

National Audit of Violence

Action Planning Process

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Who is involved in the audit?

- ❑ 8 wards throughout the Trust have been involved in the audit.
- ❑ Adults - Ward 3 Becklin (male ward)
- ❑ Adults – Ward 5 Becklin (female ward)
- ❑ Adults – Ward 4 Newsam (mixed ward)
- ❑ Older Peoples – Ward 3 The Mount (mixed ward)
- ❑ Older Peoples – Ward 1 The Mount (Dementia Ward)
- ❑ Older Peoples – Airecourt Inpatient Unit (Dementia Ward)
- ❑ Specialist Services – Ward 1 Newsam – (PICU)
- ❑ Specialist Services – Ward 2 Newsam – (Forensic services)

Key measure of success

- ❑ Organisations ability to take forward service improvements identified by the audit
- ❑ Energy and motivation harnessed from front line staff
- ❑ Active support from Managers, Executive Team and Trust Board

Proposal on Action Planning

- ❑ Proposals on action planning taken to steering group
- ❑ Recurring themes identified between directorates and across directorates
- ❑ Agreed most effective way to ensure improvements are taken forward and to collate findings was by holding a half day focused action planning event

Action Planning Session

- ❑ In total 53 people attended the session
- ❑ Wide variety of staff from across the trust
- ❑ Examples of representation included
 - A team from each participating ward
 - The Chief Executive
 - Director of Nursing and Clinical Governance
 - Associate Directors and Associate Medical Directors from each of the participating directorates

Action Planning Session cont

- ❑ Representatives from Learning Disability services also attended the session
- ❑ Representatives from wards who were not involved in the audit were also invited to attend

Action Plans

- In advance of the session each of the 8 wards developed local action plans. These plans incorporated actions from each of the four modules.



Action Plan Template

Issues Identified	Actions required	Identified lead	Timescales to complete actions	Date to review progress against actions
Changes to practice				
Changes to Environment				

Structure of the day

- ❑ Attendees were divided into three groups
- ❑ Each ward in turn presented their action plans to the rest of their group
- ❑ Discussions took place within each group as to which actions needed to be taken at a Directorate level and organisational level
- ❑ A spokesperson from each group was identified

Structure of the day continued

- ❑ The three groups then came back as one wider group
- ❑ The designated spokesperson from each group fed back to the wider group the actions which required attention at a directorate and organisational level

Next Steps

- ❑ The Performance team are currently pulling together directorate action plans and a corporate action plan
- ❑ Discussions will then take place as to how best to monitor progress against these actions

Feedback

- ❑ Feedback from the event included positive responses from a wide range of staff.
Examples include:
- ❑ It was a useful session as it allowed for information sharing across wards and directorates
- ❑ Directorate group discussions allowed us to action plan and draw comparisons between our unit and others
- ❑ The session allowed constructive action plans to be developed
- ❑ It allowed common themes to emerge and be addressed across the Trust

Feedback Continued

- Interest has also been expressed from those wards who attended the session but were not involved in the audit to carry out parts of the audit and to be involved in future audits