

APPENDIX 1

# GWENT WIDE ADULT SAFEGUARDING BOARD

ANNUAL REPORT  
2012 - 2013

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## 1 INTRODUCTION

The Annual Report for the GWASB marks another significant step forward in the regional collaboration being undertaken to safeguard adults. The Board was established in Jan 2011, merging the tri Council Area Adult Protection Committee arrangements in Blaenau Gwent, Torfaen and Monmouthshire, with those of Caerphilly and Newport. A lot has been achieved in that time, including the development of a shared purpose and understanding and an infrastructure to enable the Board to function. This Annual Report brings together for the first time a regional perspective on work undertaken over the last 12 months, as well as setting out the challenges ahead. These include securing dedicated resources to support the work of the Board and responding to the Social Services and Well Being Bill.

The Board members and the organisations they represent are committed through partnership working to protecting vulnerable adults from abuse and are accountable to the agencies that make up its membership. The Board has continued to raise the profile of the protection of vulnerable adults through joint working.

### 1.1 The Role of GWASB

The Board is the forum responsible through its robust interagency partnership for the strategic leadership, monitoring and reviewing of adult safeguarding practice. It is responsible for the implementation of national policy and guidance and the development of local procedural guidance and associated documentation where necessary.

### 1.2 Vision

All adults in Gwent are safeguarded effectively through partnership working and community engagement. The GWASB provides strong leadership, governance and accountability and promotes the rights of adults at risk to live in safety and actively works to prevent, identify and investigate alleged abuse.

## 2 CONTEXT OF THE BOARD'S ADULT PROTECTION WORK

### 2.1 Moving Adult Protection practice into a legislative framework

Welsh Government issued the Social Services and Wellbeing (Wales) Bill in January 2013 setting out a commitment to the protection of vulnerable adults through the introduction of a legislative framework. It is anticipated that the framework will impact beyond the work of local authorities, and will place duties on other statutory agencies for example health boards.

The Wales Interim POVA policy and procedures developed in November 2010 was reviewed in January 2013. This important information resource continues to grow with additional support templates and links to information included. The best practice guidance contained within the policy and procedures document forms the basis for safeguarding adults practice and scrutiny in Gwent.

## 2.2 Supporting the Work of the Board

The Board receives reports and presentations from its subgroups:

- Training and Awareness
- Serious Case Review
- POVA coordinators
- Quality Assurance

The Board makes use of task and finish groups for bespoke developments and may co-opt individual members to join and share their experience in a required field.

## 2.3 The Development of the Board

The membership, and terms of reference for the Board have been reviewed as it has developed and are attached at appendices A and B.

# 3 KEY ACTIVITIES UNDERTAKEN DURING 2012/13

## 3.1 Improving quality of care provided in regulated care settings

The committee focussed on themes of quality and safeguarding and reviewed lessons learned from a previous large scale multi agency investigation, setting further developments in place for the forthcoming year and the Board's action plan.

Local authority commissioners continue to strengthen relationships with care providers via a number of means including provider forum meetings and review of care contracts. The importance of the care providers own quality assurance system to reduce dependency upon external monitoring is another key area that has been the focus of discussion between partner agencies.

Welsh Government Escalating Concerns Guidance is used in Gwent by all local authorities and ABHB. Members previously worked together to discuss thresholds and some localities have taken proactive measures, for example holding regular quality assurance meetings or inviting Providers to raise issues and concerns at an early stage so that all partners can work together to prevent the quality of care deteriorating to the point where service users are at risk or are harmed. The Board wishes to review consistency of application of escalating concerns and has convened a task and finish group to commence shortly.

CSSIW's modernisation programme aims to provide greater clarity on their role and intervention where concerns or POVA incidents are brought to CSSIW's attention. Where appropriate, CSSIW will initiate a focused inspection to determine whether any regulatory action is required. A public report is produced for any inspection that is carried out. The new style of report focuses on outcomes for people and inspections will always report on observations related to the quality of care provided by a service.

GWASB will respond to the consultation on the white paper regarding regulation and inspection expected to be published by Welsh Government later this year.

### 3.2 Improving consistency in response to POVA referrals

Each local authority in Gwent has a differently configured and established adult protection team consequently there are variations in the way adult protection services are delivered in each locality. However, multi agency partners have worked closely together to improve consistency in the way that POVA referrals are responded to and managed across each of the five local authority areas. Systems have been introduced to enable validation of information to ensure local authority service user databases contain all relevant information about the service user experience.

Whilst the local authority POVA team lead on referrals of abuse that are alleged to have taken place in community settings including independent hospitals and the health board lead on referrals of abuse in hospital settings, it has been noted that there have been benefits to both the vulnerable adults and the agencies involved in supporting each other's processes.

### 3.3 Liaison between Agency Partners

The coordinator subgroup has worked well with Gwent police who have shared information in relation to hate crime and domestic abuse into the group for wider discussion. Invitations have been extended to other Police agency representatives to explore the domestic abuse and MARAC arrangements in Gwent. Further work will be undertaken to improve intervention in intimate partner violence against older women. It is intended that outcomes of this work will be shared by Gwent Police at the POVA coordinator subgroup of the Board.

The method by which information is transferred between Designated Lead Managers (DLM's) and the police at the commencement of an individual Protection of Vulnerable Adult process has reviewed with Blaenau Gwent piloting an alternative document which tracks progress of police activity in the case and includes a template for the police to provide a report at the closure of the process. Gwent Police Service undertook a lean review of which the methodology and experiences were shared with the Board.

Some local authority and health board teams are integrated for example in Monmouthshire and Newport. This co location and joint working is effective in improving communication around safeguarding. There have been similar benefits whereby children and adult services and domestic abuse services are staff are co located for example in Torfaen safeguarding unit.

There is improved understanding between safeguarding and housing services and it is anticipated that a housing representative will join GWASB to further enhance joint working.

ABHB and WAST have been very responsive supporting Local Authorities in undertaking complex investigations.

### 3.4 Sharing good Practice

GWASB Designated Lead Managers (DLM's) have the opportunity to share good practice in a variety of ways. The local authority and health POVA leads hold regular meetings for sharing of good practice and learning lessons following serious case reviews and reports (Winterbourne and Francis) takes place. The GWASB Designated Lead Managers attend several cross boundary safeguarding meetings including the quarterly multi agency Wales Adult Protection Coordinators meeting, All Wales Health DLM meeting and South Wales Safeguarding Adults Strategic Management Board (SWSASMB). Information and learning is shared by individual agencies in a variety of ways such as Staff meetings, bespoke case study sessions directly to frontline staff and Quality and Patient Safety meetings. ABHB has formed an overarching child and adult safeguarding committee – 'ABHB Safeguarding Committee'. The committee is chaired by an Independent Board Member and representatives are at Nurse Director and Directorate Manager Level. 'Adult Safeguarding Sub-Group' is held monthly.

De-briefing sessions are held by some agencies following POVA complaints to look at lessons learned and to improve quality of practice. Monmouthshire local authority have used this 'Lessons Learned' model to help de-brief staff after other large scale investigations and home closures, and to capture learning from investigations.

Voluntary sector organisations have an opportunity to receive regular information including training available and notice of safeguarding events in the area covered by GWASB, as a result of the Gwent Association of Voluntary Organisations (GAVO) Safeguarding Group. Lessons learned from the work of GWASB are communicated to the sector through networks, forums and mailings through GAVO and Torfaen Voluntary Alliance (TVA).

Caerphilly local authority continues to manage the Social Services Improvement Agency (SSIA) Protection of Vulnerable Adults information website ensuring information is available across the Internet for both professional carers and the general public.

### 3.5 Advocacy

There are good links between partner agencies and advocates however the data reflects differing advocacy involvement across the region and limited involvement with Independent Mental Capacity Advocates (IMCA's). Gwent POVA coordinators plan to seek feedback and develop this relationship further through a workshop planned for the autumn 2013.

	Torfaen	Caerphilly	Monmouth-shire	Blaenau Gwent	Newport
Total number of attendees at first strategy meetings	215	1.077	319	526	388
Number attended by advocates	0	41	0	2	1
Number attended by IMCA's	0	7	0	3	4

### 3.6 Reviewing Performance

At each meeting GWASB has reviewed a sample of quarterly data provided by each of the local authorities, reflecting on referral rates, numbers of case conferences held and attendance by service users. The debate highlighted that the data collection tool completed by a large number of DLM's at the end of each individual POVA process showed that different DLM's practice in different ways. For example in Caerphilly service users are invited to attend all of the meetings held, which often results in the service user declining to have and attend a case conference at the end of the process as they have been fully involved throughout. This results in a recording of lower number of case conferences being held. In response GWASB are determining a new data set for scrutiny. The Quality assurance subgroup will propose the data set following analysis of the 2012 -13 annual return to WG.

The coordinator subgroup has considered the low rate of prosecutions as highlighted in the table below and worked with Gwent police to prepare a tool that will track case progress. The tool could be developed to facilitate review of liaison with Crown Prosecution Services in the future.

	Torfaen	Caerphilly	Monmouth-shire	Blaenau Gwent	Newport
Number of criminal investigations during this period	27	89	13	20	9
Total number of prosecutions take forward	3	17	0	2	0

Many agencies carry out single agency performance review for example:

- Case file audit

- Peer review of the case management record that collates the chronological information captured during an individual POVA process
- Fundamentals of Care audits undertaken by the patient liaison group where they include questions about awareness around safeguarding issues, they randomly ask 20 staff around ward areas; have you attended training? Do you know who to go to with concerns? etc.

### 3.7 Data Collection

As the lead agency the local authorities in Gwent collate data regarding POVA activity in their borough as required by Welsh Government.

Data is validated on a regular basis between both the corporate lead for safeguarding and the locality safeguarding leads of the Aneurin Bevan Health Board. This is to ensure an accurate picture of POVA activity across the borough is available regardless of whether abuse takes place in a health or social care setting.

### 3.8 PoVA Leads

The Board continues to benefit from key agencies having appointed POVA lead posts for their organisations or identified individuals who take responsibility as a point of contact, for example Probation, Fire and Rescue Service and WAST in addition to the key Local Authority, Police and Health boards.

There is good collaboration between POVA lead and adult protection coordinators on a local, regional and national level, with attendance at the Wales Adult Protection Coordinators group and the Wales NHS safeguarding group meetings to share practice.

The South East Wales Emergency Duty Team (SEWEDT) lead on Protecting Vulnerable Adults outside of the normal working hours providing an emergency social work service on behalf of the five local authorities of Blaenau Gwent, Caerphilly, Monmouthshire, Newport and Torfaen. The service deals only with emergency situations that cannot wait until the next working day. SEWEDT is represented at the GWASB and the GWASB coordinator subgroup. SEWEDT also staff attend regular training sessions provided by local authority POVA coordinators to ensure that a seamless provision of information and advice over the 24 hour period.

### 3.9 Service User Engagement

Services users and/or their representatives are encouraged to attend their POVA meeting and case conference. Choice of venues is important to facilitate service user attendance and participation, therefore practitioners are asked to consider holding the meeting in the service users own home, a care home, a general practitioners surgery or a hospital meeting room to facilitate this. The Wales Interim POVA policy reinforces that the service user must remain central to the whole of the POVA process and indicates that services users could attend all or part of the strategy meetings (where



agreed by agency partners), to ensure that any investigation will not be compromised.

Where service users chose not to attend, feedback is provided via; telephone discussion; home visits from the key worker or investigating officer; letter or an offer to visit the service area to which improvements have been made.

Contribution of Service users to work of the Board has been discussed with the Coordinators sub group and is included in the action plan. A further discussion will take place with advocacy organisations to move this forward.

### 3.10 Investigations

	Torfaen	Caerphilly	Monmouth-shire	Blaenau Gwent	Newport
Number of non criminal investigations	53	72	55	57	31

In some local authorities non-criminal investigations continue to be undertaken by care providers. The Wales interim POVA policy suggests it is good practice that providers do not investigate, however it is recognized locally that providers are obligated to undertake investigations and be transparent in their investigatory processes therefore Gwent DLM's consider each case on its own merit. Where a provider has attended investigation training, been given clear terms of reference by the multi agency POVA strategy meeting, is engaged and objective in routing out the situation, then it may be appropriate for that provider to undertake the investigation. The regulator CSSIW has adjusted its role and no longer investigates complaints or protection of vulnerable adult issues in relation to individual service user's experiences. Instead CSSIW consider the theme of concern raised and whether this should be looked at through a focused inspection or be considered as part of the next planned inspection of the service. This pattern of response mirrors that of Health Inspectorate Wales. It should be noted that local DLM's have severe difficulty in identifying investigation officers who have capacity to undertaken what are often complex investigations.

GWASB may consider regional models for investigation to pool investigation officers in the future.

There has been good support from ABHB in some complex investigations with large providers that have required health expertise.

### 3.11 Raising Awareness and Providing Education

The training and awareness subgroup has reconsidered the terms of reference, action plan and key priorities. The non-criminal investigation training pack was reconsidered. Despite local variations, the group is working towards one single training pack for the future. Consistency of

information provided on the broad range of training courses in Gwent has been considered.

The subgroup considered acknowledging World Elder Abuse Awareness Day as a region. However, for this year it was not possible, instead individual agencies took the opportunity to raise awareness. For example Newport local authority ran an 'AFTA thought' theatre style production to raise awareness with both professionals and the general public and Caerphilly held a public event in Caerphilly town centre to raise awareness. A corporate event was facilitated in Ty Penallta council offices of information and discussion, a pledge board, cake staff and raffle in the restaurant over the lunchtime period to broaden the awareness of staff visitors and elected members.

The subgroups action plan focussed on the need to standardise and update all forms of training and publicity material and develop an awareness raising plan of events focussing on Vulnerable Adults and the general Public. It is noted that awareness raising activity to date has been undertaken by individual agencies rather than by the GWASB as a Board. For example Caerphilly Local Authority POVA coordinator and the ABHB POVA coordinator provided information stands at the Gwent Shared Lives Adult Placement Scheme Launch Event, the ABHB Nursing Conference and the Gwent Substance Misuse Conference.

Awareness raising sessions have been provided in Monmouthshire and Caerphilly for carers and at day services. Monmouthshire also participated in GAVO's partnership day event.

Local authority, Police and Health Board members have ensured information available on the Internet and intranet sites of their individual organisations is up to date, particularly around the new Wales Interim POVA policy and associated documentation. The Board is considering this for all GWASB Board members' organisations.

POVA training has continued to be delivered across Gwent in a variety of ways by the Workforce Development Team staff, the POVA level 2 trainers network, GAVO and POVA co-ordinators and in some cases external trainers commissioned by local authorities departments. Key training undertaken is shown in the table below.

Number of Staff Trained	Torfaen	Caerphilly	Monmouthshire	Blaenau Gwent	Newport	ABHB
Level 1, Induction, basic awareness	28	160	e-learning POVA Awareness session with 2 cohorts of Students	Not provided		e-learning
Level 2, full or half day refresher	278	377	160	192	211 (1/2 day refresher) 212 (full level 2)	e-learning
Level 3, and non criminal investigation training	63	62	52	46	Training pack being reviewed	Not provided Staff access multi agency training
Bespoke education packs or courses delivered	Housing Associations and a number of Providers following Escalating Concerns  Additional Investigators Training for DLMs and to recruit new Investigators	Housing Strategy Staff  Peer PoVA training for Vulnerable Adults delivered by Older People trained from the general public 50+ forum  Learning Disability service users are currently being trained to deliver training.	DLM Training: 12 Monmouthshire housing association  Nursing Home Team Meeting  Investigation training to local medium secure hospital  Domestic Abuse Training = 17 Staff in Integrated Services  MARAC/DASH Training= 13 staff in Integrated Services. 2  3 DLM Practice Development Workshops  Half day POVA induction provided to 2 cohorts SW students	8 days training for Provider organisation  3 training days for Hospice of the Valleys  3 Training days for Adult Education  1 training day for Housing		

GWASB agencies provide other training to their employees, including training and awareness programmes in relation to the Mental Capacity Act and Deprivation of Liberty Safeguards, dignity and respect, dementia, safeguarding children and domestic abuse, which has relevance in terms of safeguarding vulnerable adults.

POVA leads regularly raise awareness by visiting care homes and NHS sites to build knowledge, increase rapport and reinforce safeguarding responsibilities.

Challenges noted by GWASB include encouraging attendance or seeking a mandatory position regarding staff attending adult protection induction training for all agencies in the region. Some statutory agencies have already identified this. For example e-learning for all staff and POVA Level 2 training is mandatory for ABHB nursing staff every 3 years as directed by Health Inspectorate Wales (2010). A shortfall in the number of trainers available within organisations to both continue and increase training delivery has been noted. Some agencies have found difficulties in identifying suitable alternative provision, where trainers may not have suitable experience as the lack of accreditation process means that many trainers are an unknown quantity.

There is a recognition that the Gwent local authorities already involved in providing training need to work together to increase training capacity and to maximise the numbers of course participants to make best use of training facilitator's time.

ABHB has demonstrated it's commitment to the safeguarding agenda by supporting five staff across the organisation to undertake higher education; the MSc in Professional Practice Vulnerable Adults Pathway.

Gwent Police engages in the training subgroup and is currently looking at the communication strategy within that area of work, devising a schedule which will allow other areas of the police service e.g. Community Support Officers to provide information regarding adult abuse to different groups within the community.

GAVOs training team have been fully involved in multiagency training and also in ensuring that all staff members receive mandatory safeguarding training appropriate to their role.

### 3.12 Future Training Needs

Staff and unpaid carers continue to be recorded as alleged perpetrators of abuse indicating that GWASB approach to awareness raising and formal education needs to remain creative and flexible, building on regional delivery to manage capacity of facilitators and meet the demand for preventing abuse. This needs to be considered along with clear direction as to the quality of services expected and the responsibility for all to report abuse.

Educating staff to carry out non criminal investigations is important in the coming year because there is a low number of investigating officers available to undertake investigations.

### 3.13 Repeat Referrals

Repeat referrals of abuse and neglect are high.

	Torfaen	Caerphilly	Monmouthshire	Blaenau Gwent	Newport
Number of completed referrals	130	341	114	150	222
Of these, the number where the alleged victim had a record of a previous referral (completed or otherwise)	15	133	41	52	130
% of referrals that were repeat	%	%	%	%	%

GWASB identified that the data set it will scrutinise will be formed after further exploration of the annual data for 2012-13. For example in order to demonstrate effective safeguarding practice the repeat referral data will need to be examined to identify whether victims have been affected by the same type of abuse, by the same perpetrator or are vulnerable in their living or personal situation that has resulted in a further experience of abuse. This is important in order to determine the most appropriate methods of prevention.

Along with responding to POVA referrals, POVA advice is given by individual Designated Lead Managers to staff within their own organisations and others who may ring for advice from outside of the organisation. Some statutory agencies carry out this function as a bespoke safeguarding service; others carry it out as part of the usual DLM role. GWASB recognises that the opportunity for giving such advice will assist to manage the number of inappropriate referrals and prevent delays in safeguarding where advice is sought immediately concerns arise.

### 3.14 Complex Referrals

There has been a marked change in the complexity of referrals being made with an increase in referrals resulting in Court of Protection applications. These have challenged practitioners from all agencies and practice changes have occurred as a result. A practice exchange for practitioners to share their own experiences with referrals of this nature is planned for the near future, coordinated by Monmouthshire.

### 3.15 Inappropriate Referrals

There have been discussions with Police and WAST regarding inappropriate referrals received for 'vulnerable adults in need' rather than referrals of abuse and neglect. Both agencies continue to raise awareness with their large staff groups. WAST are actively seeking feedback from the local authority POVA leads in order that feedback can be given to the individual making the inappropriate referral.

	Torfaen	Caerphilly	Monmouth-shire	Blaenau Gwent	Newport
Total number of completed referrals	494	434	195	226	268
Number of inappropriate referrals	156	43	51	67	52
% of total referrals	%	%	%	%	%

Reducing the need for and delays in sign posting where referrals of abuse have been made inappropriately and were a requirement of another service is key to preserving the current safeguarding resource. The quality assurance subgroup will consider the nature of the inappropriate referrals and make recommendations for improvement. This further exploration will form part of the work programme for 2013-14.

### 3.16 Learning from Serious Case Reviews

One Serious Case Review has been undertaken during this year with the subgroup supporting GWASB to formulate an action plan to address the recommendations made and to share the findings across GWASB partner agencies.

### 3.17 Interface with Domestic Abuse Services

Each of the five local authorities has different structures in place to respond to concerns about domestic violence. However GWASB partner agencies are represented on local and regional domestic abuse forums. There are strong links between practitioners in the POVA and domestic abuse fields of practice, with examples of innovative practice - Newport have a supporting people team member specifically working with individuals who have experienced domestic abuse and require alternative housing.

Currently domestic abuse training is available to agencies across Gwent in a variety of formats and GWASB agencies continue to offer this for their organisations. For example ABHB domestic abuse training focuses on the impact on the broader family.

Referrals of domestic abuse are captured as part of the data return for the Welsh Government as the table below shows.

	Torfaen	Caerphilly	Monmouth-shire	Blaenau Gwent	Newport
Total number of types of abuse suffered by victim	169	341	143	173	222
Of which, this number were recorded as domestic abuse	25	115	2	173	1

The data suggests that local authorities may not be recording incidents of vulnerable adult abuse that are also domestic abuse consistently. The quality assurance group will explore the definitions being used and the understanding of designated lead managers completing the data collection tool at the end of each individual POVA process to determine an accurate picture of domestic abuse perpetrated against vulnerable adults in Gwent.

Community safety members of GWASB responded to the Welsh Government Consultation on legislation to end violence against women, domestic abuse and sexual violence. GWASB will need to be mindful of the legislation when it is published later this year to ensure clarity between domestic abuse and the protection of vulnerable adults whilst ensuring joint working enhances outcomes for vulnerable adults and reduces duplication.

Domestic abuse practitioners and protection of vulnerable adult practitioners work well together through a variety of links as part of the community safety agenda. Links are made through MARAC, the locality domestic abuse forums, the Gwent SDVC, the Independent Domestic Violence Advocates, Vulnerable Person Case Management Group problem solving meetings, the commissioning of target hardening services for vulnerable adults via Care

and Repair and the Prevent Group - one of 4 strands of the UK National Counter-terrorism Strategy.

#### 4 FUTURE CHALLENGES

- Implementation of the Social Services and Wellbeing (Wales) bill
- The meaningful engagement of service users in GWASB
- The engagement of Elected Members in the Scrutiny of the work of GWASB
- Developing a standardised model of adult protection services across Gwent
- Maximising multi agency engagement in service developments, including the Domestic Abuse Conference Call (DACC) by finding innovative ways to address resource deficits

Maximising multi agency response to emerging safeguarding concerns including inappropriate use of social media, increase in substance misuse, and the potential impact of national policy, e.g. Welfare Reform Act, on vulnerable adults.



## 5 APPENDICES

### 5.1 APPENDIX I – Membership of the GWASB

PARTNERS	REPRESENTATIVE / NOMINATED DEPUTY
Caerphilly Social Services Directorate	Dave Street, Interim Corporate Director Social Services, Chair Becky Griffiths, Service Manager Louisa Laurent, POVA Co-ordinator
Blaenau Gwent Social Services Directorate	Damien McCann, Interim Assistant Director of Adult Social Services Sarah Jones, PoVA Co-ordinator Alyson Hoskins, Service Manager Vanessa Brewer Helena Hunt
Monmouthshire Social Services Directorate	Julie Boothroyd, Head of Adult Services Hilary Smart, PoVA Co-ordinator
Torfaen Social Services Directorate	Gill Pratlett, Head of Adult Services Deborah Davies Annette Brady PoVA Co-ordinator Lyn Webber Sarah Jane Paxton, Service Manager
Newport Social Services Directorate	Jonathan Griffiths, Service Manager Kevin Vaughan or Rebecca Dawkins
South East Wales Emergency Duty Team	David Thomas, SEWEDT Team Manager
Aneurin Bevan Health Board	Denise Llewellyn, Director of Nursing Jayne Elias, Assistant Director of Nursing Annette Morris, PoVA Lead
Gwent Police	Christopher Watts Ian Roberts
Wales Probation Trust	Daniel Darren Nic Davies
South Wales Fire and Rescue Service	Ken Ralph
Gwent Association of Voluntary Organisations	Glenda Genner, Assistant Director
Representative of the Lead Officers, Gwent Local Authority Housing group within the region	Jo Green, United Welsh Housing Association
Wales Ambulance Services NHS Trust	Alison Davies Tim Griffiths
Representative of the Regional Domestic Abuse Forum	Immy Lee, Domestic Abuse Co-ordinator, Torfaen and Chair of the Regional Domestic Abuse Forum
Heath Inspectorate Wales	John Powell, Inspection Manager
Care and Social Services Inspectorate Wales	Sue Van Eijkern, Regional Director Sarah Glyn Jones, Area Manager

## 5.2 APPENDIX II - GWASB Terms of Reference

To be added when finalised