

Business Plan Action Steps 2025-2026

Last Year of the Strategic Plan



Listening: We will ensure that the voices of people with lived experience are at the heart of our work to deliver positive outcomes.

Learning: Our priorities for action will be evidence based on recommendations from Safeguarding Adults Reviews, practice audits, by listening to the voices of people with lived experience and those of multi-agency professionals, to provide a clear understanding of where there is risk in North Somerset.

Challenging: We will work constructively in partnership to hold each other to account and to promote, embed and monitor effective multi-agency quality assurance processes to prevent abuse and neglect.

Leading: We will actively demonstrate and promote collaboration and commitment to safeguarding.

North Somerset Safeguarding Adults Board (NSSAB) 2025-2026 business plan has been developed through exploring relevant data, review of the 2nd National SAR analysis, results of the NSSAB effectiveness survey carried out in 2024 – 2025, themes and areas of concern discussed and developed with and feedback from a development session, with all board members contributions taken into account. The business plan will also take account of single agency reviews such as NSC CQC outcomes and Avon and Somerset police PEEL report. Our priorities are informed by People with Lived Experience and have taken consideration for Ethnicity Diversity and Inclusion and Cultural barriers.

The golden thread for this year's plan will be to join up and collaborate with all local SAB's where possible: this includes, South Glos, Bristol, BaNES and Somerset. The NSSAB will work within the principles of compassionate leadership, acknowledging increasing challenges, the changing context of needs, pressures on individual agencies and associated risks. Our ambitions for the NSSAB over the next year are focused and realistic.

1: Adult Exploitation

Desired outcomes:

- As the evidence of national risk is increasing, we need to make the best use of local data concerning exploitation and develop a deeper understanding of the risk areas in North Somerset.
- To be able to explore what actions we need to take for people with care and support needs in North Somerset.
- All organisations understand what constitutes exploitation.
- We need better specific training to aid learning and develop a culture of competence among staff.

No	Aim	Task	R A G	Lead/s	Timescales	What Will Demonstrate Success	Updates
A	Collate data across organisations to understand the extent of exploitation for those who may need safeguarding.	Work with Police under Project 2. Joint data sharing workshop attendance coordinated by the police.		Police, Independent Chair, Board Manger and NSC Business Intelligence.	6-9 months	<ul style="list-style-type: none"> • Q&P chair attendance at the Joint data sharing workshop. • Having the data available and being able to analyse it to inform what is happening locally and what needs to do done to tackle it. • A needs analysis 	June: Sep: Dec: March:
		QA task and finish group to understand the picture that data presents.			6-9 months		

B	Identifying specific areas of abuse across north somerset and look at how to ensure we can align our approach across agencies/ areas.	Awareness Raising across North Somerset, public and organisations.		CC & E Subgroup & All NSSAB Members	3-12 months	<ul style="list-style-type: none"> Unseen presentation – invite to SAB. Develop NSC Pathways and work with CPS, ASC and CSC. Training around adult exploitation launched Website development completed Community awareness increased knowledge. Newsletter – to share knowledge, updates and themes. 	June: MDS ADASS Work group and framework Sep: Dec: March:
	Modern Slavery Cuckooing County Lines Romance fraud	Specific learning and training		L & D Subgroup	3-9 months		
		Policies and Procedures developed, reviewed and updated.		P&P Subgroup	3-6 months		
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2: Domestic Abuse and Safeguarding Adults

Desired outcomes:

- To have a clear understanding of the data and evidence of domestic abuse and ensure all organisations have a shared understanding of what constitutes DA, with a particular lens on adult safeguarding.
- Training for all to help recognise Domestic Abuse in people who are more vulnerable ie. Adults with learning disabilities, Adults from LGBT community, older adults and family care giving abuse.
- Joint work and understanding of Domestic Homicide Reviews.
- Understanding and joint work around the Domestic Abuse Strategy and needs assessment in north somerset.

No .	Aim	Task	RA G	Lead/s	Timescale s	What Will Demonstrate Success	Update and RAG
A	Collate data across organisations to understand the extent of domestic abuse for those who may need safeguarding, with a focus on domestic abuse of older people (65+), learning disabilities and family care giving abuse.	Work with Police under Project 2. Joint data sharing workshop attendance coordinated by the police.		Police, Independent Chair, Board Manger and NSC Business Intelligence.	6-9 months	<ul style="list-style-type: none"> • Q&P chair attendance at the Joint data sharing workshop. • Having the data available and being able to analyse it to inform what is happening locally and what needs to do done to tackle it. 	June: Sep: Dec: March:

		QA task and finish group to understand the picture					
		CSP and presenting DA strategy and needs analysis to the SAB.		Hannah Gray Board Manager All NSSAB Members	3 months	Plan for 10 th June HG and the Board Manager to work together with wider board to discuss policies/ guidance needed for SAB.	June: Sep: Dec: March:
		Family Care giver task and finish research group.		SAR Subgroup Chair and Research leads.	6-9 moths	Group completed and learning disseminated Newsletter – to share knowledge, updates and themes. Lunch and Learn webinar will cover topic area.	June: Sep: Dec: March:

B	Awareness Raising and developing confidence and knowledge locally.	Commission training with Next Link and fund x3 ways across CSC and CSP.		CSP, CSP and SAB BM, & L&D Subgroup	12 months	Better understanding of areas of DV in A sector and training accessed by partners. Newsletter – to share knowledge, updates and themes. Public and organisational awareness increased knowledge and increased referrals.	June: Sep: Dec: March:
		Website development and resources		CC & E Subgroup (Aimee Horne and SAB BM). All NSSAB Members to feedback	3-6 months	Website to look different and be more meaningful and well used.	
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3: Self-Neglect in Adult Safeguarding

Desired outcomes:

- A continued focus on Self-Neglect across North Somerset, as it remains the highest area reported as per the National SAR analysis. It also remains a systemic issue in North Somerset and nationally. To understand the legislation, and the duty of care we have.
- To develop better joint links across the system, focus on a Think Family approach and professional curiosity.
- For MARM to continue in North Somerset and continue to focus on prevention of risk. To consider whether MARM enough – do we need to develop other responses to effect change and improvement in our responses to self neglect?
- Training and awareness raising to continue to prevention of self-neglect.
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No	Aim	Task	RAG	Lead/s	Timescale	What Will Demonstrate Success	Update RAG
A	SAR National Analysis Learning. Local SAR learning considered, and actions considered.	Review of the Thematic review SAR from 2023.		L & D Subgroup SARC Subgroup	3-12 months	<ul style="list-style-type: none"> • Review evidence and areas of focus identified. • Newsletter – to share knowledge, updates and themes. • Website development • SAR Kyran completed and published and learning shared. 	June: Sep: Dec: March:
		SAR Kyran: self-neglect and the learning to be embedded.					

B	To review and consider how to further breakdown the culture of the approach to self-neglect and aid better understanding and safeguarding responses.	<p>Training around Executive Functioning and Professional Curiosity</p> <p>Awareness raising and comms regionally.</p>	<p>L & D Subgroup BM and Core Partners</p> <p>All NSSAB Members</p>	12 months	<ul style="list-style-type: none"> • Better knowledge and feedback reviewed and analysed. • Safeguarding referrals reviewed • Website content used – data reviewed by digital. • Newsletter – to share knowledge, updates and themes. • Audit tool developed and sent to all to establish feedback – feedback analysed. Results and analyse results to use and help next year's plans. 	<p>June: Sep: Dec: March:</p>
		<p>Audits and understanding what people are struggling with around the presenting need of self-neglect? What are the challenges – how to build confidence.</p>	<p>Q&P and SAR Subgroup</p>			

D	Self-Neglect Policy to be updated and embedded in north somerset.	<p>Policy to help guidance and offer a framework.</p> <p>To look at ways that the policy can be disseminated and have a real impact.</p>		<p>P&P to write and launch.</p> <p>L & D to embed learning.</p>		<ul style="list-style-type: none"> • Policy published and used by partnerships. • Newsletter – to share knowledge, updates and themes. • Community awareness and increased knowledge. • Website development and usage increases. • Increase in referrals and identifying self-neglect. 	<p>June:</p> <p>Sep:</p> <p>Dec:</p> <p>March:</p>
E	MARM – Evaluation and case confidence building with partners.	<p>Continued MARM post – funding to be explored.</p> <p>Consideration and plans if it is not.</p>		MARM Coordinator	3 months	<ul style="list-style-type: none"> • Feedback from partners • Post still in place • Seeing use of MARM in SAR referrals 	<p>June:</p> <p>Sep:</p> <p>Dec:</p> <p>March:</p>

4: Safeguarding Adult Reviews

Desired outcomes:

- Better local SAR understanding and referrals.
- SAR policy embedded.
- Breaking down the fear of high-profile reviews and work with frontline staff to help them recognise good practice as well.
- SAR referrals are opportunities for learning, whether statutory or not. Increase of learning events and visual learning briefs embedded and used more.

No	Aim	Task	RAG	Lead/s	Timescales	What Will Demonstrate Success	Update and RAG
A	Local understanding of SARs needed. SAR Processes to be strengthened and learning and recommendations to be better embedded.	<div>Policy launched and processes used.</div> <div>Learning events and awareness raising planned.</div>		<div>SARC</div> <div>L&D Subgroup</div> <div>BM, All NSSAB partners</div> <div>P&P subgroup</div>	3-9 months.	<ul style="list-style-type: none"> • Increase of referrals - Update referral form for safeguarding concerns. Publish referral routes • Lunch and Learns under L&D to be completed and good feedback received and more developed. • Evidence of actions plans, and feedback from staff. • Visual learning briefs to be disseminated. • Newsletter – to share knowledge, updates and themes. 	<div>June:</div> <div>Sep:</div> <div>Dec:</div> <div>March:</div>

		<p>To have action plans that are monitored and embedded robustly.</p> <p>Learning briefs to be developed for all three SARs that have been published in 2023.</p>				<ul style="list-style-type: none"> • Community awareness increased knowledge. • Website development 	
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