



Teeswide Safeguarding Adults Board

Meeting Date: **Tuesday 20 December 2016**

Time: **9:30am – 12pm**

Venue: **Jim Cooke Conference Suite, Stockton Library**

Minutes

Attendees		
Name	Role	Representing
Karen Agar	Associate Director of Nursing	Tees, Esk & Wear Valleys NHS Foundation Trust
Julie Allan	Head of Cleveland Area	National Probation Service
Ann Baxter	Independent Chair	TSAB
Cllr Jim Beall	Lead Member	Stockton-on-Tees Borough Council
Martin Crow	Project Officer	TSAB Business Unit
Stephen Davison (Part)	Force Reduction Project Lead	Tees, Esk & Wear Valleys NHS Foundation Trust
Lorraine Garbutt	Business Manager	TSAB Business Unit
Jean Golightly	Director of Nursing and Quality	Hartlepool & Stockton CCG and South Tees CCG
Liz Hanley	Assistant Director Adult Social Care	Stockton-on-Tees Borough Council
Wendy Harrison (Part)	Co-ordinator	Hartlepool Deaf Centre
Jill Harrison	Assistant Director of Adult Services	Hartlepool Borough Council
Phil Lancaster	Director of Community Protection	Cleveland Fire Brigade
Angela Legg	Data Analysis and Performance Monitoring Officer	TSAB Business Unit
Gina McBride (Minutes)	Admin and Information Officer	TSAB Business Unit
Paul Mundy	Learning and Development Co-ordinator	TSAB Business Unit
Patrick Rice	Interim Director Adult Care & Health	Redcar & Cleveland Borough Council
Lindsey Robertson	Deputy Director of Nursing, Patient Safety and Quality	North Tees & Hartlepool NHS Foundation Trust
Sally Robinson	Director of Children and Adults Services	Hartlepool Borough Council
Steve Rose	Chief Executive	Catalyst (North Tees)
Alastair Simpson	Detective Superintendent	Cleveland Police
Helen Smithies	Assistant Director of Nursing Safeguarding	South Tees Hospitals NHS Foundation Trust
Jo Tate	Head of Residence and Services	HMP Holme House Prison
Cllr Steve Thomas	Lead Member	Hartlepool Borough Council
Victoria Wilson	Service Manager	Redcar & Cleveland Borough Council

Apologies

Name	Role	Representing
Katherine Acheson	Compliance Inspector	CQC
Jane Bell	Administration Officer	TSAB Business Unit

Stuart Harper-Reynolds	Named Nurse (Adult Safeguarding)	North Tees and Hartlepool NHS Foundation Trust
James Hart	Observer	Teesside University
Colin Holt	Strategy and Delivery Manager	Middlesbrough Borough Council
Jane Johnstone	Assistant Dean Academic Developments & Governance	Teesside University
Natasha Judge	Healthwatch Manager	Middlesbrough, Redcar & Cleveland and Stockton Healthwatch
Christine McManus*	Safeguarding Lead	North East Ambulance Service
Elizabeth Moody	Director of Nursing and Governance	TEWV
Barbara Potter	Deputy Lead Nurse Head of Quality and Adult Safeguarding	Hartlepool & Stockton CCG and South Tees CCG
Cllr Julia Rostron	Lead Member	Middlesbrough Borough Council
Erik Scollay	Director of Social Care	Middlesbrough Borough Council
Judith Thompson	Network & Assurance Lead	North East & Cumbria Learning Disability Network
Dave Turton	Head of Community Safety	Cleveland Fire Brigade
Cllr Dave Walsh	Lead Member	Redcar & Cleveland Borough Council
Christine Wharton	Inspection Manager	CQC
Ann Workman	Director of Adults and Health	Stockton-on-Tees Borough Council

*attend for specific agenda items only

Absent		
Name	Role	Representing
Christopher Akers-Belcher	Healthwatch Manager	Hartlepool Borough Council
David Egglestone	Lead Manager	Durham Tees Valley Community Rehabilitation Company
Barbara Gill	Director of Offending Services	Durham Tees Valley Community Rehabilitation Company

Copies: Peter Bell; Margaret Blackburn; Anya Camidge; Jo Fisher; Jackie Gibson; Emily Gill; Jas Lang; Kelly McCluskey; Pat McQuillan; Suzanne Metcalfe; Wendy Milburn; Pamela O'Connor; Judith Oliver; Laura Poppleton; Mike Sharman; Anne Warlow

Agenda Item 1	Introductions and Apologies	Presenter: Chair
Discussion	Introductions were made.	

Agenda Item 2	Minutes from the meeting held on 18/10/16	Presenter: Chair
Discussion	A number of amendments were made in relation to Transforming Care, Do Not Attempt to Resuscitate (DNAR) and SAR Sub-Group sections. Subject to these changes the minutes from the meeting held on 18 October 2016 were agreed as a true and accurate record.	
Action Points	Action Owner	Deadline
1. Amendments to be made to previous minutes	Business Unit	03/01/17
2. Minutes to be published on the TSAB website	Business Unit	03/01/17

Agenda Item 3	Matters Arising	Presenter: Chair
Discussion	Enter and View Reports (c/f) This item was deferred to the next meeting when Natasha Judge (NJ) is present. Councillor Steve Thomas (ST) advised that there are no recent reports from Healthwatch Hartlepool with a safeguarding element.	

Children and Vulnerable People in Custody (CVPIC) / Street Triage Funding

Alastair Simpson (AS) confirmed that the CVPIC report has been tabled at the relevant Local Safeguarding Children Board (LSCB) meetings. A working group is to be established in the New Year to take forward the action plan and recommendations from the report. Contact details for NHS England have been provided in relation to Street Triage Funding.

Sub-Group Arrangements

Helen Smithies (HS) was confirmed as the new chair for the Safeguarding Adult Review (SAR) Sub-Group. This leaves a vacancy for the chair of the Policy, Procedures & Practice (PPP) Sub-Group. Ann Baxter (AB) requested that all Sub-Groups have a deputy chair in place.

Coroner Update

See agenda item 11.

Action Points	Action Owner	Deadline
1. Enter & View Reports to be discussed at the next meeting	NJ	03/03/17
2. The Business Unit to be advised of the lead person for the CVPIC working group.	AS	23/12/16
3. Members to advise Business Unit if they wish to volunteer for the position of PPP Sub-Group Chair	All	03/03/17
4. Sub-Groups to ensure that deputy chairs are in place	Sub-Group Chairs	13/03/17

Agenda Item 4	Adult Voice: Hartlepool Deaf Centre	Presenter: Wendy Harrison
Discussion	<p>Wendy Harrison (WH) presented 3 case studies demonstrating that people with a hearing impairment are not always provided with appropriate communication support when using health services. In summary the following issues were highlighted:</p> <ul style="list-style-type: none"> • Interpreter services are not provided or requested in a timely way which can result in the patient receiving poor information about their health care. • In one case, the patient's appointment was cancelled by hospital staff as an interpreter was not available resulting in treatment being delayed for 18 days • Lack of clarity about who should arrange the interpreter service, i.e. GP or hospital • Lack of awareness of hospital staff around hearing impairment. In one case, staff had not recorded on the patient's notes that they were deaf and some staff had presumed the patient was 'confused' and suffering from memory loss • Lack of written information available in an appropriate format regarding medication, resulting in one patient not taking medication prior to a hospital visit which then delayed further tests being undertaken <p>Stephen Thomas (ST) advised that a survey of GPs has taken place and there are plans to carry out similar surveys with staff at North Tees and Hartlepool hospitals. A report will be available early next year and will be circulated to Board members.</p> <p>Lyndsey Robertson (LR) asked that patients raise their concerns through the complaints procedure to ensure that an appropriate response is provided. WH confirmed that a different approach had been agreed some time ago, but that any new concerns will now be taken through the Patient Experience Team.</p> <p>Jean Golightly (JG) explained the role of commissioner assurance visits to health</p>	

	<p>services and confirmed that these look specifically at sensory loss and check that information is available and visible.</p> <p>Councillor Jim Beall (JB) noted that the information provided was in relation to the North Tees area and asked if there were similar issues in other areas. WH advised that national research shows that these are issues are not uncommon.</p> <p>Phil Lancaster (PL) felt that it would be helpful to have representation from sensory loss groups at the Communication and Engagement Sub-Group.</p>	
Action Points	Action Owner	Deadline
1. LR to meet with WH to discuss issues and provide feedback to the next TSAB meeting.	LR	03/03/17
2. WH to be invited to attend the Communication and Engagement Sub-Group	Business Unit	06/03/17
3. Report to be circulated to members when available	Business Unit	26/04/17

Agenda Item 5	Restraint	Presenter: Stephen Davison	
Discussion	<p>Steven Davison (SD) attended the meeting to provide information on the approach to restraint within Tees, Esk and Wear Valleys NHS Foundation Trust (TEWV). SD advised that the Trust has built on the findings of the Positive and Safe Campaign in 2014, and had approved a new framework focusing on positive approaches.</p> <p>SD advised that data analysis takes place on a monthly basis: it has been identified that 80% of restraint occurs in 20% of services, and 70% of restraint occurs with 10-20 patients.</p> <p>The new approach is person centred and considers the environmental and therapeutic effect on individuals. Each person is involved in the development of a behaviour support plan which is based on a robust assessment and the identification of potential triggers to challenging behaviour. The approach is preventative rather than reactive.</p> <p>A training programme is in place and includes: verbal de-escalation, environmental factors, values and attitudes. Staff report that they are more confident in supporting people within the framework and there is a noticeable culture shift. The approach has been implemented across 85 services with a reduction in the use of restraint reported: 20% across in-patient services, 60% reduction in face down restraint and up to 90% reduction reported in some services.</p> <p>Members felt that the approach should be extended across other services, including prisons and community based services and that behaviour support plans should stay with the person when they move into different services, enabling the person-centred approach to continue.</p>		
Action Points	Action Owner	Deadline	
1. Jo Tate (JT) and SD to meet to discuss the framework in relation to prisons.	JT/SD	03/03/17	

Agenda Item 6	Sexual Assault Referral Centre	Presenter: Emma Phillips	
Discussion	This item was deferred to the next meeting.		
Action Points	Action Owner	Deadline	
1. SARC to be discussed at the next meeting	EP	03/03/17	

Agenda Item 7	Transforming Care Update	Presenter: Chair	
Discussion	Following the TSAB meeting held on 18 October 2016, Ann Baxter (AB) sent a		

	<p>letter to NHS England outlining the Board’s concerns around the implementation of the Transforming Care Programme. A response was received, dated 5 December 2016, which disagrees with the issues raised. AS was quoted within the letter as stating that assurance had been provided to Police Forces that they would be included in any planned discharges where risk assessments indicated a need for MAPPA and local safeguarding arrangements notified or initiated. AS confirmed that he had provided this information at RCSCB.</p> <p>Julie Allan (JA) advised that she had made contact with the North East and Cumbria Transforming Care Board and had subsequently received an invitation to attend future meetings. JA was unable to attend the first meeting, however, a MAPPA Co-ordinator attended on behalf of MAPPA and the probation service. The Co-ordinator presented information to the Board on the role of probation and the concerns around poor communication. JA confirmed she will be attending future meetings and will feedback to TSAB meetings.</p> <p>AB has also contacted colleagues through the Chairs’ network and to date Bradford and Norfolk have confirmed they have some concerns and issues and would be interested in the response from NHS England.</p> <p>Members agreed that the response letter has not resolved the issues raised: it was agreed that the signatories to the NHS England letter are invited to the next TSAB meeting for further discussions.</p>	
Action Points	Action Owner	Deadline
1. JA to attend NE and Cumbria Transforming Care meeting and provide feedback to next TSAB meeting	JA	03/03/17
2. Transforming Care Board members to be invited to March TSAB meeting.	Business Unit	03/03/17

Agenda Item 8	Update from Sub-Groups	Presenter: Sub-Group Chairs
Discussion	<p>Communications and Engagement – Phil Lancaster</p> <ul style="list-style-type: none"> • All partner agencies, except one, now have a website link to the TSAB website • The TSAB website had a 25% increase in activity following the awareness day • The Annual Report has been published and made available in a variety of formats, an audio version will also be available in the New Year • The annual survey has been published and members are asked to circulate this widely to support the target number of 500 completed surveys • Footfall events are being held in each Borough, the next event will take place in Stockton on 21 December 2016 • The Safeguarding Adults leaflet is being translated into 5 additional languages • The format of the bi-monthly bulletin is to change: a shorter briefing will be circulated on a bi-monthly basis with a quarterly version being targeted at specific areas (for example, care homes) <p>Learning Training & Development – Sally Robinson</p> <ul style="list-style-type: none"> • A deputy chair is required • The Domestic Abuse Conference will go ahead, the date will be confirmed in accordance with speaker and venue availability: it was agreed that the focus will be Domestic Abuse in Adult Safeguarding • The Virtual College contract is due for renewal and a ‘Pan Agreement’ is being considered in partnership with the four LSCBs 	

	<p>Performance Audit & Quality – Lorraine Garbutt provided an update in the absence of Erik Scollay</p> <ul style="list-style-type: none"> • Cleveland police delivered a presentation about E-CINS. It demonstrated that there were many opportunities to use the multi-agency information sharing system. It was suggested that a similar presentation is provided to a future TSAB meeting • The differing conversion rates from concern to enquiries were considered. A report was shared by Hartlepool Borough Council demonstrating that there are wide variances across the country. The Operational Leads Practice Group has also discussed the differences and it was noted that there are different front of house arrangements in place which is impacting on recording processes. <p>Policy, Procedures and Practice Guidance – Helen Smithies</p> <ul style="list-style-type: none"> • Regular and consistent attendance • Currently the review date for TSAB policies and procedures is set at annually, however, this is proving to be difficult to maintain. It is proposed that a full review is carried out every third year with an annual flyer sent out to partners to ask if there are any changes required. This approach was agreed by TSAB members • The single agency policy template has been reviewed in line with recent changes to the TSAB Inter-Agency policy • Risk Register formats were considered and a preferred template agreed. Guidance will be developed and it is intended that any partner can put forward a risk for inclusion on the Register, however, the Board will maintain oversight • The revised Information Sharing Agreement was agreed by the Board 		
Action Points		Action Owner	Deadline
1. Lynn Beeston from Cleveland Police to be invited to future TSAB meeting to present the E-CINS briefing	Business Unit	13/01/17	
2. Signatories to the Information Sharing Agreement to be reviewed	Business Unit	13/01/17	
3. Risk Register template and associated guidance to be developed and implemented	PPP Sub-Group	13/01/17	

Agenda Item 9	QAF / Self-Audit Tool – Partner Assurance Report	Presenter: Patrick Rice
Discussion	<p>AB explained that the QAF/Self-Audit process will be reviewed and evaluated following the first year of implementation.</p> <p>Patrick Rice (PR) presented Redcar & Cleveland Borough Council’s partner assurance report. PR advised that although the process was time consuming it did provide a good level of assurance and learning to the Local Authority. PR advised that the process had highlighted some actions required to improve partnerships locally and also evidenced some good practice.</p> <p>Good practice includes:</p> <ul style="list-style-type: none"> • RCBC have an embedded quality assurance programme which includes their Lead Member and Chief Officers auditing safeguarding practices • A financial safeguarding panel is in place to identify financial abuse at an early stage and prevent issues from escalating 	

Agenda Item 10	TSAB Quarter 2 Performance Report	Presenter: Angela Legg
Discussion	<p>Angela Legg (AL) presented the TSAB Quarter 2 Performance Report and highlighted the following:</p> <ul style="list-style-type: none"> • Overall the number of concerns are continuing to increase across Tees, 	

	<p>however, the number of Section 42 enquiries is decreasing in 2 Local Authorities (HBC and RCBC)</p> <ul style="list-style-type: none"> • Neglect & Acts of Omission and Physical abuse continue to be the 2 main types of abuse reported • SBC and RCBC both report an increase in the number of Section 42 enquiries started relating to Domestic Abuse • The 2 main locations of risk continue to be Care Homes and Own Home • MBC reported an increase in the number of concerns from Black and Minority Ethnic (BME) category <p>AL explained that following discussion at the previous TSAB meeting regarding the disparity between conversion rates a number of meetings have taken place. It has been identified that the Local Authorities operate different 'Front of House' arrangements and recording systems which may be contributing to the imbalance in conversion rates.</p> <p>HBC has analysed national data and identified that across the country there is also a wide variance in conversion rates. AL advised that the national conversion rate is 56% and the regional rate is 49%. Sally Robinson (SR) informed that further work has been undertaken to look at the concerns submitted through HBC and the decision making processes within safeguarding. SR explained that the high number of concerns recorded needed further analysis as it appeared that many of these did not meet the threshold for safeguarding. Members agreed that further work is required to explore the disparity in conversion rates across Tees. It was suggested that it would be helpful to further examine processes and decision making in each of the Local Authorities. It was agreed that a representative from each Local Authority is identified to provide a level of independent scrutiny.</p> <p>AL also presented multi-agency information, it was noted that the report provides a good summary of safeguarding activity across partners.</p> <p>Discharge from hospital procedures were discussed: there is concern that the implementation of 'discharge to assess' may increase the number of safeguarding concerns following unsafe discharges. JG advised that the decision to discharge a patient is clinically led by a consultant; however, it was acknowledged that the terminology may be misleading and imply that a proper assessment is not carried out prior to discharge. LR suggested that a report could be brought to the TSAB in a few months to provide assurance of the process.</p>
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Action Points	Action Owner	Deadline
1. LG to liaise with Local Authorities and co-ordinate the audit of decision making and recording processes.	LG	31/01/17
2. LR to provide a report on the implementation of 'discharge to assess' process.	LR	26/04/17

Agenda Item 11	Deprivation of Liberty Safeguards (DoLS)	Presenter: Liz Hanley
Discussion	<p>SBC DoLS Reports</p> <p>Liz Hanley (LH) provided an overview of the Cabinet and the Adult Services and Health Select Committee reports from SBC. LH advised that a review of the DoLS function within SBC had taken place. The reports outlined the findings of the review and as a result of this work SBC Cabinet agreed funding for the DoLS Team, including improvement work for the next 12 months. JB advised that the Scrutiny report provides assurance to TSAB and other partners may want to carry out a similar piece of work in their locality.</p> <p>Coroner Information</p> <p>A briefing note on the new clause "Coroners' investigations into deaths: meaning of state detention" was circulated with the agenda. It states: 'the amendment to</p>	

	<p>section 48 seeks to remove the mandatory requirement to hold an inquest where the deceased was deprived of their liberty under all relevant sections of the 2005 Act’.</p> <p>Alastair Simpson (AS) has contacted both Coroners but has not yet had a response. AS inferred that this briefing note will address the issues raised at the previous TSAB meeting.</p>
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Agenda Item 12	Role of the Prisons in the Region	Presenter: Jo Tate
Discussion	Jo Tate (JT) summarised changes to the local prison services.	

Agenda Item 13	Vulnerable Exploited Missing Trafficked (VEMT)	Presenter: Alastair Simpson
Discussion	<p>AS presented a paper to propose adoption of the Tees LSCB’s Strategic VEMT as the appropriate partnership governance forum for Modern Day Slavery & Human Trafficking. AS reminded that partners have a statutory responsibility regarding Human Trafficking which includes: research, raising awareness, prosecution and partnership working. AS advised that currently the Tees LSCB’s VEMT group covers child trafficking and potentially could take on the adult role with the agreement of TSAB.</p> <p>Partners raised some concerns about the practicalities of the suggested arrangements i.e:</p> <ul style="list-style-type: none"> • Who would be the adult representative? • How would communication between partners be maintained? • Robust agenda management to ensure the adult representative attended only for the adult part of the agenda. <p>It was agreed that the Local Authority Directors will discuss the proposal further at the next DASS meeting to be held on 10 February 2017.</p>	
Action Points	Action Owner	Deadline
1. DASS meeting to discuss VEMT proposal.	DASS	10/02/17

Agenda Item 14	QSG Safeguarding Issues (Standing Item)	Presenter: Jean Golightly
Discussion	The CCG are continuing to monitor mandatory training levels across the NHS Foundation Trusts.	

Agenda Item 15	State of Social Care	Presenter: Chair
Discussion	<p>This report was circulated for information.</p> <p>Councillor Jim Beall (JB) indicated that the Autumn Statement is refocusing money into social care; however there is a reduction in the New Homes Bonus, which means a financial loss for SBC.</p>	

Agenda Item 16	Independent Inquiry into Child Sexual Abuse	Presenter: Martin Crow
Discussion	This document was circulated for information.	

Agenda Item 17	MAPPA and Social Care Information Sharing	Presenter: Liz Hanley
Discussion	<p>Liz Hanley (LH) presented a summary of a recent MAPPA serious case review. LH asked if there were any objections to social care being routinely involved in MAPPA meetings when the individual is not known to services.</p> <p>LH will discuss further with relevant TSAB members and at the Regional Safeguarding group.</p>	

	<p>The following information was provided after the meeting: <i>The MAPPA chair will ensure that adult social care are invited to all MAPPAs which relate to people living in Stockton. This will be done through first contact. The social workers in first contact will attend every initial MAPPA meeting and ensure the relevant information is recorded on Care Director, and the Employee Protection Register if required. If ongoing involvement from social care is required the referral will be passed to the appropriate team but the first contact social workers will continue to attend MAPPA meetings alongside the allocated worker. If no involvement is required from adult social care the information will be logged and the case closed.</i></p>		
Action Points	Action Owner	Deadline	
1. LH to discuss MAPPA and Social Care Information Sharing with relevant TSAB members and raise at the Regional Safeguarding Group	LH	16/01/17	

Agenda Item 18	County Lines, Gang Violence, Exploitation and Drug Supply – National Crime Agency Report	Presenter: Liz Hanley	
Discussion	<p>This paper was circulated for information and will be discussed further through the Regional Safeguarding group. AS raised concerns that the document was not protectively marked and may be confidential and not for circulation.</p> <p>Following the meeting LH confirmed that the report is a public document.</p>		

Agenda Item 19	Any Other Business	Presenter: All	
Discussion	CQC Attendance This item was not discussed.		

Agenda Item 20	Any Other Business	Presenter: All	
Discussion	<p>AS confirmed that Anne-Marie Salwey will be his replacement in the New Year. AB thanked AS for his contribution to the work of the Board.</p> <p>JA advised that that the Probation Office in Hartlepool is closing, in the interim offenders will be attending Stockton's office.</p>		

Next Meeting Date: **Friday 3 March 2017**

Time: **9.30am – 12pm**

Venue: **Jim Cooke Conference Suite, Stockton Library**

Minutes agreed by Independent Chair on 06/01/17



Appendix 1 Attendance Matrix

The table below reflects **named** members of the TSAB, although deputies have been shaded.

Company	23/02/2016	26/04/2016	28/06/2016	06/09/2016	18/10/2016	20/12/2016	6
CCG Member (Hartlepool & Stockton CCG and South Tees CCG)	0	1	1	1	1	1	83%
Cleveland Fire Brigade Member	0	1	1	1	1	1	83%
Cleveland Police Member	1	1	1	1	1	1	100%
Care Quality Commission (CQC) Member (Committed to 2 meetings per year)	0	0	0	0	0	0	0%
Durham Tees Valley CRC	0	0	1	0	1	0	33%
HBC Member	0	1	1	0	1	1	67%
HBC Assistant Director	1	0	1	1	0	1	67%
HBC Lead Member	0	0	0	1	0	1	33%
Healthwatch Hartlepool	0	0	0	0	0	0	0%
Healthwatch Tees (Committed to 2 meetings per year)	0	0	1	1	0	0	33%
HMP Holme House Prison	1	0	0	0	1	1	50%
MBC Member	1	0	0	0	1	0	33%
MBC Assistant Director (No AD from Summer 2016)	1	1	1	0	0	0	50%
MBC Lead Member	0	0	0	0	0	0	0%
National Probation Service Cleveland	1	1	1	0	0	1	67%
North East Ambulance Service Member (Attend for specific agenda items only)	0	0	2	0	0	0	17%
North Tees & Hartlepool NHS Foundation Trust	1	1	2	1	1	1	100%
RCBC Member	0	1	0	1	0	1	50%
RCBC Assistant Director (AD became Interim DASS September 2016)	1	1	1	0	0	0	50%
RCBC Lead Member	1	0	0	0	0	0	17%
SBC Member (No DASS from April 2016)	1	0	0	0	0	0	17%
SBC Assistant Director	1	1	1	1	1	1	100%
SBC Lead Member	1	1	1	1	1	1	100%
South Tees Hospitals NHS Foundation Trust	1	1	1	1	0	1	83%
Teesside University	1	0	0	0	0	0	17%
Tees Esk & Wear Valleys NHS Foundation Trust	1	1	1	1	1	2	100%
TSAB Independent Chair	1	1	1	1	1	1	100%
TSAB Business Unit	5	3	5	4	4	5	100%
Voluntary Sector - North Tees (Member from December 2016)	0	0	0	0	0	1	17%
Observer	1	1	0	1	1	0	67%