

ISLE OF ANGLESEY COUNTY COUNCIL	
Committee:	Partnership and Regeneration Scrutiny Committee
Date:	11.09.19
Subject:	Corporate Safeguarding Arrangements
Purpose of Report:	The purpose of the report is to give an overview of the work of the Corporate Safeguarding Board for the reporting period and summarise the priorities for the future
Scrutiny Chair:	Councillor Gwilym Owen Jones
Portfolio Holder(s):	This matter applies to all portfolios
Head of Service:	This is a matter for all Heads of Service. The report is submitted in the name of the Statutory Director of Social Services in accordance with the statutory responsibility and accountability for safeguarding matters that is vested in that role.
Report Author: Tel: Email:	Anwen Huws 01248751811 AnwenMHughes@anglesey.gov.uk
Local Members:	

1 - Recommendation/s

- 1.1** The Committee is requested to scrutinize the report and note the arrangements that are in place, as well as the areas that the Strategic Corporate Safeguarding Board are driving to ensure that we meet our statutory duties in this field.
- 1.2** Offer comments in order to guide and influence the priorities in the Action Plan.

2 – Link to Council Plan / Other Corporate Priorities

One of the corporate priorities of Anglesey County Council is to ensure that vulnerable people are safeguarded and that they can live their lives as independently as possible. The Council believes that every child and adult has the right to be safe from harm. “Safeguarding” is everyone’s responsibility within every Service in the Council. Although Social Services is the Leading Service for dealing with enquiries in relation to allegations / concerns that children and adults could be suffering significant harm, everyone has a responsibility to safeguard the well-being of children, young people and adults, whatever the individual’s role.

3 – Guiding Principles for Scrutiny Members

To assist Members when scrutinising the topic:-

3.1 Impact the matter has on individuals and communities [**focus on customer/citizen**]

3.2 A look at the efficiency & effectiveness of any proposed change – both financially and in terms of quality [**focus on value**]

3.3 A look at any risks [**focus on risk**]

3.4 Scrutiny taking a performance monitoring or quality assurance role [**focus on performance & quality**]

3.5 Looking at plans and proposals from a perspective of:

- Long term
- Prevention
- Integration
- Collaboration
- Involvement

[**focus on wellbeing**]

4 - Key Scrutiny Questions

Are governance arrangements effective?

What progress is being made against the work plan?

Are the resources in place for delivering the work plan?

Is there evidence that there are clear opportunities for staff and members in relation to the expectations placed on them to respond appropriately to concerns made known to them?

Is there evidence that there are robust corporate procedures in place and that they are implemented consistently?

How does the Council ensure safe practice in commissioned services and that all providers who act on behalf of the Council exercise their safeguarding responsibilities effectively?

5 – Background / Context

Every organisation that works with children, young people and adults should be committed to safeguarding and improving their well-being. There are statutory responsibilities placed on us in several areas. These are defined in the Action Plan attached in Appendix 1. Briefly, they include:

- A duty for the Isle of Anglesey County Council to ensure that it discharges its functions in a way that safeguards and promotes the well-being of children and adults who could be at risk

- Duties under the Violence against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015 to prevent gender-based violence, abuse and sexual violence.
- The Counter-terrorism and Security Act 2015 places a duty on Local Authorities to identify vulnerable individuals and families that are at risk of radicalisation by all types of terrorism
- The Modern Slavery Act places duties on us as a first responder to cases of slavery.

In referring to Corporate safeguarding we include matters that relate to

- Corporate Leadership – effective management and scrutiny of corporate safeguarding governance arrangements
- Appropriate Policies and Guidelines in place to ensure that all staff and members know what they are expected to do in terms of responding appropriately to concerns that are reported; effective procedures for recording and responding to incidents and any allegations or suspicions around harm or abuse
- Safe Recruitment of Staff – ensure that the Council maintains a safe workplace
- Training and Development – ensure that the entire workforce and all members understand safe practices and what is required of them
- Partners, volunteers and commissioned services – ensure safe practices in commissioned services and ensure that everyone who provides a service on behalf of the Council carries out their safeguarding responsibilities effectively.
- Systems – ensure effective supervision and management of safeguarding matters in all services throughout the whole Council

On a Corporate level, the responsibility for monitoring the effectiveness of safeguarding arrangements across the Council is vested in the Strategic Corporate Safeguarding Board. The Board must report to the Members – giving an overview of the Council's performance in complying with the Corporate Safeguarding Policy. The Scrutiny Committee is required to challenge and scrutinise the work and performance of the Strategic Corporate Safeguarding Board. The Scrutiny Committee's comments will guide and influence the priorities in the Corporate Board's work programme.

6 – Equality Impact Assessment [including impacts on the Welsh Language]

n/a

7 – Financial Implications

n/a

8 – Appendices:

Appendix 1 – Corporate Safeguarding Action Plan 2018-20

Appendix 2 – The Council’s Annual Report to the North Wales Safeguarding Children Board & The Council’s Annual Report to the North Wales Safeguarding Children Board

Appendix 3 – Training Information

9 - Background papers (please contact the author of the Report for any further information):

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Corporate Safeguarding Report 2018/19 and 2019/2020 (until the end of June 2019)

1. Introduction

- 1.1 Members will be aware that safeguarding as a shared corporate responsibility is a priority for the Local Authority. Annually, all Heads of Service are required to set out their Safeguarding objectives for the year, and to reflect these in their Service Delivery Plan. On behalf of the Director of Social Services, the Corporate Performance Manager will ensure that this happens consistently in Service Delivery Plans. On a quarterly basis, all Heads of Service are required to review their progress in meeting their Service Delivery Plans, including the Safeguarding objectives.
- 1.2 Members will also be aware that the Local Authority established the Strategic Corporate Safeguarding Board to provide assurance to Members and the Statutory Director of the effectiveness of the Council's safeguarding arrangements. It meets quarterly as part of the Heads of Services meeting. This ensures that every Head of Service is involved in the work of the Strategic Corporate Safeguarding Board. The Strategic Corporate Safeguarding Board has an overview of the wider safeguarding agenda, as reflected in the Action Plan (Appendix 1). Members will note that this includes duties relating to the identification and prevention of radicalisation, modern slavery requirements, and requirements in relation to violence against women, sexual abuse and domestic abuse.
- 1.3 To support the implementation of the Safeguarding Action Plan an Operational Corporate Safeguarding Board was established. The group's membership includes safeguarding champions from all services of the Council. Gwyneth Hughes, Learning Service is the current chair.
- 1.4 There are other partnership and governance arrangements, such as
 - 1.4.1 Regional Safeguarding Boards for Children and Adults, for dealing with specialist safeguarding matters. These are statutory and multi-agency Boards, with specific and legal responsibilities. The Council has a duty to contribute to the operation of these Boards on a regional basis. Copies of the Local Authority's annual reports to these Boards are in appendix 2 and 3. A link to the North Wales Safeguarding Board Annual Report is provided:
<https://www.northwalessafeguardingboard.wales/wp-content/uploads/2019/07/V10-FINAL-NWSB-Report-Eng-.pdf>
 - 1.4.2 There is a Regional Contest Board (a multiagency board). Annwen Morgan, Assistant Chief Executive is the representative for Isle of Anglesey County Council. The Gwynedd and Anglesey Community Safeguarding Partnership has responsibility for overseeing Prevent programmes within the partnership's services.
 - 1.4.3 The Regional Violence against Women, Domestic Abuse and Sexual Violence Board. The Violence against Women, Domestic Abuse and Sexual

Violence (Wales) Act came into force in 2015. The aim of the act is to improve the response of the public sector in Wales to such abuse and violence. More specifically, the act places responsibilities on Councils to establish a regional implementation structure. To this end the Regional Strategic Board was established. Caroline Turner (and now Alwyn Jones), Statutory Director represent the Council on the Board. The Board has appointed a 'Regional Advisor' as is required by the act and they are now working on a regional transformation programme.

Corporate Safeguarding Action Plan

- 1.5 During the reporting period, the 2016/17 – 2017/18 Action Plan was closed. The focus of that work was on ensuring that there were arrangements in place for
- Corporate Leadership
 - Establishing relevant policies
 - Developing safe recruitment processes
 - Defining training requirements and providing training
 - Influencing our partners, volunteers and commissioned services.
 - Ensuring there are appropriate systems in place
- 1.6 Following this, the current action plan was established. The focus of that work is on ensuring that there were arrangements in place for
- Corporate Leadership and governance
 - New and major developments – Safeguarding Relevance
 - Communication and Awareness:
 - Safe and Skilled Workforce
 - Effective Support and Interventions
 - Partners, volunteers and commissioned services

The individual objectives, actions and progress is reported on the Action Plan in Appendix 1.

2. Key achievements

- 2.1 The Local Authority established several key policies. During the reporting period, a review was completed of the Corporate Safeguarding Policy: in order to acknowledge wider safeguarding duties and to provide an inclusive framework of key policies. A compliance exercise through the Policy Portal was carried out. Up to 17 July 2019, 95% of staff with computer access had accepted the policy (927 out of 973 staff). Staff are unable to participate at all if they do not have access to a computer as part of their work. The Local Authority is considering different approaches to reach the different categories of staff.
- 2.2 A number of policies and practice guidance were also developed and launched during the reporting period. They provide advice and guidance to staff on what is expected of them in particular circumstances.

2.2.1 The Taxi Licensing Policy was revised in order to ensure that safeguarding training was a condition of registration. Training was provided to taxi drivers.

2.2.2 A Safeguarding Practice Guidance, which provides guidance to staff across the Council in particular circumstances e.g. making a referral to the Children's Team: attending a Child Protection Case Conference, attending a Child Protection Core Group.

2.2.3 The Prevent Practice Guidance and No Platform Policy to support implementation of the duty to prevent radicalisation.

2.2.4 Good practice guidelines regarding expected conduct for school bus drivers. When approved we recommend introducing them as a voluntary commitment in the first place. When these services are retendered consideration should be given to adopting the guidelines as part of the service specification.

Wylfa Newydd

- 23 A study of the impact of Wylfa Newydd on safeguarding matters was completed in order to inform the Local Impact Report and to inform mitigation steps required. The DCO Hearing on investigating safeguarding matters was conducted in January 2019. Input into S106 agreements was completed.

Training

- 24 A Basic and General Safeguarding training programme is available and Services are required to map their needs in accordance with the Safeguarding Training Framework in order to feed into the corporate programme. Appendix 3 contains training figures for the reporting period. Specialist training is also provided in line with the identified workforce needs.
- 25 There are several relevant e-learning packages available and services need to consider how they might ensure that completing these forms part of the induction process for new staff e.g. Modern Slavery e-learning module, Prevent e-learning module and the Level 1 e-learning module on the Violence against Women, Domestic Abuse and Sexual Violence Act (VAWDASV).

Modern Slavery

- 26 The Local Authority committed to the Code of Practice on Ethical Employment in Supply Chains: aimed at ensuring that every public sector organisation acts to abolish unlawful and unethical employment practices. Relevant policies e.g. the Whistleblowing Policy and the Recruitment Policy have been reviewed to reflect the requirements of the Code of Practice. Contract clauses and procurement clauses have been updated. There is now a need to ensure that relevant services operate in accordance with the commitment and that the requirements of the code permeate the way we procure and manage contracts. The Local Authority's statement of how it acted on the commitments in the Code of Practice has been published.
- 27 The Modern Slavery e-learning module has been launched. The compliance level was 48%. (August 2019)

- 28 Referrals received in relation to Slavery are not high in number. There are response pathways in place. Relevant services have collaborated with North Wales Police on several planned investigations/exercises.

Violence against Women, Domestic Abuse and Sexual Violence

- 29 In light of the Violence against Women, Domestic Abuse and Sexual Violence Act, the National Training Framework was established which includes six training groups. All public services professions belong to one of these groups and it is a requirement that every member of the Council's workforce receives the relevant training. The Welsh Government expected Councils to ensure that all their staff had completed Level 1 training by 31.03.18. This expectation was not fulfilled for several reasons; one being that the standard of the Welsh language in the learning materials required attention as well as technical issues. The compliance level is currently 71% (August 2019)

- 2.10 Work was also carried out to identify

- Staff who need the Ask and Act training, namely Level 2 of the National Training Framework.
- Individuals to be trained as Ask and Act trainers
- Individuals to be trained as Ask and Act Champions, namely Level 3 of the National Training Framework.

The Local Authority was in a position to introduce this training during 2019/20 on the basis of a rolling programme. However, Welsh Government have changed the access requirements for the Ask and Act trainers' training. This now includes a training qualification equivalent to an A Level or 6 months' experience of providing training. This poses a challenge in identifying officers within specific services who meet these requirements. Efforts are persisting to try to overcome this obstacle.

- 2.11 Furthermore, there is an expectation that the Local Authority's leaders – members and senior officers – complete Level 6 of the National Training Framework – through the medium of video clips. This stems from the requirement for Ask and Act to be part of an organisational change and not just a training programme. Every Head of Service had done this by June 2019.

Prevent

- 2.12 The Prevent strategy includes the development of a broad range of activities including practical assistance, advice and support and a range of events and programmes for supporting individuals and organisations to counteract malicious ideologies.

- 2.13 During the reporting period, a comprehensive training programme has taken place within Anglesey schools with 100% of schools having completed child protection training (level 1 or 2) which includes modules on radicalization. Bespoke Level 1 and 2 training slides are available to all schools throughout the year as it is likely that a school will employ a new employee at any time and Level 2 face to face training has been held each term for 64 of teachers, 19 youth workers and 20 Early Years workers, Flying Start.

- 2.14 A Prevent e-learning module is to be launched for Council staff in September 2019.
- 2.15 In addition, it is a statutory requirements to hold CHANNEL panels which are multiagency meetings that focus on providing early support to individuals who have been identified as being at risk of being radicalised. The panel works on a multi-agency basis to identify individuals, assess the nature of the risk and develop effective and appropriate ways of supporting the individuals. The arrangements for CHANNEL panels are in place and will respond promptly to the need for intervention should the need arise. Only a very small number of cases are referred in relation to this. There are currently no cases CHANNEL.

3. Quality Assurance and Ensuring Compliance

- 3.1 The Strategic Corporate Safeguarding Board must ensure that the services implement the safeguarding policies consistently, as well as providing assistance to those services where required. The services cannot rely on external assurance processes. The Strategic Corporate Safeguarding Board has a key role in ensuring that services implement their self-assurance systems and challenge one another. As a first step, the services conducted an audit of safe appointment arrangements. This work is continuing.
- 3.2 Corporate Safeguarding was introduced into as a new section on the Self Assessments this year as to give the Corporate Safeguarding Board Assurance that the Council was undertaking its responsibilities. The discussion was positive and all but one service noted a performance of Good in regards to Corporate Safeguarding. The responses from Services mainly focussed on the DBS element of Corporate Safeguarding, which gave assurances that the DBS process is well controlled in the majority of services. One Service, Learning, ranked their performance as Adequate overall as they did not feel the current method of using an Excel Spreadsheet was easy to monitor when DBS were due. They will work with ICT to improve this going forward. However, discussions in the Service Reviews noted the need for Services to understand that Corporate Safeguarding is much more than compliance with DBS policies. Areas for Improvement were identified and it is proposed that these will be monitored by the Corporate Safeguarding Board over the next 12 months to ensure that these improvements are made.
- The Corporate Safeguarding Board should review all responses from the services to ensure that they are satisfied with a performance of Good for Corporate Safeguarding.
 - Improve on the number that have completed the assessment on 4Policy, particularly in Adult Services, Learning and Housing. The board should also consider how staff out of in the community and without access to 4Policy are able to read and accept the Safeguarding policies.
 - The Council should increase the understanding of Corporate Safeguarding in Services. This should be done with general and advanced training as appropriate.
 - Ensure all staff that require a DBS have one in place.

- Further Questions should be added to the Self-Assessment to evidence that Services are undertaking their Corporate Safeguarding roles.
- 3.3 An annual Safeguarding Self-assessment is being developed which all services will be required to complete. They will be reported to the Strategic Corporate Safeguarding Board to ensure challenge and support. Findings will be reported to members. .
- 3.4 Several internal audits were conducted during the relevant period and the actions required to mitigate risks inform the Corporate Safeguarding Action Plan. :
 - 3.4.1 School Transport Audit - in September 2017. Limited Assurance Level. Work undertaken to minimize the risks, and in April 2018 it was noted that a reasonable level of assurance existed. The Transport Policy has been updated and now includes the condition that Isle of Anglesey County Council Transport Department manages and arranges all necessary school transport contracts with the appropriate service providers. This includes completing DBS checks for all drivers and for all school Passenger Assistants. Note: Traveler Assistants are employed, where deemed appropriate, on Primary School Services only, or if the child has a need due to their Additional Learning Needs. The Transport Policy also now refers to compliance with the requirements of the Travel Behaviour Code.
 - 3.4.2 A Corporate Safeguarding post inspection audit was conducted – reasonable assurance level. A follow-up of this post-inspection audit was conducted in July 2019.
 - 3.4.3 An audit of the readiness to meet Contest requirements was undertaken: which includes the Prevent duty. Reasonable assurance level.

4. External Audits received during the period

- 4.1 Care Inspectorate Wales Report on the Children and Families Service
<https://careinspectorate.wales/sites/default/files/2018-12/181210-anglesey-childrens-services-en.pdf>

5. The aim going forward

- 5.1 As was noted at the beginning of this report, the Council has prioritised and raised the status of the Safeguarding by ensuring that it receives cross-service consideration and is addressed by the whole Council – rather than it being seen as the responsibility of only some services. The Strategic Corporate Safeguarding Board will build on what has been achieved in order to ensure an overview of the wider safeguarding agenda, and strengthen the arrangements for challenging and holding to account.
- 5.2 The areas of priority are included in the Corporate Safeguarding Action Plan.



Appendix 1

Polisi Diogelu Corfforaethol
Cynllun Gweithredu 2018/19 – 2019/20

Corporate Safeguarding Policy
Action Plan 2018/19 – 2019/20

Introduction and Context

The Corporate Safeguarding Action Plan builds upon the achievements of its predecessor and embeds the wider agendas. This plan focuses on whole authority action. Individual actions that can be contained at individual service level are not included in this action plan: as they will be reflected in the Services' Delivery Plans for the year: and will monitored thus. This plan focuses on cross services matters: and key areas where the Corporate Safeguarding Board should maintain an overview. In addition to the Safeguarding Duties included in the Social Services and Wellbeing Act 2014 there is reference to wider safeguarding matters. A brief summary of those areas is included:-

Prevent Duty	<p>Legal duties under the Counter Terrorism and Security Act 2015. We aim to: -</p> <ul style="list-style-type: none"> ▪ Prevent people from being drawn into terrorism', whilst exercising our various functions. ▪ Identify and support vulnerable people as part of our broader safeguarding responsibilities. ▪ Have appropriate policies and procedures in place. ▪ Ensure that staff are well-informed about what they are required to do in the event that they should encounter or become aware of a people being drawn into or planning a terrorist act ▪ Maintaining full and proper records of action taken are maintained that will withstand scrutiny. <p>The North Wales Contest Board has in place a Regional Action Plan: and the action contained in this plan supports the Local Authority to meet the relevant requirements of the Regional Plan.</p> <p>The Assistant Chief Executive does receive and review the Counter Terrorism Local Profile and will inform the SLT of any new/increased risk of radicalisation or extremism so that the corporate risk register can be updated</p>
Modern Slavery	<p>Legal Duties under the Modern Slavery Act 2015. We aim to: -</p> <ul style="list-style-type: none"> ▪ Publish an Annual Statement, that slavery and human trafficking is not taking place in the organisation or in our supply chain ▪ Appoint an Anti- slavery and Ethical Employment Champion, ▪ Identify and support vulnerable people as part of our broader safeguarding responsibilities.

	<ul style="list-style-type: none"> ▪ Notify the Home Office of Potential Victims of Modern Slavery. ▪ Refer potential victims as a first responder to a competent authority, (the Modern Slavery Human Trafficking Unit – MSHTU), via the National Referral Mechanism, (NRM) ▪ Refer any potential child victims of trafficking to the Independent Child Trafficking Advocates, (ICTAs). ▪ Have appropriate policies and procedures in place. ▪ Ensure that staff are well-informed about what they are required to do in the event that they should encounter or become aware of a people being drawn into or planning a terrorist act ▪ Maintaining full and proper records of action taken are maintained that will withstand scrutiny. <p>In undertaking these duties, we will also be mindful of the links to the County Lines (organised drug gangs) agenda, which requires joint working to tackle the issues related to County Lines activity, such as Human trafficking, CSE, criminality, violent crime, drug crime, financial crime, exploitation of vulnerable adults. As this agenda develops, additional duties can be mainstreamed into these safeguarding standards/activity</p> <p>The North Wales Modern Slavery Partnership Board has in place a Regional Action Plan: and the action contained in this plan supports the Local Authority to meet the relevant requirements of the Regional Plan.</p> <p>Annwen Morgan Assistant Chief Executive is the Anti-Slavery and Ethical Employment Champion</p>
<p>Child sexual exploitation (CSE)</p>	<p>We aim to: -</p> <ul style="list-style-type: none"> ▪ Protect children and adults in our area who may be experiencing, or at risk of abuse, neglect and other kinds of harm and; - ▪ Prevent children and adults in our area from becoming at risk of abuse, neglect and other kinds of harm. ▪ Ensure safeguarding practice, strategic planning and commissioning of services across all partner agencies continuously improves and promotes good outcomes for children and adults who may be at risk in the local area. ▪ Robustly safeguard children and young people through a multi-agency approach with partners and communities.

	<p>This Action Plan reflects the requirements of the North Wales CSE Strategy. Isle of Anglesey County Council is committed to playing a full part within the North Wales CSE Executive Group, and supporting regional and national working groups to cascade and develop models of best practice in respect of tackling CSE.</p> <p>In undertaking these duties, we will also be mindful of the links to the County Lines (organised drug gangs) agenda, which requires joint working to tackle the issues related to County Lines activity, such as Human trafficking, CSE, criminality, violent crime, drug crime, financial crime, exploitation of vulnerable adults. As this agenda develops, additional duties can be mainstreamed into these safeguarding standards/activity</p>
<p>Violence against Women, Domestic Abuse and Sexual Violence</p>	<p>Legal Duties - Violence against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015</p> <ul style="list-style-type: none"> ▪ Ask and Act - National targeted enquiry across Public Authorities in Wales for violence against women, domestic abuse and sexual violence. Organisational duty to encourage relevant professionals to “Ask” potential victims in certain circumstances (targeted enquiry); and to “Act” so that harm as a result of the violence and abuse is reduced ▪ Delivery of the National Training Framework for Violence against Women, Domestic Abuse and Sexual Violence ▪ Involves communications, training, policy development, info sharing, referral pathways to specialist services, data collection & review <p>The North Wales Violence against Women, Domestic Abuse and Sexual Violence Board is the regional partnership board: providing a partnership approach to preventing serious harm caused by violence against women, domestic abuse and sexual violence in the North Wales. They lead and support the implementation of the act; develop, approve and monitor the regional strategy; ensure that matters are effectively and strategically addressed in North Wales.</p> <p>This Action Plan reflects the regional strategic priorities in terms of awareness and delivery of the National Training Framework</p> <p style="text-align: center;">Alwyn Jones Interim Statutory Director of Social Services is the Lead role for Ask and Act and Cllr Llinos Medi (Leader) - Ask and Act Champion</p>

Everybody's Responsibility

Heads of Service will include in their Service Delivery Plans, Safeguarding targets for the year and report on progress within corporate performance reviews.

Communication within the Organisation

Representatives at the various Regional Boards referred to above and others– North Wales Children Safeguarding Board and the North Wales Adults Safeguarding Board, Communities Board, must ensure that they advise the Corporate Safeguarding Board (strategic) of Key matters discussed on a regional basis: that require a local response on a corporate basis. Key officers to provide when required by the chair of the Corporate Safeguarding Board (strategic), updates on delivery, key risk issues for children and adults at risk, including collation and monitoring of the number, nature and outcome of referrals

The Assistant Chief Executive/ Director of Social Services will ensure that Council Members and senior leaders, other members of the SLT and Penaethiad are provided with regular briefings to make them aware of their responsibilities in terms of safeguarding

Where necessary safeguarding information/ bulletins/ articles for staff in relevant internal staff communication will be provided. This will be the responsibility of the Corporate Safeguarding Board (Operational),

Training

All Heads of Service must ensure that all staff attend Basic, General or Specialist Safeguarding training at the level relevant to their role. Other specific training requirements are identified in this action plan. Some services will have specific training needs related to the roles they hold. This is not reflected in this plan – as the focus currently is on corporate awareness raising: and compliance where mandatory whole organisation learning/training is directed.

Structure of the Action Plan

The action plan will be presented against 6 themes: assisting a coordinated approach to delivery of the actions across the Local Authority.

Theme	Objective Number	Outcome
Corporate Leadership and governance	Objective 1	High-level support, policies and reporting procedures within the Organisation

New and major developments – Safeguarding Relevance	Objective 2	Safeguarding impacts are understood, evidenced and used to ensure mitigating actions
Communication and Awareness:	Objective 3 Objective 4	A workforce aware of key areas of safeguarding/exploitation/abuse Better understand the needs of individuals who are considered to be at risk of CSE
Safe and Skilled Workforce	Objective 5 Objective 6	A workforce equipped to discharge their safeguarding duties effectively –through safeguarding training at a level commensurate with their roles and responsibilities. A workforce recruited and managed in full compliance with statutory requirements and with the Isle of Anglesey County Council’s Recruitment and Selection Policy, DBS Policy and Safer Recruitment Policy.
Effective Support and Interventions	Objective 7	Relevant Processes, Procedures and Systems in place that reflect current legislation, statutory guidance and expectations and accepted best practice so that officers are clear what must or may be done in specified circumstances and define the limits of professional discretion
Partners, volunteers and commissioned services	Objective 8	Procurement Strategy and Contract Management Strategy aligns with the Welsh Government’s Code on Ethical Employment in Supply Chains

	Objective 9	Ensuring safe practices in commissioned services and that all providers exercise their safeguarding responsibilities effectively.
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RAYG Status Indicators referring to progress of Programmes/Projects

RED	<p>Overdue</p> <p>Delays against actions/objectives or critical success factors of more than four weeks</p> <p>Significant issues/risks that may prevent the project from being completed on time or within budget.</p>
AMBER	<p>Behind Schedule</p> <p>Delays against actions/objectives or critical success factors of more than two weeks</p> <p>Decisions required by SRO/Director and/or Board</p>
YELLOW	<p>On Track</p> <p>Project is on track and expected to be completed on time</p>
GREEN	<p>Completed</p> <p>Completed action/task/project</p>

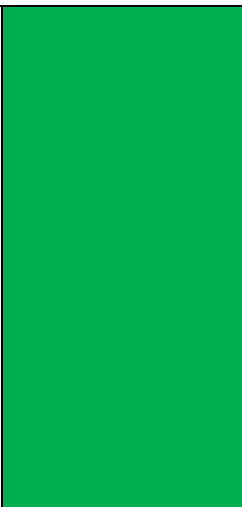
Corporate Leadership and governance

Objective 1 - High-level support, policies and reporting procedures within the Organisation

Key Task	Who	When	Progress	RAYG
<p>Corporate Performance Team to review Business Planning & performance processes to ensure reporting to the Corporate Safeguarding Board via</p> <ul style="list-style-type: none"> ▪ Analysis of the Safeguarding Scorecards ▪ Progress by each service against their safeguarding targets 	Programme, Business Planning & Performance Manager	31 March 2020	<ul style="list-style-type: none"> - Part of the Corporate Scoreboard - Part of the annual Service Challenge process - Challenge meeting to be arranged in September to scrutinize service statements for the Service Challenge - Annual self-evaluation template for services developed. Requires approval and implementation in April 2020 - Corporate Safeguarding annual report to Scrutiny in the Autumn. 	
Launch the Revised Corporate Safeguarding Policy: using the Policy Portal to ensure that all staff are aware of the Revised Corporate Safeguarding Policy; and provide	Service Manager Quality and Safeguarding Children Services	31 December 2018	Completed – Compliance levels at 95%. Need to think about how to reach staff who do not have access to a computer.	

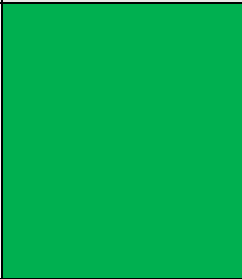
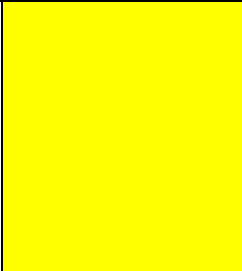
reports to the Corporate Safeguarding Board on compliance levels				
Each service to conduct a self-audit of a sample of 10% of their current jobs to ensure that the Local Authority's Safe recruitment Policy is being implemented effectively	All Heads of Service	30 September 2019	In progress. Findings and improvement actions are expected from services.	
Review relevant policies relating to publicly-owned venues and resources to ensure they are sufficient to ensure that they do not provide a platform for extremists and are not used to disseminate extremist views	Head of Services who have responsibility for publicly-owned venues	31 October 2019	Completed – requires launch alongside other associated tasks	
<p>Review the whistle-blowing policy to make explicit: -</p> <ul style="list-style-type: none"> ▪ Staff should be empowered to raise suspicions of unlawful and unethical employment practice ▪ Responsibility on staff to report criminal activity taking place within our own organisation and our supply chains. 	Head of Function (Council Business) /Monitoring Officer	30 September 2019	Completed. Approved. Policy issued for acceptance across the organisation.	

<p>Once produced communicate the policy throughout the organisation. Review the policy annually and monitor its effectiveness.</p>				
<p>Adopt the required Information sharing protocols developed by the regional boards – Contest Board and Modern Slavery</p>	<p>Assistant Chief Executive (AM)</p>	<p>31 April 2019</p>	<p>This action depends on the progress made by the Safer Communities Board in terms of developing the ISPs.</p> <p>IOACC have offered assistance to the Board in terms of this</p> <p>Caroline Turner has signed on behalf of IOACC in respect of CONTEST. The ISP requires further discussion on the Regional Safer Communities Broad. The CTLP is provided to Annwen Morgan, who coordinates the sharing of any key risks to the relevant service.</p>	

<p>Develop a spreadsheet to record any subsequent actions from Local Counter Terrorism Profile and assign individual responsibility. From time to time, the Assistant Chief Executive will present the spreadsheet to the Gwynedd and Anglesey Safer Communities Partnership Board, which will monitor progress in implementing the actions.</p> <p>(Prevent) NEW TASK</p>	<p>Assistant Chief Executive</p>	<p>August 2019</p>	<p>Established</p>	
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New and major developments – Safeguarding Relevance

Objective 2 - Safeguarding impacts of Wylfa Newydd are understood, evidenced and used to ensure mitigating actions by the developer

Key Task	Who	When	Progress	
<p>Commission a study of the safeguarding implications of Wylfa Newydd</p>	<p>Programme Management Office – Wylfa Newydd</p>	<p>31 August 2018</p>	<p>Work completed and the relevant chapter of the Local Impact report completed</p>	
<p>Ensure that the evidenced sourced from the study is used to ensure mitigation actions by the developer</p>	<p>Assistant Chief Executive/ Director of Social Services. (CT)</p>	<p>31 March 2020</p>	<p>Suggest that these actions are put on hold until we are clearer of the future plan</p>	

Communication and Awareness

Objective 3 - A workforce aware of key areas of safeguarding/exploitation/abuse

Objective 4 - Better understand the needs of individuals who are considered to be at risk of CSE

Key Task	Who	When	Progress	
<p>Senior leaders of the Local Authority – Members and Senior Officers – complete the Level 6 of the National Training Framework Ask and Act – via a series of video clip.</p> <p>VAWDASV</p>	<p>Senior Leadership Team</p> <p>Heads of Service</p> <p>Members</p>	31 August 2018	<p>All Senior Officers have completed this requirement</p> <p>100%</p> <p>Services are encouraged to ensure that this form part of induction process for any new senior officer and in the event of changes in relation to Members</p>	
<p>Ensure that all staff complete the Level 1 National Training Framework</p> <p>VAWDASV via ELearning or the booklets</p>	Heads of Service	31 September 2019	<p>71%</p> <p>Services are urged to push on with this and to ensure that it becomes part of the induction of all new employees.</p>	

Review the safeguarding information provided at Corporate Induction to ensure it covers a broad definition of safeguarding and raising awareness amongst professionals of the processes within the organisation and where to go for support and advice	Service Manager Quality and Safeguarding Children Services	30 September 2018	Completed and ongoing	
Developing a Corporate Safeguarding section of Monitor.	To be agreed	To be agreed	Despite several requests for nominations for the task group no nominations have been received	
Ensure that all staff complete Basic Awareness – Modern Slavery	Heads of Service	31 October 2019	49% Staff must be reminded to complete the training. The lack of progress is affecting the launch of the Prevent e-learning module.	
Raise Awareness amongst education providers, child care providers and any private and voluntary agencies that work with children of the Prevent Duty and the related safeguarding responsibilities.	Service Manager Early Intervention (Children and Families Service) Senior Safeguarding Officer (Education)	31 March 2019	Included in Level 1 and 2 training for schools, Education welfare officers, TRAC Awareness sessions have been provided for child care providers. This is likely to	

			require an ongoing programme and links to commissioning processes.	
<p>The Prevent duty requires the Council to understand the range of activities and settings in its area and to take appropriate and proportionate action to ensure that children attending such settings are properly safeguarded. The Assistant Chief Executive will raise the issue with the regional CONTEST Board at the next meeting to seek clarity on how the Board considers that we should respond as a region to this part of the PREVENT duty.</p> <p>Further action will depend on the decision of the regional CONTEST board.</p> <p>NEW TASK</p>	Assistant Chief Executive	October 2019	Awaiting the next Contest Board meeting	
<p>Prepare for the roll out of Level 2 Ask and Act</p> <ul style="list-style-type: none"> ▪ Services to identify those who are in a position to ask and act ▪ Service to identify those individuals who will be trained as trainers ▪ Establish 5 year plan for roll out of Level 2 across services in priority groups to inform regional plan 	<p>Heads of Service with the support of the</p> <p>Workforce Development Unit</p>	31 March 2020	There has been a national delay with rolling out the Level 2 Ask and Act Training and further changes to the entry requirements for Train the Trainer course which will severely impact our ability to roll out the training. We plan to train one officer in July: and secure funding for her to deliver across the services (expect for schools).	

VAWDASV			Education will need to identify how they plan to deliver to schools.	
<p>Level 3 Ask and Act</p> <ul style="list-style-type: none"> ▪ Identify those within the Council to be trained as Ask and Act Champions. A ratio of one champion for every ten Ask and Act trainers is suggested. <p>VAWDASV</p>	Heads of Service	31 March 2020	<p>Nominations agreed:</p> <p>Independent Safeguarding and Reviewing officer Children Services</p> <p>Education will need to identify how they plan to deliver to schools.</p>	
Ensure that all staff complete Basic Awareness – Prevent - training	Heads of Service	31 October 2020	Launch in September	
Ensure that all staff complete Basic Awareness of CSE training. E Learning Module	Heads of Service	31 March 2020		

Safe and Ethical Employment

Objective 5 -A workforce equipped to discharge their safeguarding duties effectively –through safeguarding training at a level commensurate with roles and responsibilities.

Objective 6 - A workforce recruited and managed in full compliance with statutory requirements and with the Isle of Anglesey County Council's Recruitment and Selection Policy, DBS Policy and Safer Recruitment Policy.

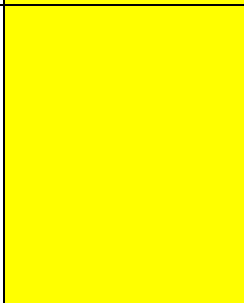
Key Task	Who	When	Progress	
Safeguarding responsibilities are made explicit within the job description template provided on Monitor	Head of HR Profession and Corporate Transformation	31 April 2018	Completed	
Review Recruitment and Selection Policy to include written policy on ethical employment within the organisation (Modern Slavery)	Head of HR Profession and Corporate Transformation	31 April 2018	Completed	
The Learning Service should review its volunteering policy, to include the requirement for two references.	Head of Service Learning	31 December 2018	Completed	
Heads of Service must ensure robust arrangements to maintain a central record of posts that require a DBS check: including sufficient check and control to provide a trigger in the case of non-compliance.	Heads of Service	31 December 2019	All services have been asked to confirm their arrangements.	
Heads of Service must ensure robust arrangements including sufficient monitoring and assurance activity in relation to	Heads of Service	31 March 2020	All services have been asked to confirm their arrangements	

<ul style="list-style-type: none"> - obtaining and checking of references in relation to regulated activity posts - take up of safeguarding training - whether formal risk assessments are completed and measures in place before an employee starts work in exceptional circumstances where a DBS disclosure is not to hand - whether formal risk assessments and measures are in place when safeguarding concerns are suspected or known in relation to existing employees 				
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Effective Support and Interventions

Objective 7 - Relevant Processes, Procedures and Systems in place that reflect current legislation, statutory guidance and expectations and accept best practice so that officers are clear what must or may be done in specified circumstances and define the limits of professional discretion

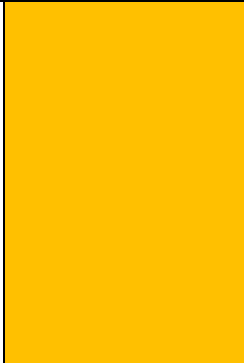
Key Task	Who	When	Progress	
Develop information, referral pathways and a good practice guidance to raise awareness regarding modern slavery and the duty to refer through to the NRM where there is concern of trafficking for the purpose of exploitation.	Service Manager Quality and Safeguarding Children Services	31 March 2020	Awaiting guidance from Welsh Government.	

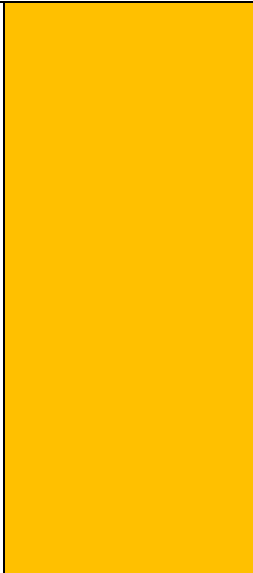

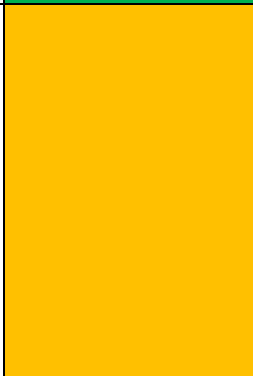
<p>Develop information, referral pathways and a good practice guidance to support staff to provide a consistent response to adults and young people at risk of radicalisation and extremism across the Local Authority.</p>	<p>Service Manager Quality and Safeguarding Children Services</p>	<p>31 October 2019</p>	<p>Completed – Requires implementation alongside the eLearning module.</p>	
<p>Develop and adopt Terms of Reference for the Council's Channel Panel and develop a guidance document for Chairs of the Channel panel.</p> <p>NEW TASK – PREVENT</p>	<p>Service Manager Quality and Safeguarding Children Services</p>	<p>August 2019</p>	<p>Has been completed: consultation under way to adopt this as a regional procedure.</p>	

Partners, volunteers and commissioned services

Objective 8 Procurement Strategy and Contract Management Strategy aligns with the Welsh Government’s Code on Ethical Employment in Supply Chains

Objective 9 Ensuring safe practices in commissioned services and that all providers exercise their safeguarding responsibilities effectively.

Key Task	Who	When	Progress	
<p>Review Procurement Strategy and Contract Management Strategy: and ensure service ownership and commitment to ensure alignment with the Welsh Government’s Code on Ethical Employment in Supply Chains</p>	<p>Assistant Chief Executive (AM)</p>	<p>31 March 2019</p>	<p>Some of the procurement documentation has been reviewed to include a selection of the questions suggested in the relevant toolkit developed by Welsh Government.</p>	

<p>Review Contract Award, setting and management in terms of consistent framework for safeguarding considerations. This will need to include where appropriate, the principles of the prevent duty are written in to those contracts in a suitable form</p>	<p>Dafydd Bulman</p>	<p>31 March 2019</p>	<p>A number of safeguarding clauses to include in all contracts have been developed. These as yet do not contain the principles of the prevent duty</p> <p>A report is ready for CSB – Strategic in terms of Good Practice in Contracting – Safeguarding.</p>	
<p>Produce an annual written statement to ensure that slavery and human trafficking are not taking place in the organisation and supply chain,</p>	<p>Assistant Chief Executive (AM)</p>	<p>31 March 2019</p>	<p>Completed.</p>	
<p>Following the completion of the Contact/Safeguarding work all Heads of Service to put in place a programme for the review of existing contracts to ensure that they meet the standards/requirements identified, including how they propose to monitor compliance by the providers with the requirements</p>	<p>Heads of Service</p>	<p>31 March 2020</p>		

Appendix 2



Annual Partner Agency Report to NWSCB

The updated partner agency report for 18/19 has been amended to reflect the key issues identified within the National Independent Safeguarding Board feedback on the North Wales annual report. The partner agency report has to be completed by the 10/5/19 and returned to the regionalsafeguarding@denbighshire.gov.uk

All partner agency reports will be presented at the Board Meeting in July. We have attached a PowerPoint presentation to accompany the report – for you to complete, to identify 5 key issues from your report that the Board should be sighted on.

Priority Areas	Comments	audit evidence
<p>1</p> <p>Please comment on your agency's attendance and participation at Board Meetings, work of the Board and within the subgroups</p>	<p>Ynys Môn contributes to the work of the board: both in terms of finance and officer time.</p> <p>Regional Board</p> <p>Alwyn Rhys Jones, Interim Director of Social Services. Fôn Roberts, Head of Service and Interim Deputy Director of Social Services</p> <p>CPR Sub Group</p> <p>Anwen Huws, Service Manager Anwen Huws also attend a focus group held by Cardiff University in relation a commission to identify lessons learnt from pan Wales CPRs We contribute to the work of the groups – in relation to MAPFs and CPRs</p> <p>Gwynedd and Môn Delivery Group Fôn Roberts, Head of Service - Chair Anwen Huws, Service Manager Llŷr Bryn Roberts, Service Manager Lisa Capper, Independent Safeguarding Officer (Child Protection Lead) Stephen Woods, Service Manager Youth Justice Service (Gwynedd & Môn)</p>	<p>Minutes of relevant meetings</p>

	<p>Delyth Lloyd Griffiths Senior Safeguarding Officer (Education) Gwynedd & Môn</p> <p>Policies and Procedures</p> <p>Llŷr Bryn Roberts, Service Manager Anwen Huws, Service Manager has also contributed on a regular basis to the consultation meetings in respect of the proposed All Wales Protection Procedures</p> <p>Workforce/Training sub group</p> <p>Malcom Vaughan, Senior Manager Youth Justice Service (a joint Gwynedd and Môn post)</p> <p>Gwynedd and Mon Multi Agency Practice Improvement Group Anwen Huws, Service Manager Lisa Capper, Independent Safeguarding Officer (Child Protection Lead)</p> <p>Ynys Môn's attendance and participation at regional and local groups has been consistent.</p>	
<p>2.</p> <p>Please could you comment on the work your agency has done around the Board's Priorities?</p> <p>-Children at risk of Criminal and Sexual Exploitation</p>	<p>Children at risk of Criminal and Sexual Exploitation</p> <p>The service has a well-established panel that discuss the most complex CSE and CCE cases referred to it. The early intervention and prevention service have invested in a new Healthy Relationships worker who will work directly and within groups with children who are at risk of exploitations. A successful ICF funding has provided us with an opportunity to fund a Healthy Relationships Social Worker within the intensive intervention service. The service arranged 4 presentations on the CSE day on the 18th of March (CSE CCE awareness day) focusing on the work that we do with children and young people in Anglesey. There was a focus on the contextual model for exploitation: a multi-agency approach that takes into account the response on an individual, family and community basis. Our goal is to establish a contextual model for CSE CCE on the Island. Identified workers have received the PACE training to support this development and feedback from this training has been positive by all agencies who co work with us in this field.</p> <p>Harmful sexual behaviour.</p> <p>Harmful sexual behaviour is as a priority for Children and Families Service: as we need to develop greater resilience within the workforce to respond to relevant cases of problematic and harmful sexual behaviours.</p>	<p>Minutes</p> <p>Terms of reference</p>

<p>-Harmful Sexual Behaviour</p> <p>-Domestic Abuse</p>	<p>All members of staff have received a half-day awareness raising session. Nominated staff will attend the full AIMS training in the coming year once the new updated AIMS model is ready. The Healthy Relationship Worker and Social Worker will provide evidence based interventions to children who display problematic and harmful sexualised behaviours across the service. Schools have trained 99 staff (Gwynedd and Mon) on AIMS in November 2018: and most schools are now able to complete an AIMS checklist. Further training is planned next term including training for those chairing RAMP assessments.</p> <p>Domestic violence:</p> <p>Domestic violence remains both a challenge and a priority for public services in Anglesey in particular the Local Authority and the Police. The figures and statistics in Anglesey seems to confirm that domestic occurrences are amongst the most prevalent, within the population, in comparison to other areas throughout the U.K. With this in mind, we have established a working group to look at the model of intervention that we currently provide and review all services commissioned in relation to domestic violence. We have expanded the scope of the IFSS to include domestic violence. The working group will follow two cases who will receive this intensive service from the IFSS and Gorwel services.</p> <p>Ynys Môn Children and Families Service and Adult Service, both contribute to and are standing members of the Multi Agency Risk Assessment Conferences (MARAC).</p> <p>Caroline Turner, Assistant Chief Executive and Director of Social Services represented the Local Authority on the North Wales Regional VAWSADV Board. The Local Authority has continued to implement the requirements of the National Training Framework: Level 1 and 6. We were ready to roll out Ask and Act Group 2 and 3 training in April 2019 until Welsh Government indicated that they are changing the entry requirements to the Level 2 Train the Trainer accredited course. A number of partners in North Wales challenged these proposals and the lack of consultation: we await a response before considering our position.</p>	
<p>3</p> <p>Please could you identify any key achievements/</p>	<p>Corporate</p> <p>Safeguarding is a Corporate priority: and the Local Authority has in place the Corporate Safeguarding Board and each service has a designated Safeguarding Lead. During 2018/19 the Local Authority</p>	

<p>improvements in relation to safeguarding practice over the last twelve months within your agency?</p>	<p>established its second Corporate Safeguarding Plan which included improvement actions in relation to:-</p> <ul style="list-style-type: none"> - Corporate Leadership and governance - New and major developments – Safeguarding Relevance - Communication and Awareness - Safe and Skilled Workforce - Effective Support and Interventions - Partners, volunteers and commissioned services <p>Key Achievements</p> <ol style="list-style-type: none"> i. Re Launched the reviewed Corporate Safeguarding Policy –December 2018 via Policy Portal with acceptance monitored ii. Corporate Safeguarding Scorecard developed as part of individual Service Reviews procedure. iii. Wylfa Newydd – Impact Assessment and Mitigation proposals developed. DCO hearing examined issues in respect of Safeguarding in January 2019. Continued to respond to the developer on safeguarding matters in line with the concerns and mitigation identified in the Local Impact Report. S106 input completed. iv. Modern Slavery –E Learning module launched. Services across the Local Authority took part in Operation Octopus – which related to fair and ethical employment with respect to car washing sites. Actions to implement our commitment to the Code of Conduct Ethical Employment in Supply Chains are ongoing. v. Safeguarding Practice Guidance for the Council’s Services launched. vi. Prevent–No Platform Policy and the Practice Guidance developed for approval by the strategic board in April 2019 vii. Safeguarding Advice for School Bus Drivers – Lisa Capper, Independent Safeguarding and Reviewing Officer, has drawn up good practice guidelines for school bus drivers following learning from a number of Professional Abuse Strategy Meetings. These provide bus drivers and young people with a set of guidelines on the standard of conduct expected. The aim is that they are introduce on a voluntary basis, but consideration given to making these a mandatory part of the service specification in any future re tendering of the service/provision. viii. Female Genital Mutilation – During ‘World Social Work Day’ the Isle of Anglesey Social Services celebrated by inviting Hibo Wardere, a Somali-born campaigner against female genital mutilation to talk to us about her experience of FGM as a victim and she provided an informative and aspirational talk to the staff. 	<p>Minutes of the CSB</p> <p>Action Plan</p> <p>Reviewed Policies and Procedures.</p> <p>Individual work packages</p>
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	<p>Children and Families Service</p> <p>The Care Inspectorate Wales Inspection Report 2018 concluded that Safeguarding children was prioritised within the department: and that they mostly saw competent and supported workers providing timely and proportionate responses. In terms of positive practice they identified:-</p> <ul style="list-style-type: none"> - Gwynedd/Thornton Risk Model and how the mentoring and coaching sessions for individual staff had made a positive improvement to their practice: - Partners were positive about the joint work being undertaken: and - The use of the disputes escalation policy achieved a positive outcome for the child and agencies involved. <p>We undertake planned and systematic evaluations of practice and this shows that the service is making progress in meeting its safeguarding practice improvement objectives.</p> <p>Our focus during the year has been to develop Cryfder ar y Cyd: the model for Child Protection. Based on extensive engagement across the service we have developed or model which is based on a strengths-based approach which incorporates some elements of a Signs of Safety Approach alongside the Gwynedd/Thornton Risk Model in the analysis of significant harm</p> <p>This has also included</p> <ul style="list-style-type: none"> - Reviewing the information sent to children, families and professional before the conference. - Proposed introduction of Secure Email/Egress - Reviewing the Child Protection Agenda and minutes template to elicit information in a focused way - Reviewing the Child Protection Reports to present and elicit information in a focused way - Reviewing the Child Protection Plan format and its central role in the work of the core group in achieving safety outcomes. It aims to develop a plan that defines the safety outcomes: and provides a focus for measuring the distance travelled in meeting those outcomes. The Risk Model remains a core framework for judging the distance travelled. - Ensuring that the plan makes clear the intervention/visits required to achieve change that relate to the outcomes identified in the Child Protection Plan. 	<p>Care Inspectorate Wales Inspection Report 2018</p> <p>Children Services Improvement Plan & Individual Audits and reports: and action plans</p> <p>Individual work packages</p> <p>Performance Data</p>
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We have completed considerable work: and are now providing training for each practice group. Partner agencies have been involved: and we will be rolling out a series of learning opportunities for multi-agency partners. We have agreed to develop a multi-agency stuck cases supervision/facilitation process to support core groups to review a case and identify options and solutions.

We focused on improving the skills and knowledge in relation to **undertaking s47 Investigations**. We have reviewed our reporting template to ensure that the Gwynedd/Thornton Risk Model Significant Harm Supplement informs the analysis of whether the child has or likely to suffer significant harm.

All relevant children have a **Child Protection Plan**. Our audit showed that generally the plans made clear the cause of concerns and what was expected of each person as part of the plan for safeguarding the child. The audit also showed that cases were being appropriately escalated to LGM by the social workers

There has been significant work with partners, including those in the voluntary sector, third sector and carers in order to strengthen the Information, Advice and Assistance (IAA) function. (Teulu Môn). Teulu Môn staff have engaged with a number of partner agencies in relation to improving the quality of referrals. The **quality of referrals** from partners still vary, but there have been improvements in this area following the investment by Teulu Môn. Teulu Môn staff are proactive in their enquiries to improve the clarity of individual referrals and to support the general standards of referrals received. We have engaged positively with North Wales Police in terms of their development work around ACE informed responses, and identifying early intervention needs and responding to CID16s. The Police spent time in Teulu Môn shadowing Engagement Officers. The Service is currently planning the introduction of an Early Help Hub, based on the Flintshire model.

Since June 2018 Children and Families Services has started a pilot programme together with North Wales Police called the **Early Action Together Programme**. It is envisaged that the programme will help to reduce demand on policing and on key delivery partners and improve the outcomes for people through focusing on transforming policing vulnerability to a multi-agency Adverse Childhood Experiences (ACE) informed approach that enables early intervention and root cause prevention to reduce escalation of issues. This will provide a joined-up service that is better able to respond to the needs of individuals and local communities in Anglesey, particularly the most vulnerable.

Evidence of improved senior manager oversight of cases on the Child Protection Register by the Service Manager. There is a monthly meeting with the Independent Reviewing Officer (Child Protection Lead) and Practice Leads to discuss the children who have been on the Child Protection Register for approximately 10 months – to ensure an acute focus on the step-up/down action required.

As the Safeguarding Unit covers adult and children's safeguarding we are recognising a number of benefits in the sharing of expertise and perspectives especially in relation to

- Understanding the **Mental Capacity Act and Deprivation of Liberty Safeguards**
- Dovetailing of **Professional Concerns Meetings Adults and Professional Abuse Strategy Meetings**: and assessments of causing by omission or commission significant harm to children where those individual also work or volunteer with children or adults who may be at risk.

Performance data shows that children and their families can be confident that timely decisions are to all reports of suspected child abuse or neglect. There is no waiting list for allocation of cases where safeguarding enquires are required. Safeguarding contacts receive a quick and comprehensive response with evidenced risk assessment and management.

Performance information in relation to timeliness of meetings, periods of registration and re referrals remain within targets.

There is an improvement in the timelessness of core groups. This remains an area where the service is focusing on improvement.

There has been **no appeal against registration** during the reporting period.

<p>4.</p> <p>Please could you highlight the key challenges facing your organisation around safeguarding practice?</p>	<p>The Local Authority is responding to, and making sustained progress, in relation to the challenges it faces. These are included in the Service Practice Development Plan. Refer to 3 above.</p> <p>Audits are showing some key areas for focus</p> <ul style="list-style-type: none"> - Evidencing the wishes and feelings of the child and that the child had been afforded the opportunity to understand his/her plan - Challenges of maintaining an effective summary of complex relationships, interdependencies and significant historical records within case recordings systems. <p>We have contributed to the consultation in respect of the draft All Wales Protection Procedures: and will need to work within our organisation and with others to support implementation. .</p> <p>Whilst we are enthused, about launching <i>Cryfder ar y Cyd</i>, we recognise that with change comes challenges for us and for our partners. Practitioners are able to identify risks and have a number of tools/assessment to identify risks, however identifying the strengths in the family and the protective factors the family have within them to keep the child safe is more of a challenge for them and for our partner agencies. Our inclusive approach to developing the model will service us well as we work with partners on implementation.</p> <p>In terms of what audit and evaluation is telling us about the challenges we and other agencies face: -</p> <ul style="list-style-type: none"> - Evidencing co-production with the parents by the core group in developing the plan – in developing the plan: in communicating the plan in a way that is understandable: ensuring shared ownership. - Protection Plan is what drives the work of the core group. - Reports and contributions to review child protection conferences from all agencies need to be less repetitive and provide a more succinct update of the progress achieved, what is still of concern and what needs to change. - The practice of the police in centralising its screening and decision making desk: is leading to more strategy meetings held over the phone; without the contribution of other agencies. Agencies need to consider how technology could support contribution of all agencies to a virtual strategy meeting when required. 	<p>Children Services Improvement Plan</p> <p>Individual Audits and quality of practice reports: and action plans</p> <p>Reports to LDG</p>
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	<ul style="list-style-type: none"> - The NWSCB should give consideration into the development needs of practitioners across all agencies in terms of assessing the risk of harm to children where it is suspected that their parents/cares may have or are likely to sexually abuse them - Working with health colleagues to support an improvement in the quality of GP reports to Conferences: We are confident that understand our key challenges and have actions in place to improve. 	
<p>5. Please could you evidence how children/ young people/ parents/ carers how been involved in service development within your agency?</p>	<p>We know that we need to develop our arrangements. The development to date has mainly focused on the participation of care experienced children and young people.</p> <p>Parents, carers and children are encouraged to attend child protection conferences. Participation of parents and carers within conferences is good, but children and young people overall choose not to attend. Reports to case conference should reflect the wishes and feeling of the child and the chair focuses on this within the conference. We have the capacity now to offer the child a meeting with the Chair prior to the conference. We ensure that the child/young person understand his/her right to advocacy.</p> <p>We are working to improve the information provided to children and families before the conference. We attempted to include parents in this process. This was not successful. Most successful is the one to one approach and the Independent Reviewing Officer (Child Protection Lead) gains parents views is through speaking with them before and at the end of case conferences and during the review of IFSS cases. She provides a quarterly report summarising the main findings as part of her Oversight and Challenge role. The messages from families are powerful e.g. The new report format used recently. It was the second review conference. They family preferred the new format as it was clear and easy to understand. It did not require the social worker to spend 2 hours with them to explain what it all meant (as the first conference report did), and they understood this report.</p>	
<p>6. In relation to safeguarding practice, how do</p>	<p>Children and Families Services have adopted and implemented its Improving Practice Quality Framework. The aim of this framework is to set out the approach that Children’s Services will take to ensure that it is</p> <ul style="list-style-type: none"> • Providing safe professional practice 	<p>Improving Practice Quality Framework</p>

<p>you quality assure practice?</p>	<ul style="list-style-type: none"> • Supporting the right children/adults, in the right way, at the right time • Evaluating whether it is making a difference to practice improvement • Providing a professional context that supports learning, reflection, openness and supportive challenge • Taking the improvement agenda beyond compliance with procedure to a commitment to improve the quality of the social work practice delivered to children, their families and carers. <p>It provides a set of planned and systematic assurance processes used to shape learning and improvement, moving along the spectrum from quality control to quality improvement based on an approach of evaluation, learning and improvement. We detailed in last year's report our approaches to Defining Quality, Securing Quality, Evaluation Quality and Learning and Improvement.</p> <p>We use a variety of sources and methods to establish the evidence base about the quality of practice within the service. Upon this evidence base, we take forward learning and improvement on a systemic and planned basis. Regular and planned casefile audits & Multi Agency Audits are embedded. Of particular relevance to this report we undertook:</p> <ul style="list-style-type: none"> - Regular monthly casefile audits across the service carried out by Practice Leads, Independent Safeguarding Officers, Service Managers - Thematic evaluation of practice - Decision Making in respect of referrals that were closed following a S47 Investigation: - Thematic evaluation of practice - All the Child Protection Plans against the Service Standards in terms of focus on the needs, risks and strengths of children and families, and clear desired outcomes, timescales and accountability for action. - Thematic evaluation of practice - Audit by Independent Reviewing and Safeguarding officer - ten families whose children were on the Child Protection Register to measure the quality of the service they received against the Service Standards - Thematic evaluation of practice – Public Law Outline process - Management Reviews in specific cases - MAPFS <p>The Independent Safeguarding Officers provide an important Overview and Oversight role and report on an ongoing basis and in a systemic way each quarter drawing out themes, issues and learning. They also provide an important challenge and escalation role.</p>	<p>Individual audits</p> <p>Quality of Practice Reports</p> <p>Learning circles</p> <p>Presentations</p>
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<p>7.</p> <p>Please could you provide a good practice example where positive outcomes were achieved in relation to safeguarding practice?</p>	<p>During the past 6 months, there has been positive evidence and feedback regarding 6-child protection cases co-worked between Specialist Children’s Services and other practice groups across Ynys Mon Children and Families services. These cases have been either individual disabled children or disabled children who have been part of a larger sibling group.</p> <p>These have been complex cases where there was the need for social workers and other professionals to have skills, experience and knowledge relevant to Child Protection Procedures, but equally important to have skills, experience and knowledge around the needs of disabled children with complex needs.</p> <p>By co – working these cases it has been possible to support staff to build confidence and ability in both areas of specialism across the service and benefit a joint approach for working with children and young people who have complex needs in the future.</p>	
	<p>Three children all over the age of 10yrs subject to Child Protection as a safeguarding measure due to:-</p> <ul style="list-style-type: none"> - Exposure to parental behaviour such as DV with father being the perpetrator, father’s illicit drug use and mental health issues. - Father having a sex offender status, as a consequence of exposing himself to others on two separate occasions – sentenced to 12mths imprisonment & served 6mths. - Mother’s continued relationship with the father & permitting him to live in the family household post his release; against professional advice. - Father’s non-engagement in a specialist Risk Assessment (Lucy Faithful) & continued denial of being a risk to others. - The children having a lived-experience of being ostracised in the community as a consequence of their father’s behaviour as well as neglect of their physical, emotional & educational needs & failure of the parents to engage in service provision of support to effect & sustain change. <p>The Local Authority instigated Care Proceedings. Whilst the court viewed the threshold of significant harm had been met and made the three children subject of an Interim Care Order the court ruled in favour of the three children remaining in parental care and for this to be regulated under s38(6) of the Children Act 1989 supported with a signed Contract of Expectations in place. The impact of this meant that the three children had a Looked After Child status however avoided the most draconian safeguarding measure in respect of separating the children from parental care and potentially as a sibling group.</p>	

Father left the family home and mother signed an undertaking with the court not to allow him entry into the family household and / or to have 'unsupervised' contact with the children. This meant that the risk posed was managed and allowed the mother to focus on the children & demonstrate her ability to parent the children as the sole caregiver. Mother positively engaged in service provisions of support during the course of the proceedings with evidence of improvement in meeting the children's individual needs in all core domains. As a consequence, the Social Worker on behalf of the Local Authority recommended that the three children's needs were met in the continued care of their mother. However due to a high degree of 'disguised compliance' in the past it was also recommended that a 12mth Supervision Order be made. The IRO will maintain the review and scrutiny of this plan.

The proceedings concluded within the required 26 wk timescale and the Children's Guardian supported the Local Authority plan, which was ratified by the Court.

As a continued safeguarding measure mother signed a further undertaking with the court not to permit father into the home address or allow him contact with the children until he has cooperated with the 'risk assessment. In so doing, she knew that if she were to breach this undertaking she could incur a hefty fine or be sentenced to prison.

Appendix 2



Annual Partner Agency Report to NWSAB

Version 2 – 4/2/19

The updated partner agency report for 18/19 has been amended to reflect the key issues identified within the National Independent Safeguarding Board feedback on the North Wales annual report.

The partner agency report has to be completed by the 10/5/19 and returned to the

regionalsafeguarding@denbighshire.gov.uk

All partner agency reports will be presented at the Board Meeting in July. We have attached a PowerPoint presentation to accompany the report – for you to complete, to identify 5 key issues from your report that the Board should be sighted on.

Priority Areas	Comments	audit evidence
<p>1 - Please comment on your agency's attendance and participation at Board Meetings, work of the Board and within the subgroups</p>	<p>Ynys Môn contributes to the work of the board: both in terms of finance and officer time.</p> <p>Regional Board</p> <p>Attendance by Alwyn Jones, Head of Adults</p> <p>Delivery Group</p> <p>Chaired by Alwyn Jones, Head of Adults</p> <p>Anwen Huws, Service Manager</p> <p>Olwena Davey, Adult Safeguarding Coordinator</p> <p>Policies & Procedures Subgroup</p> <p>Olwena Davey, Adult Safeguarding Coordinator</p> <p>APR Subgroup</p> <p>Olwena Davey, Adult Safeguarding Coordinator</p> <p>Anwen Huws, Service Manager & Olwena Davey, Adult Safeguarding Coordinator have also contributed on a regular basis to the consultation meetings in respect of the proposed All Wales Protection Procedures</p>	<p>Attendance and contributions acknowledged in meeting minutes across all groups.</p>

<p>2- Please could you comment on the work your agency has done around the Board’s Priorities?</p> <p>Improving Outcomes: To be assured that there is efficient, effective and coordinated responses to the identified needs of adults at risk and results in improved outcomes for them.</p> <p>Better Engagement: To demonstrate that the voice of service users is central to our work and that the views of adults at risk, their families and frontline practitioners inform practices and shape services.</p> <p>Increased Knowledge & Continuous Learning: To be assured that we know the adults who are most at risk in our region and effectively safeguard them. To continually develop and improve the way we work so that outcomes for adults at risk improve.</p> <p>Strong Leadership & Evidenced Compliance: To provide strategic leadership in relation to safeguarding & to ensure that the North Wales Safeguarding Adults Board are able to demonstrate effectiveness in delivering against their statutory function.</p> <p>-</p>	<p>There are well established relationships between the Local Authority and partner agencies in relation to safeguarding. This ensures that reports are dealt with swiftly and comprehensively. Our performance indicators show that in excess of 90% of cases, we are consistently completing enquiries within the seven day window.</p> <p>Wherever possible, the views of the individual are sought in relation to their safeguarding experience and how this can be achieved. Whilst this is not always possible due to lack of evidence or the capacity of the individual, family members / advocacy are engaged and their views sought. Advocacy has also been used to support individuals or family members where this additional need has been identified.</p> <p>We are in the process of approving and implementing our policy and procedure to support the Handling of Individual Cases of Adults at Risk: ensuring that the person is at the centre of their safeguarding experience. We are also developing our recording templates and agenda exemplars to support implementation and to improve how we record the views of the individual to ensure that the voice of the adult at risk or their advocate is central throughout.</p> <p>Training is delivered continuously during the year via conferences, training events and e-learning. Training needs are identified in supervision. Training requirements are identified via emerging legislation, policies and procedures. All training delivered is reported to the Senior Management team and the G&M delivery group.</p>	<p>Evidenced via direct communication between agencies and case recordings.</p> <p>Evidenced on individual case recordings on WCCIS.</p> <p>Quarterly reporting.</p>
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	<p>We contribute to the regional and sub-regional agenda and helping to drive improvements regionally.</p> <p>We recognize the importance of supporting staff to make the transition from the Protection of Vulnerable Adults (POVA) arrangements to the duties under s126 - Adult at Risk pending the implementation of the All Wales Procedures.</p>	
<p>3- Please could you identify any key achievements/ improvements in relation to safeguarding practice over the last twelve months within your agency?</p>	<p>Corporate Basis</p> <p>Safeguarding is a Corporate priority: and the Local Authority has in place the Corporate Safeguarding Board and each service has a designated Safeguarding Lead. During 2018/19 the Local Authority established its second Corporate Safeguarding Plan which included improvement actions in relation to:-</p> <ul style="list-style-type: none"> - Corporate Leadership and governance - New and major developments – Safeguarding Relevance - Communication and Awareness - Safe and Skilled Workforce - Effective Support and Interventions - Partners, volunteers and commissioned services <p>Key Achievements</p> <p>ix. Re Launched the reviewed Corporate Safeguarding Policy – December 2018 via Policy Portal with acceptance monitored</p> <p>x. Corporate Safeguarding Scorecard developed as part of individual Service Reviews procedure.</p>	<p>Minutes and actions from the Corporate Safeguarding Board meetings.</p>

	<p>xi. Wylfa Newydd – Impact Assessment and Mitigation proposals developed. DCO hearing examined issues in respect of Safeguarding in January 2019. Continued to respond to the developer on safeguarding matters in line with the concerns and mitigation identified in the Local Impact Report. S106 input completed.</p> <p>xii. Modern Slavery –E Learning module launched. Services across the Local Authority took part in Operation Octopus – which related to fair and ethical employment with respect to car washing sites. Actions to implement our commitment to the Code of Conduct Ethical Employment in Supply Chains are ongoing.</p> <p>xiii. Prevent–No Platform Policy and the Practice Guidance developed for approval by the strategic board in April 2019. Represented at the regional Chanel Panel chairs meeting to share good practice and regional consistency.</p> <p>xiv. Female Genital Mutilation – During ‘World Social Work Day’ the Isle of Anglesey Social Services celebrated by inviting Hibo Wardere, a Somali-born campaigner against female genital mutilation to talk to us about her experience of FGM as a victim and she provided an informative and aspirational talk to the staff.</p> <p>Deprivation of Liberty Safeguards (DoLS)</p> <p>We have made significant improvements in this area: with additional funding enabling additional capacity. This has led to</p> <ul style="list-style-type: none"> - An increase in the numbers of assessments completed - A reduction in the waiting list - Work with the Managing Authority to understand their 	<p>Policies completed and outstanding reported to the Senior Management Team.</p> <p>Evidence of scorecard available.</p> <p>Copies of assessment and proposals available.</p> <p>Mandatory training across the LA.</p>
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	<p>responsibilities</p> <ul style="list-style-type: none"> - Reviewed our information to the public. <p>Handling Individual Cases of an Adult at Risk There has been a significant increase in safeguarding reports during the year which are being initially screened by SPOA / Team Managers. During the year, 95.31% of the safeguarding risks were managed.</p> <p>Professional Concerns Protocol As the Safeguarding Unit covers adult and children’s safeguarding we are recognising a number of benefits in the sharing of expertise and perspectives especially in relation to</p> <ul style="list-style-type: none"> - Understanding the Mental Capacity Act and Deprivation of Liberty Safeguards - Dovetailing of Professional Concerns Meetings Adults and Professional Abuse Strategy Meetings: and assessments of causing by omission or commission significant harm to children where those individual also work or volunteer with children or adults who may be at risk. <p>North Wales Self-Neglect Protocol Since the inception of this protocol, there have been significant improvements in proactive multi-agency work with capacitious individuals who self-neglect. This has led to a shared understanding by professionals and in many cases led to improved outcomes for the individual who may previously have been closed to services.</p>	<p>Copies available.</p> <p>Minutes available.</p> <p>Staff attendance documented.</p>
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	<p>BCUHB</p> <p>Joint working with colleagues from BCUHB regarding referral rates from the Cefni hospital has proven beneficial with quarterly reporting now in place to develop a shared understanding and quality improvements for citizens.</p>	<p>Evidence presented to CIW on an annual basis.</p> <p>Quarterly reporting to the G&M delivery group.</p> <p>WCCIS</p> <p>Quarterly reporting</p> <p>WCCIS case files.</p>
<p>4. Please could you highlight the key challenges facing your organisation around safeguarding practice?</p>	<p>Progress on applications to the Court of Protection for community DoL authorizations are slow as we do not have a doctor willing to work with the largely Learning Disability community. We are prioritizing the reviews of applications and new placements however, lack of medical uptake is presenting us with challenges. This places the LA at risk of legal challenge for approximately 45 individuals who are unlawfully deprived in the community. Work is on-going to establish links with doctors who may be willing to complete the assessments. The quality of the referrals continues to be inconsistent, necessitating follow up, consent and further information being required. The complexity of the cases also fluctuates however, there are strong relationships between agencies and commitment to the safeguarding processes.</p>	<p>Dialogue between individual consultants / GP's.</p> <p>Dialogue with BCU requesting lists of s12(2) staff to initiate contact.</p>

<p>5. Please could you evidence how Adults at Risk / Families / carers how been involved in service development within your agency?</p>	<p>Efforts continue to seek citizen feedback from victims of abuse who have been through the safeguarding process. This remains a challenge as many of the victims are unable to engage due to inability or willingness.</p> <p>Where there person lacks capacity in relation to the specific safeguarding event, Families / Advocacy are advised and views sought. Families / Advocacy invited to case conferences.</p>	<p>Evidenced through individual safeguarding cases on WCCIS.</p>
<p>6. In relation to safeguarding practice, how do you quality assure practice?</p>	<p>Adult's Services have adopted and implemented its Improving Practice Quality Framework. The aim of this framework is to set out the approach that it will take to ensure that it is</p> <ul style="list-style-type: none"> • Providing safe professional practice • Supporting the right adults, in the right way, at the right time • Evaluating whether it is making a difference to practice improvement • Providing a professional context that supports learning, reflection, openness and supportive challenge 	<p>Evidenced in in-house and multi-agency audits which are fed back to staff, Managers and via the G&M delivery group.</p>

	<ul style="list-style-type: none"> • Taking the improvement agenda beyond compliance with procedure to a commitment to improve the quality of the practice delivered <p>It provides a set of planned and systematic assurance processes that can be used to shape learning and improvement, moving along the spectrum from quality control to quality improvement based on an approach of evaluation, learning and improvement. The process of regular and planned casefile audits has started in the service carried out by Team Managers, Service Managers and the Adult Safeguarding Coordinator. Thematic evaluations of practice are planned for next year – starting with supervision.</p> <p>We have carried out multi Agency audits as required by the Local Delivery Group. The service - through its Service Management Team, Whole Service Workshops, Supervision, Professional Development Opportunities, considers evidence from evaluations of practice: so that it is clear about the improvements needed and these can be achieved.</p> <p>The Adult Safeguarding Coordinator provides an important Overview and Oversight role and report on an ongoing basis and in a systemic way each quarter drawing out themes, issues and learning. They also provide an important challenge and escalation role. We have restructured the resources we have to strengthen this role so that we can carry out regular and planned monthly</p>	
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	<p>independent audits specific to safeguarding practice and decision making on a monthly basis: and provide proportionate independent oversight, which will positively contribute to timely responses.</p> <p>No APR's or MAPF's relating to Ynys Môn were commissioned via the APR Group or the Local Delivery Group during the reporting period. We have ensured that front line staff were aware of the actions plans and recommendations from APRs, national learning and key research</p>	
<p>7. Please could you provide a good practice example where positive outcomes were achieved in relation to safeguarding practice?</p>	<p>P. was assessed as requiring 24 hour care following a period of rapid physical and cognitive decline. P. indicated to Advocacy, a desire to return home and an application to the Court of Protection was made for determination.</p> <p>Prior to the hearing there was excellent multi-agency work between P, family, Social Worker, OT, CPN and Psychiatrist looking at a range of options to return P home. These included; familial support, assistive technology, home care, day care etc. P. was also given the opportunity to return home for a visit supported by advocacy and family to try and establish P.s views. During the visit, P. was disorientated to the environment and became distressed.</p>	<p>Individual case recording on WCCIS.</p>

	<p>The judge ruled that P's best interests were to remain in the care home. The Social Worker and family now report that P. appears happy in the home and has formed positive relationships with certain staff and residents.</p>	
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Whilst arguably, the best outcome for P. would been to return home, the home visit confirmed both to P. and the professionals involved that this was no longer viable. However, P. was afforded the right to have her wishes heard by the Court and a truly independent judgment reached to ensure her human rights were up-held.

PS

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HYFFORDDIANT

2018/19

YMWYBYDDIAETH DIOGELU SYLFAENOL	6	BASIC SAFEGUARDING AWARENESS
HYFFORDDIANT DIOGELU	12	SAFEGUARDING TRAINING
DIOGELU AR GYFER POBL BROFFESIYNOL	14	SAFEGUARDING FOR PROFESSIONALS
DIOGELU OEDOLION - GWEITHIO YN RHYNG ASiantaethol	12	SAFEGUARDING ADULTS - MULTIAGENCY WORKIN
DIOGELU SYLFAENOL PLANT AC OEDOLION	51	BASIC SAFEGUARDING CHILDREN AND ADULTS
DIOGELU CYFFREDINOL PLANT AC OEDOLION	195	GENERAL SAFEGUARDING CHILDREN AND ADULTS

2019/20 (Diwedd Mehefin/End June)

DIOGELU SYLFAENOL PLANT AC OEDOLION	86	BASIC SAFEGUARDING CHILDREN AND ADULTS
DIOGELU CYFFREDINOL PLANT AC OEDOLION	47	GENERAL SAFEGUARDING CHILDREN AND ADULTS