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Powys Teaching
Health Board

30th August 2023

Ms Jenny Rathbone
Chair, Equality and Social Justice Committee
Welsh Parliament
Cardiff Bay
Cardiff
CF99 1SN

Email: SeneddEquality@Senedd.Wales

Dear Ms Rathbone

Thank you for your letter dated 9th August 2023 regarding the above. Please find attached our response from Powys Teaching Health Board.

Yours sincerely

H Thomas

Hayley Thomas
Interim Chief Executive Officer

Enc

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Rydym yn croesawu gohebiaeth Gymraeg
Bwrdd Iechyd Addysgu Powys yw enw gweithredd Bwrdd Iechyd Lleol
Addysgu Powys



We welcome correspondence in Welsh
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Inquiry into the public health approach to preventing gender-based violence

1. What procedures you have in place for handling allegations of gender-based violence raised by or against employees

PTHB Position

Powys Teaching Health Board is committed to ensuring safeguarding and Public Protection is part of its core business. The Health Board takes its responsibility seriously and is committed to ensure all services fully meet their statutory responsibilities for preventing harm, and act in a timely way on concerns raised about the welfare of people who reside, work, or visit Powys.

Powys Teaching Health Board has in place a Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV) Policy, a Safeguarding Policy and a Domestic Abuse and Sexual Violence Policy which has specifically been written to support employees who are victims of abuse. All documents are available on the Health Board's intranet page. The Health Board's Safeguarding Team are available to provide advice, support and supervision to staff regarding safeguarding incidents and concerns, this includes undertaking Domestic Abuse Sexual Harm Risk Assessment, development of a safety plan and referral to appropriate statutory and third sector services when required. All Safeguarding reports are quality assured by a Safeguarding Lead Professional. The Health Board is both open and transparent in reporting and responding to any form of harm and abuse. If PTHB Safeguarding Team becomes aware of harm against or perpetrated by an employee, a proportionate response is taken to manage the concerns and issues.

Recording of Incidents

All incidents of violence and aggression against a patient, staff or visitor must be reported via the Health Board's RL DATIX Incident Reporting system. The reporter will classify the incident on submission, the Quality & Safety Team which have access to all incidents along with any other relevant person. Data is recorded by place/location, type of assault, level of harm, people affected, outcome, action and learning.

All incidents relating to behaviour, violence and assaults are reported to the Health Board's, Health and Safety Team. The Prevention and Management of

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Violence and Aggression Advisor (PMVA) reviews all incidents on a Health and Safety PMVA dashboard, they may also receive referrals.

Powys Teaching Health Board have a dedicated resource page on the main Health and Safety intranet site, which provides a range of information to help staff [Violence and Aggression at Work \(sharepoint.com\)](#)

When a Datix or a contact is made for staff who have experienced a threat or an assault in the workplace and/or in a domestic setting which may impact their work, the PMVA trainer/advisor will contact the staff member or department to assess the case. They will provide support to the staff member, liaise with the police and assist with developing a personal protection plan.

For patient-on-patient assaults this is also overseen by the PMVA trainer/advisor who will deal directly with the team manager and the individual service.

Cases are reported as part of the wider POMVA data set at the Health and Safety Group meetings.

Security

The Health Board is just completing an update to its CCTV policy to strengthen the guidance for services considering the use of CCTV.

There is a dedicated Estates and Mental Health Estates meeting to raise and manage matters relating to buildings and the environment.

Departments should undertake an environmental risk assessment and raise concerns via the Facilities Management System and RL Datix reporting system where they can be considered. This is triangulated against the incident data and changes are then made to improve the environment.

Managing Allegation of those in a Position of Trust

The Health Board follows the Wales Safeguarding Procedures (2019) Safeguarding Allegations/Concerns about Practitioners and those in a Position of Trust and has a policy which includes a risk assessment that must be undertaken when the Health Board is made aware of a concern about a practitioner/someone in a position of trust. The Health Board always works openly and transparently with Police, Local Authority partners and professional bodies.

Training

Powys Teaching Health Board deliver Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV) training in line with the VAWDASV Training Framework 2015. Compliance across the Health Board is monitored and reported quarterly into the Health Board's Strategic Safeguarding Group.

Violence and Aggression Training is mandatory for all staff.

2. We would also welcome any views you may have on our terms of reference more broadly.

Terms of reference

- Put a spotlight on what works in preventing gender-based violence before it occurs (primary prevention) and intervening earlier to stop violence from escalating (secondary prevention).
- Consider the effectiveness of a public health approach to preventing gender-based violence and what more needs to be done to address the needs of different groups of women, including LGBT+, ethnic minorities, young and older people at risk of violence at home and in public spaces.
- Consider the role of the public sector and specialist services (including the police, schools, the NHS, the third sector and other organisations that women and girls turn to for support) in identifying, tackling and preventing violence against women, and their role in supporting victims and survivors.

General comment on ToR

Will the review;

Consider how we understand what is important for individuals, families and communities;

Consider how we share learning to inform practice and policy improvements at a local, regional and national level.

Consider the additional challenges being faced;

The Covid 19 pandemic impacted on our daily lives and freedom in ways that we had never previously experienced. For those living with domestic abuse, the consequences were even greater, specialist and statutory services who provided life-saving support and safety to individuals and families throughout the pandemic have been unfaltering.

Whilst the height of the pandemic has passed, we now face further significant political, economic and societal challenges. Families are experiencing a cost-of-living crisis, Public Services are taking industrial action and our specialist services are facing what has been called a *perfect storm* in terms of high demand for services, lack of sustainable funding and recruitment and retention challenges.

The title of the inquiry refers to gender-based violence yet the TOR has a strong focus on women. Should the TOR not single out one gender in this way, given it is about gender-based violence and there are different experiences of gender.