

Summary and forward plan

Date of assessment:	November 2024			Total score
Conducted by:	Julie Newman/Gennie Holmes			27/50
Agreed review date (if applicable):				
Principle	Score out of 10	Key gaps identified	Actions to progress	Updates
A Creating supportive and informed spaces	5	<ul style="list-style-type: none"> Information is available to Members, but opportunities to openly discuss concerns are limited No formal process is in place or named contacts for Members No formal or structured process to get feedback from Members 	<ol style="list-style-type: none"> Potential 1-1 opportunities and safe spaces for Members, including the stress risk assessment Promote rather than signpost to services such as Occupational Health or the Employee Assistance Programme Provide training to support staff to identify signs (Mental Health 1st Aid) Use the self-assessment as an evaluation tool and support ways for Members to feedback 	
B Creating a risk led approach	3	<ul style="list-style-type: none"> No formal risk assessment tool is available for Members No formal process is in place or named contacts for Members Additional safety precautions are put in place, but as a result of threats rather than a formal risk assessment There is no regular monitoring or review of risk 	<ol style="list-style-type: none"> Develop a risk assessment tool for Members Potential 1-1 opportunities and safe spaces for Members, including the stress risk assessment Provide training to support staff to identify signs (Mental Health 1st Aid) Access to PVP Use the self-assessment as a benchmarking and evaluation tool and support ways for Members to feedback 	

C Creating an infrastructure	6	<ul style="list-style-type: none"> Stakeholders are not systematically involved in the existing process No formal process is in place or named contacts for Members There is no regular monitoring or review of the effectiveness of systems or support 	<p>7) Involvement of partners and colleagues in the existing process</p> <p>3) Provide training to support staff to identify signs (Mental Health 1st Aid, resilience training)</p> <p>4) Use the self-assessment as a benchmarking and evaluation tool and support ways for Members to feedback</p>	
D Creating new connections	4	<ul style="list-style-type: none"> Formal links are in the process of being developed Currently no protocol with the police. Operation Ford is a recent police operation 	<p>8) Establish a protocol with the link police officer for Operation Ford for reporting issues related to abuse, including</p> <ul style="list-style-type: none"> Formal channels of communications including reporting and for advice Shared delivery of safety information Evaluation processes 	
E Creating a culture of safety and respect	9	<ul style="list-style-type: none"> There is a strong culture of safety and respect however there is currently no process to review or evaluate the implementation of Debate not Hate 	<p>9) Identify a methodology for evaluation of the action plan</p>	

Action	Principle contributes to:
1) Potential 1-1 opportunities and safe spaces for Members, including the stress risk assessment	A, B
2) Promote rather than signpost to services such as Occupational Health or the Employee Assistance Programme	A
3) Provide training to support staff to identify signs (Mental Health 1st Aid)	A, B, C
4) Use the self-assessment as a benchmarking and evaluation tool and support ways for Members to feedback	A, B, C
5) Develop a risk assessment tool for Members	B
6) Access to PVP	B
7) Involvement of partners and colleagues in the existing process	C
8) Establish a protocol with the link police officer for Operation Ford for reporting issues related to abuse	D
9) Identify a methodology for evaluation of the action plan	A-E

