

## Norfolk Safeguarding Adults Board Manager's Blog

February 2019

### Grand Designs? How you can help us build Norfolk's safeguarding adult board's architecture

I do enjoy watching Channel 4's *Grand Designs* programme, which follows individuals' attempts to design and construct the home of their dreams. There is often that moment of drama when a key stage of the project may or may not work – the custom-made steel structure designed to very meticulous measurements does not actually fit, or 100s of cubic metres of quick drying concrete needs to be in place against the clock or the weather.

Alongside the 'will they, won't they?' drama, presenter Kevin McCloud explores the ideas and vision which sit behind the practical process of construction - the way in which the lines and shapes on a piece of paper get off the page and become the built environment, how the architectural plan translates into what the person is asking of the building. I have always liked looking at the vision and precision of architectural drawings.

In a similar way, the Norfolk Safeguarding Adults Board's architecture is there to deliver [our vision, as set out in the three year plan](#). Last year we asked the question, does our current 'architecture' help us deliver our plan? Are we set up to work in the most efficient and effective way possible? Are we able to draw on the widest possible range of talents to safeguard those at risk of abuse and harm in Norfolk? All of this was in the context of growing pressures on everyone's time.

The consensus was that we could do the work differently. So, a small group of colleagues (my particular thanks to Adam and Gary for their enthusiasm and willingness to get involved) have been working on our new architecture.

At the moment we have [eight subgroups](#) within the board structure. Each subgroup is responsible for different streams of work. Our new 'building' will reduce these eight subgroups to four, using the three 'pillars' in [NSAB's 2018-21 strategic plan](#).

This new model for Norfolk has been in part informed and inspired by the principles of [Holacracy](#) - a contemporary organisational methodology which distributes power, increases autonomy and reduces hierarchy.

We will be creating three new subgroups focused on:

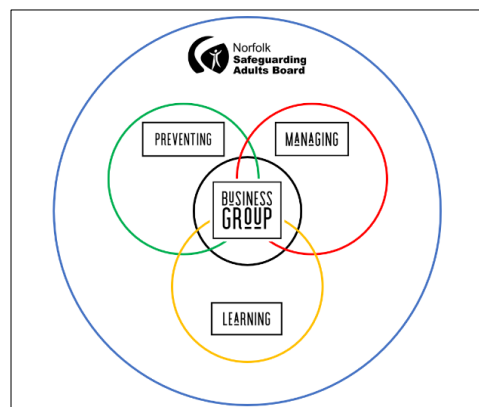
- preventing abuse and neglect (Prevention)
- managing and responding to concerns (Managing)
- learning lessons and shaping future practice (Learning lessons)

The Safeguarding Adults Review Group (SARG) will remain as it is, while potentially feeding into all three new subgroups. Members of the subgroups being stepped down (Housing, Communications & Publicity, Risk and Performance, Health) will be actively invited to join one of the three new subgroups. Our current Learning, Improvement and Policy (LIP) subgroup in effect becomes *Learning lessons*.

The aim is for each new subgroup is to mix membership from different sectors and organisations, to take forward that work (for example, looking at prevention from a housing, comms, health and risk perspective as one of one discussions). The primary intention is to ensure we have the best opportunity to deliver the [business priorities \(see page 11 of the strategic plan\)](#). A secondary anticipated benefit of the new structure is *greater collaboration and a reduction of sector silo working*.

So that Norfolk does not lose the vital safeguarding adult work done within the health sector, health colleagues will continue to meet as a sector-led meeting. While this meeting will not be part of NSAB’s new structure from April, there will be agreed formal links between the two. Likewise there will be formal links between the board and the housing sector through the Norfolk Housing Alliance meeting.

The new model is designed to bring us back every time to the strategic plan and will work like this:



We are planning to go live at the beginning of April

## How can you get involved?

We have organised two workshops (**Tuesday 19th February in the afternoon and Wednesday 27th February in the morning**) for all current subgroup members to help get involved in drawing up the detail for our new subgroups (ie how they will work and interact with each other).

**At the same time, I want to strengthen and grow the membership of the new subgroups. I am very aware that there is significant talent, interest and willingness to help with safeguarding adults across the thousands of organisations in Norfolk.**

Did you know that we have 2,848 registered charities based and operating in our county, with 179 societies and community interest companies and a massive 3000+ 'under the radar' community associations?

This is very large potential of group of skilled people who could support the membership of the new subgroups. Even just a few would be a great boost and would make sure the voluntary community and social enterprise (VCSE) sector's voice is heard in our work.

*So here is an invitation to join us.* If you have an interest in one of the new subgroups you are very welcome to come to one of the workshops. Just contact Andrea Smith (Norfolk Safeguarding Adults Board Coordinator, Tel: 01603 223085) to book your place.

If you can't attend one of the workshop dates, but you would still like to part of an exciting new opportunity to take adult safeguarding forward, please call Andrea and let her know which subgroup you would like to join.

Walter Lloyd-Smith  
NSAB Board Manager

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