

FOI 090/2025 Response

1. Does your Trust provide mental health services for:
 - a. Adults (18+)?
 - b. Children and adolescents (under 18)?

Yes.

2. Please provide a brief overview of the services provided to Adults

Please see link below for the requested information.

LINK: [Adult Services - Birmingham and Solihull Mental Health NHS Foundation Trust](#)

3. Please provide a brief overview of services provided to Children

Please see link below for the requested information.

LINK: [Children and young people's services - Birmingham and Solihull Mental Health NHS Foundation Trust](#)

4. Please provide the number current number of employees

| Month end date | Headcount | FTE |
|----------------|-----------|--------|
| May-25 | 5005 | 4620.9 |

5. Please provide your organisations safeguarding team structure, including Executive, Named Dr's, all statutory and non-statutory roles and admin support including: Job titles (specifying adults and or children), MCA and Prevent etc Please include Grade

Please see the attached Safeguarding Team Organisation Structure.

Please note that MCA does not sit under the Safeguarding Team within BSMHFT.

Rather, it sits under the Mental Health Legislation team which cover MHA and MCA/DoL.

Organisational Chart
Department organisation chart



6. Whether the safeguarding function is managed centrally or across individual service areas

BSMHFT has a Safeguarding Team, which provides oversight, accountability, and leadership of the safeguarding function across the Trust.

However, safeguarding is all staff members responsibility, and individual service areas have their own roles and responsibilities in relation to safeguarding.

This includes ensuring staff are appropriately trained, that relevant staff attend safeguarding supervision, staff in service areas make safeguarding referrals and provide reports and / or attend ICPCs for example.

7. What the safeguarding team duties include

- Safeguarding face to face training at level 3 adults and children.
- Safeguarding supervision to all children's facing services and specific adult services.
- Specialist advice and support to staff at BSMHFT on safeguarding matters via advice and duty line which operate Monday-Friday from 9-4pm.
- Targeted advice and support to clinical areas.
- Represent the Trust at multiagency meetings and forums for safeguarding boards and partnerships for Birmingham and Solihull.
- Participate in multiagency audits.
- Support with complex cases and escalation.
- Oversight and participation in statutory reviews (CSPRs, SARs, DHRs, DARDs, scopes, SUDIC/JARs) and all related activity- attendance at panel meetings, authors, action plans, implementing the learning etc).
- IDVA provision and oversight of domestic abuse support to specific teams (must be targeted service areas as we have one WTE IDVA). The IDVA also offers confidential support to staff on domestic abuse.
- Support the activity related to ICPC and RCPC and other child protection activity.
- Internal safeguarding audits and assurance work.
- Attendance at relevant internal meetings for safeguarding input (patient safety, Clinical Governance Committee and learning from deaths etc).
- Provide specialist consultancy on safeguarding to the Trust.
- Work with other providers across the BSOL footprint on all matters related to safeguarding.
- Provision of Named Doctor for Safeguarding Children and Young People.
- Provision of Named Doctor for Safeguarding Adults.

8. Do you provide Looked After Children services?

No

9. Is the LAC team part of the safeguarding team?

N/A

10. Who is the lead for implementing sexual safety? (job title and directorate)

Named Nurse for Domestic Abuse and Sexual Safety, Safeguarding Team, Corporate Services supported by Associate Director of Safeguarding.

11. Who is the lead for managing allegations against staff? (job title and directorate)

The lead for managing safeguarding allegations against staff, would be the appropriate Senior Band 8b + Manager.

The Senior Manager would be responsible for initiating and managing the risk management process in relation to the staff member.

It should be noted that a Senior Manager post is not a standardised role, recognising the diversity of our services, but would be an appropriate manager available at the time.

12. Who manages the child protection invites i.e. centrally, operational teams, safeguarding etc?

There is an internal process in place whereby all Initial Child Protection Conference (ICPC) invites for Birmingham and Solihull are received into the BSMHFT Safeguarding Team.

These are then forwarded to the relevant clinical teams for them to action as appropriate.

Solihull Review Child Protection Conference (RCPC) invites are also managed via this process, but they are not received from Birmingham.

Safeguarding Adults

13. Total number of Safeguarding Adult referrals made to the local authority per quarter from Q1 2024 through to Q4 2025

We are unable to provide this information in full, as there is currently no internal system capable of capturing it comprehensively.

We have had previous contact with local authorities; however, referrals from health providers are broadly categorised under 'health', without distinction between individual providers.

Internally, staff are instructed to complete an incident form for every referral made to the local authority. This requirement is reinforced during training and supervision sessions, but we cannot ensure that a form is submitted for every referral.

Based on the data we do have, the total number of referrals per quarter is as follows:

2024-25, Q1 = 80

2024-25, Q2 = 60

2024-25, Q3 = 90

2024-25, Q4 = 80

- 14. Total number of referrals by Care Act category of abuse per quarter from Q1 2024 through to Q4 2025**

As noted in question 13, we are unable to provide this information in full.

Furthermore, the number of abuse categories recorded each quarter may exceed the total number of referrals, as some referrals may include multiple categories. Based on the available data, the total number of referrals by abuse category per quarter is as follows:

| Detail | 2024-25 Q1 | 2024-25 Q2 | 2024-25 Q3 | 2024-25 Q4 |
|-----------------------------|------------|------------|------------|------------|
| Psychological | 30 | 23 | 34 | 28 |
| Physical | 29 | 26 | 29 | 22 |
| Financial | 22 | 19 | 21 | 17 |
| Domestic Abuse | 15 | 10 | 18 | 12 |
| Neglect | 13 | 8 | 12 | 15 |
| Self-Neglect | 11 | 7 | 12 | 16 |
| None Recorded | 11 | 7 | 10 | 16 |
| Sexual | 10 | 10 | 6 | 7 |
| Organisational | 4 | 1 | 8 | 2 |
| Honour Based Abuse | 1 | 2 | 2 | |
| Discriminatory | | 3 | | 1 |
| Pressure Sore | 1 | | | 3 |
| Modern Slavery | | 1 | 2 | |
| Prevent / Counter-Terrorism | | | | 1 |

- 15. Total Number of Prevent Referral Q1 2024 through to Q4 2025**

The total for this time period is 11 (eleven). They were all adults.

- 16. Total Number of Allegations against staff referred to the local authority between April 2024 to March 2025**

This is a HR process where allegations against staff are managed via HR process and internal decision-making group (DMG). There is no adult equivalent of a LADO for adults in the local authority. Therefore, PIPOT referrals are not made to the local authority.

If information needs to be shared with police or a patient's social worker, it is done on a case-by-case basis and are actions arising from the DMG.

17. Total Number of allegations against staff managed internally between April 2024 and March 2025

we are only able to report on cases that progressed to the formal stages of the disciplinary policy.

Please note that allegations resolved informally are recorded locally and not captured centrally.

Th Trust can confirm that no cases involving safeguarding allegations were recorded as progressing to formal stages in 24/25.

Safeguarding Children

18. Safeguarding children referrals made to the local authority per quarter from Q1 2024 through to Q4 2025

We are unable to provide this information in full, as there is currently no internal system capable of capturing it comprehensively.

We have had previous contact with local authorities however, referrals from health providers are broadly categorised under 'health', without distinction between individual providers.

Internally, staff are instructed to complete an incident form for every referral made to the local authority. This requirement is reinforced during training and supervision sessions, but we cannot ensure that a form is submitted for every referral.

Based on the data we do have, the total number of referrals per quarter is as follows:

| Fin Year, Fin Quarter | Referrals |
|-----------------------|-----------|
| 2024-25, Q1 | 51 |
| 2024-25, Q2 | 53 |
| 2024-25, Q3 | 62 |
| 2024-25, Q4 | 75 |

19. Referrals by Children Act category of abuse per quarter from Q1 2024 through to Q4 2025

BSMHFT do not record this specific data, however the data we do record is within the below table:

| Detail | 2024-25 Q1 | 2024-25 Q2 | 2024-25 Q3 | 2024-25 Q4 |
|---------------------------|------------|------------|------------|------------|
| Child Sexual Exploitation | 1 | 1 | 1 | 5 |
| Domestic Abuse | 5 | 8 | 4 | 8 |
| Emotional | 24 | 23 | 29 | 39 |
| Neglect | 14 | 14 | 18 | 20 |
| None Recorded | 14 | 12 | 15 | 17 |
| Physical | 9 | 12 | 21 | 17 |
| Sexual | 7 | 6 | 8 | 6 |

20. Total Number of Children Early Help referrals per quarter from Q1 2024 through to Q4 2025

BSMHFT do not capture this specific data.

21. Total Number of Prevent Referrals Q1 2024 through to Q4 2025

During this period there were a total of 11 Prevent referrals made by BSMHFT, but these were all related to adults.

22. Total Number of Allegations against staff referred to the LADO between April 2024 to March 2025

Within this timeframe, the safeguarding team are aware of 3 LADO referrals (all in relation to 1 incident).

23. Total Number of allegations against staff managed internally between April 2024 and March 2025

We are only able to report on cases that progressed to the formal stages of the disciplinary policy.

Please note that allegations resolved informally are recorded locally and not captured centrally.

Th Trust can confirm that no cases involving safeguarding allegations were recorded as progressing to formal stages in 24/25.

- 24. Total % of engagement (attendance or report) with Children protection Initial Case Conferences per Quarter Q1 2024 through to Q4 2025**

BSMHFT do not capture this specific data.
This data would be held by children's services.

- 25. Please clarify the % proportion of attendance per quarter**

BSMHFT do not capture this specific data.
This data would be held by children's services.

- 26. Please clarify the % proportion of reports send instead of attendance**

BSMHFT do not capture this specific data.
This data would be held by children's services.

- 27. Total % of engagement with Review Child Protection Conferences per Quarter**

BSMHFT do not capture this specific data.
This data would be held by children's services.

- 28. Please clarify the % proportion of attendance per quarter**

BSMHFT do not capture this specific data.
This data would be held by children's services.

- 29. Please clarify the % proportion of reports send instead of attendance**

BSMHFT do not capture this specific data.
This data would be held by children's services.

Domestic Homicide Review, Safeguarding Adult Reviews (SARs) and Rapid Reviews

- 30. Total Number of DHR's which the organisation has contributed to April 2024 to March 2025**

4x scopes & 2 x ongoing DARD's

- 31. Themes of DHR's in this time frame**

Routine Enquiry and Think Family, Adult Child to Parent Abuse

- 32. Total Number of SAR's which the organisation has contributed to April 2024 to March 2025**

There has only been one SAR during this timeframe.
Five scoping requests were received during the timeframe.

33. Themes of the SAR's in this time frame

There is only a sample size of one for the timeframe. This is not large enough to complete an analysis of themes.

34. Total Number of Rapid Reviews which the organisation has contributed to April 2024 to March 2025

10

35. Themes of the RR in this time Frame

- Think Family
- Information Sharing
- Routine Enquiry into Domestic Abuse
- Multi-agency working
- Professional Curiosity

Training

36. Do you delivery DASH training? Are your trainers accredited?

No

37. Please provide training compliance as of Q4 2025 for the below:

Children Safeguarding Level 1
Children Safeguarding Level 2
Children Safeguarding Level 3
Adults Safeguarding Level 1
Adults Safeguarding Level 2
Adults Safeguarding Level 3
Prevent
MCA

This is the compliance data as of 31/3/2025 (end of quarter 4)

| Percentage Compliance by Organisational Hierarchy | Mental Health Act Legislation | Preventing Radicalisation - Prevent Awareness - 3 Years | Safeguarding Adults (Version 2) - Level 1 - 3 Years | Safeguarding Adults (Version 2) - Level 2 - 3 Years | Safeguarding Adults (Version 2) - Level 3 - 3 Years | Safeguarding Children (Version 3) - Level 1 - 3 Years | Safeguarding Children (Version 3) - Level 2 - 3 Years | Safeguarding Children (Version 3) - Level 3 - 3 Years |
|--|-------------------------------|--|---|---|---|---|---|---|
| Trust | 96.6% | 96.4% | 95.1% | 97.6% | 88.0% | 95.9% | 98.2% | 91.1% |