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QUARTERLY LEARNING & DEVELOPMENT NEWSLETTER FOR ADULT SUPPORT & PROTECTION PROFESSIONALS IN GRAMPIAN

GrASP Insights

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What's New?

Grampian ASP L&D Framework

A new *Grampian Framework for Adult Support and Protection Learning and Development* has been approved, providing a shared approach to ASP learning across NHS Grampian, local authorities, Police Scotland, and third and independent sector organisations. The framework replaces the previous 2021 strategic framework and aligns local learning with the recently published *National Framework for Adult Support and Protection Learning and Development in Scotland 2026*.

At its heart is a commitment to ensuring that everyone has the knowledge and skills needed for their role. The framework promotes human rights, dignity, participation, collaboration, proportionality, trauma-informed practice and shared responsibility for protecting adults at risk of harm.

A new training structure has been included to align with the workforce groupings in the National Framework. This has resulted in changes to the existing Grampian ASP modules. The framework outlines which of the modules each workforce group should complete.

The full document can be accessed via this link.

The new modules will launch in January 2027, further details and booking links can be found on page 4.

Importantly, staff who have already completed the previous equivalent training do not need to complete the new modules immediately. Refresher timescales are outlined in the framework document.

New training structure:

New Module	Previous equivalent
ASP 1 – Once for Scotland – Child protection and Adult support and protection.	Varied
ASP 2 – Trauma Informed Support	ASP Level 2 – Specific Workforce
ASP 3 – Multi-agency working, inquiries and Case Conferences	ASP Level 3 – Multi-agency Specialist Workforce
ASP 4 – Inquiries with investigatory powers	ASP Level 3 – Lead Agency Specialist Workforce
ASP CO – Council Officer Training	ASP Level 4 – Council Officer Specialist Training

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FEEDBACK

We want your feedback, thoughts and ideas for future issues. Let us know by emailing

yvonne.davidson7@nhs.scot

Time to Reflect

In every issue we use this section to provide you with some thought provoking or inspiring content that we hope will encourage professional reflection, peer or multi-agency discussions. This might be in the form of a scenario, a question or simply a short quote.

How reflective are you? Take five minutes to ask: when was the last time you gave yourself the time and space to truly reflect on a piece of work?

What gets in the way? Is it the pressure of a busy workload, or perhaps something in your own mindset? Do you value the work you do enough to give it the reflection it deserves, or are you simply focused on getting through the day?

How do you view reflective practice? Is it a process of identifying mistakes, or an opportunity to recognise what went well and how those strengths can be developed further?

Maybe you're unsure where to begin. The reality is that many of us are already reflecting without realising it. It might be a conversation with a colleague, or that glimmer of pride when you've contributed to a positive outcome for someone you support.

When we make reflection a conscious part of everyday practice, we create opportunities to learn from experience, support our wellbeing, and continually improve the services we provide.

Why not start small? Keep a reflection notebook, record a few thoughts at the end of the day, or set aside five minutes in your diary for reflection. Share your reflections with a colleague or bring them to a team discussion. You might be surprised where it leads.

Whose Job is it Anyway?

When risk escalates, collaboration matters

The next Grampian wide Multi Agency ASP event will take place on 30th September 2026.

Drawing on findings from the recent Southport Inquiry (see Page 3), this session will explore a number of key themes:

- **Multi-agency roles and responsibilities** – supporting attendees to develop a clearer understanding of both their own role and the roles of others involved in ASP situations. Alongside a general overview, there will be a closer look at the specific contributions of Police and GPs.
- **Information Sharing** – led by an experienced Local Authority solicitor, this session aims to build confidence in sharing information within ASP practice, while addressing common misconceptions around GDPR and perceived barriers.
- **Alternative risk management pathways** – an overview of the range of approaches available to support effective risk management alongside ASP, and how to identify when each may be most appropriate. This will include a focused input on Prevent and Care Programme Approach (CPA).

The event is brought to you by the Grampian ASP Learning & Development Group and will take place via MS Teams from 13:00.

This event is open to all health and social care professionals, police, housing officers, and anyone else working with vulnerable adults.

Click the link or scan the QR code below to register. Registration closes 23rd September.

Whose Job is it Anyway? When risk escalates, collaboration matters – Fill in form

Once registered, please save the date in your calendar. Electronic invites and joining links will be shared the week of the event.

Recent ASP Learning Reviews

An Adult Support and Protection Learning Review is a means for public bodies and office holders with responsibilities relating to the protection of adults at risk of harm to learn lessons by considering the circumstances where an adult at risk has died or been significantly harmed.

In Grampian the learning from these reviews is often what drives our Learning & Development agenda. Therefore, in every edition of GrASP Insights we plan to bring you a summary of some recent learning reviews.

In this issue we are sharing the findings from a recent Learning Review in Moray.

The review highlights the importance of purposeful multi-agency working where risk is escalating and ordinary processes are not resolving concerns.

The recommendations from this review are now with Moray's Learning Review Subgroup to develop an Action Plan. This will be shared with the Grampian ASP Working Group to ensure that joint learning is shared with partners across Grampian.

We are pleased to share that the individual referred to in this review is now living in an environement where he is safe, well cared for and supported to exercise choice and autonomy as far as possible.

7 Minute Briefing

Learning Review into the Care and Treatment of 'Adult B'

Moray Council APC

1 Who is Adult B?

Adult B was living with a complex, undiagnosed neurological condition and experienced a prolonged period of escalating risk, professional uncertainty and difficulty accessing a care setting able to meet his needs. Adult B had contact with a wide range of services over several years due to concerns including self-neglect, falls, poor living conditions, untreated health needs, limited engagement, medication issues and staff safety concerns.

2 What happened?

Practitioners worked hard to maintain relationships and mitigate risk, often going above and beyond. However, there were repeated difficulties in resolving professional differences about capacity, legal authority, risk management and suitable accommodation. Although risks were escalated, the review found that action in response to escalation was not always clear, timely or decisive.

3 What did we learn?

- Some adults may be both at risk of harm and present a risk of harm to others; this requires clear guidance, staff support and management oversight.
- Capacity is decision-specific, time-specific and can fluctuate; disagreement about capacity needs a clear route for resolution.
- Legal literacy matters, particularly where Adult Support and Protection, Adults with Incapacity and Mental Health legislation intersect.

4 What did we learn cont.d:

- Good communication is not just about sharing information; it is about ensuring information is understood, acted on and escalated when risk remains unresolved.
- Complex and bespoke care and support needs require timely, creative and senior-led commissioning responses to prevent drift.

5 Key Practice messages:

- Do not allow repeated concerns to become normalised; look for cumulative harm and patterns over time.
- Record professional disagreement clearly and use escalation routes early when agreement cannot be reached.
- Be explicit about what legal powers are in place, what they allow, and how they are being used.

6 Key Practice Messages cont'd:

- When an adult remains in high-risk circumstances for a sustained period, ensure senior leaders understand what needs to change and who has authority to act.
- Keep the adult's voice, rights, preferences and lived experience central, even when communication is difficult.

7 Recommendations:

The review makes 5 recommendations relating to; guidance for when an adult is both at risk and posing a risk, processes for resolving professional differences around capacity and guardianship, learning & development activity in relation to 'crossing the acts', escalation processes for unresolved risk and commissioning and resource escalation arrangements for adults with complex, bespoke or high risk needs.

National Learning Opportunities

Upcoming ASPire Events:

OCTOBER 22nd 0930 - 1230: A whistle-stop tour of the **Crossing the Acts** learning resource a joint development which includes learning from the Adult Support and Protection Act, the Mental Health Care and Treatment Act and the Adults with Incapacity Act - from NHS Education for Scotland (NES) and the Mental Welfare Commission (MWC) and a separate input from the Scottish Independent Advocacy Alliance on **Advocacy and its links to Adult Support and Protection. Register here.**

Save the date - DECEMBER 15th 1200 - 1500: Violence Against Women and Girls and its links to Adult Support and Protection - Dispelling the Myths (numerous presenters from a variety of Agencies)

Grampian ASP Training Catalogue – 2027 Dates now available!!!

The TURAS links below will only work once you are signed into TURAS.

Core ASP Training:

The Core ASP Training is delivered via modules. Which modules you should complete is dependant on your workforce level as detailed in the National Framework for Adult Support and Protection Learning and Development in Scotland. Also see What's New article on Page 1 for more info.

ASP 1 – Once for Scotland: child protection and adult support and protection e-learning

ASP 2 – Trauma Informed Support (from Jan 2027) For dates and booking please contact your local authority ASP Team.

Module/Level 3 – ASP Specialist Multi-Agency Workforce. Book via TURAS here.

Thursday 12th November 2026 13:00-16:30 via MS Teams.

NEW for 2027 **ASP 3 – Multi-agency working, inquiries and Case Conferences. Book via TURAS here**

Tuesday 16th February 2027 09:30 – 13:00 via MS Teams

Thursday 13th May 2027 09:30 – 13:00 via MS Teams

Tuesday 31st August 2027 09:30 – 13:00 via MS Teams

Thursday 18th November 2027 09:30 – 13:00 via MSTeams

Module/Level 3 – ASP Specialist Lead Agency Workforce – Book via TURAS here.

Thursday 19th November 2026 13:00-16:30 via MS Teams

NEW for 2027 **ASP 4 – Inquiries with Investigatory powers. Book via TURAS here**

Tuesday 23rd February 2027 09:30 -13:00 via MS Teams

Thursday 20th May 2027 09:30 – 13:00 via MS Teams

Tuesday 7th September 2027 09:30 – 13:00 via MS Teams

Thursday 25th November 2027 09:30 – 13:00 via MS Teams

ASP CO – Council Officer Training For dates, booking information and details of other support available for Council Officers please contact your organisation's ASP contact or Training Team.

Multi Agency Risk Asessment Training – Book via TURAS here.

Thursday 3rd December 2026 13:00-16:00 via MS Teams

Tuesday 13th April 2027 09:30 – 12:30 via MS Teams

Thursday 26th August 2027 09:30 – 12:30 via MS Teams

Tuesday 14th December 2027 09:30 - 12:30 via MS Teams

Professional Curiosity Training – Book via TURAS here.

Tuesday 6th October 2026 09:30-12:00 via MS Teams

Wednesday 10th March 2027 09:30 – 12:00 via MS Teams

Tuesday 29th June 2027 09:30 – 12:00 via MS Teams

Thursday 28th October 2027 09:30 – 12:00 via MS Teams

ASP, Addictions & Bias Training – **Book via TURAS here.**

Tuesday 12th January 2027 10:00 – 12:00 via MS Teams

Thursday 3rd June 2027 10:00 – 12:00 via MS Teams

Tuesday 5th October 2027 10:00 – 12:00 via MS Teams

For ad hoc or bespoke sessions contact yvonne.davidson7@nhs.scot

Bite-sized e-learning

Grampian ASP Case Conference Standards, available here

Grampian Capacity Pathway for Protection Based Decisions, available here.

Introduction to ASP Interagency Referral Discussions (IRDs), available here. **(although created for NHS staff, the advice and guidance in this video is relevant to anyone attending an IRD).**

Please also check out the NHS Grampian Public Protection page on TURAS for details of other training available. Click here.