

# 7-minute Brief on IMR

(Individual Management Report)

## 1. Background: What is an IMR?

An IMR is a **report** detailing, analysing and reflecting on the actions, decisions, missed opportunities and areas of good practice within the **individual** organisation. ... The aim of IMR's should be to look openly and critically at **individual** and organisational practice and at the context within which people were working.



## 7. What happens once you submit the IMR:

Your IMR will be shared with the Reviewer, the Panel Members of the Review, and referenced in any publications for learning to be shared.

## 6. Other Factors to include: -

The IMR should include context relating to issues such as resourcing/ workload/ supervision/ support and training / experience of staff involved.



## 5. Independent Reviewer: -

The independent chair and author is also accountable and should learn and develop from this review process to have a more positive influence on future safeguarding and service development and lessons to be learned.

**The Reviewer will often ask for a full agency involvement Chronology to go alongside the IMR.**

## 2. Why it matters: Your Analysis of Involvement -

Consider the events that occurred, the decisions made, and the actions taken or not. Where judgments were made, or actions taken, which indicate that practice or management could be improved, try to get an understanding not only of what happened, but why. Please use the template provided, and if one section does not apply to your agency then identify that this is the case in the appropriate box. Otherwise try to respond to the questions as fully as possible, clarifying the evidence for your views where applicable.



## 3. What do we report on?

*Consider specifically the 6 safeguarding principles and how these were applied in practice:*

1. Empowerment
2. Prevention
3. Protection
4. Partnership
5. Accountability
6. Proportionate



## 4. Areas to consider for your learning and reporting: -

In exploring potential lessons to be learned the IMR author should consider repeat themes and consider the lack of: -

- a clear picture of the person, carers and family members
- understanding about when to refer to the Local Authority Safeguarding matters and when to refer Safeguarding matter to the Police and other agencies
- understanding of how to conduct a safeguarding enquiry and the associated duties / responsibilities
- consistent risk assessment processes
- statutory carers assessments
- understanding of comorbid mental ill health and substance misuse and causation
- capacity assessments required both for personalised provision, identifying who the decision maker should have been and to determine whether abuse / neglect / self-neglect / self-harm had occurred
- application of safeguarding principles recognisable in practice
- appropriate advocacy
- Poor coordination of multi-agency response and lack of recognition about when a multi-agency response is required.
- Poor understanding of person / familial compliance and insight
- Insufficient information sharing
- defensible, evidence led decision making
- recognition of domestic abuse, potential coercive and controlling behaviours
- understanding about potential legislative frameworks associated with domestic abuse and support pathways
- enquiry processes based upon hypothesis, analysis and reflection

