in need
- Safeguarding covers a detailed Holistic view
- Good MA Partnership working due to good procedures/policies, training, information sharing + diversity / inclusivity /equality aspects seen as essential
- Good compliance with statutory guidance for volunteers as well as staff

6. Development Day Themes

Mandatory, role appropriate training is completed by staff + volunteers, Good Enable access, DSLs are supporting staff New services need to be clearer **Challenge is depleted work force, loss of skills, hard recruitment** Very good practice capturing the Voices of Need **Challenge sometimes Parent Voice rather than Child Voice** More proactive with MH identification for adults and use of Advocacy more often **Good Health and CSC relationships** Good VCS involvement in CSCP and CSAB **Good Inclusivity / Diversity / Equality work but some communities not accessing [Cultural Competency]** Statutory Guidance compliance is good and Trauma Informed lens allows creative problem solving

5. Challenge from CSCP Young Advisors:

The Young advisors asked 5 questions of agencies and services at the Development Day:

- **What do you think you do well?**
Dedicated services Good MA working / communication
Effective, strong systems Timely help **NHS contracts mandatory**
Listen to voices + lived experience **VCS have 1-1 support**
- **What do you think you could do better?**
Support new staff Stop "burn out" **Retain staff/skill** Focus on face2face **Share knowledge** VCS mandatory OSA **VCS more 1-1 support** Ensure service diversification has no gaps
- **Where will this improve things for people?**
Plan for staff retention Embedding Review learning **Mindful of MH needs including staff** Transitions phases
- **How do you gather voice, and how have you used it to improve services?**
Independent Advisory Board Young commissioners' **Systems** Corporate Parenting Board **Inclusion / diversity** Engage better
- **How do you monitor improvements you have made?**
Case File Audits Ofsted/CQC inspections **Performance reports** Learning & Improvement Subgroup

4. Themes to Watch and Develop: **Amber and Red** response themes

Continuous training is needed to keep skills up to date
How practitioners embed new skills
Understand impact of training by Reflective Practice
Understanding impact of new services – what they do is sometimes not clear
Improving accessibility for children, /families, and adults needing support
Priority area themes:
Mental Health and MCA, MSP,
Lived Experience
Trauma Informed practice,
Complex Needs,
Poverty,
Violence
Online Safety
Transition from childhood to adulthood
Exploitation of Children and Adults