

Public Document Pack



CYNGOR SIR
YNYS MÔN
ISLE OF ANGLESEY
COUNTY COUNCIL

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RHYBUDD O GYFARFOD	NOTICE OF MEETING
PWYLLGOR SGRIWTINI PARTNERIAETH AC ADFYWIO	PARTNERSHIP AND REGENERATION SCRUTINY COMMITTEE
DYDD MAWRTH, 4 CHWEFROR, 2020 am 2.00 o'r gloch yp	TUESDAY, 4 FEBRUARY, 2020 at 2.00 pm
YSTAFELL BWYLLGOR 1, SWYDDFEYDD Y CYNGOR, LLANGFNI	COMMITTEE ROOM 1, COUNCIL OFFICES, LLANGFNI
Swyddog Pwyllgor	Mrs. Mairwen Hughes 01248 752516
	Committee Officer

AELODAU / MEMBERS

Cynghorwyr / Councillors:-

Y Grwp Annibynnol/ The Annibynnol Group

Gwilym O. Jones (**Cadeirydd/Chair**), Dafydd Roberts

Plaid Cymru / The Party of Wales

T Ll Hughes MBE, Vaughan Hughes, Alun Roberts, Margaret M. Roberts, Nicola Roberts

Annibynnwyr Môn/Anglesey Independents

Kenneth P Hughes, R Ll Jones

Plaid Lafur Cymru/Wales Labour Party

Glyn Haynes (**Is-Gadeirydd/Vice-Chair**)

Aelodau Ychwanegol/Additional Members (gyda hawl pleidleisio ar faterion addysg/with voting rights in respect of educational matters)

Ms. Anest Gray Frazer (Yr Eglwys yng Nghymru/The Church in Wales), Mr Dyfed Wyn Jones (Rhiant Llywodraethwr – Sector Ysgolion Cynradd/Parent Governor – Primary Schools Sector), Mrs Llio Johnson-(Rhiant Llywodraethwyr – Sector Ysgolion Uwchradd ac ADY/Parent Governor – Secondary Schools Sector and ALN) and Mr. Keith Roberts (Yr Eglwys Babyddol Rufeinig/The Roman Catholic Church)

Aelod Cyfetholedig/Co-opted Member (Dim Hawl Pleidleisio/No Voting Rights)

Mr. Dafydd Gruffydd (Rheolwr Gyfarwyddwr/Managing Director - Menter Môn)

A G E N D A

1 APOLOGIES

2 DECLARATION OF INTEREST

To receive any declaration of interest by any Member or Officer in respect of any item of business.

3 NORTH WALES FIRE AND RESCUE SERVICE

To receive a presentation by the North Wales Fire and Rescue Service.

4 NORTH WALES POLICE AND CRIME COMMISSIONER

To receive a presentation by the North Wales Police and Crime Commissioner.

5 STRATEGIC EQUALITIES PLAN - 2020/2024 (Pages 1 - 64)

To submit a report by the Head of Democratic Services.

6 NORTH WALES SAFEGUARDING BOARD ANNUAL REPORT 2018/19 (Pages 65 - 126)

To submit a report by the Director of Social Services.

7 FORWARD WORK PROGRAMME (Pages 127 - 132)

To submit a report by the Scrutiny Manager.

ISLE OF ANGLESEY COUNTY COUNCIL Scrutiny Report Template	
Committee:	Partnership and Regeneration Scrutiny Committee
Date:	4 February 2020
Subject:	Strategic Equality Plan 2020-2024
Purpose of Report:	To present the report for comment before it is submitted to the Executive and Full Council for approval.
Scrutiny Chair:	Cllr Gwilym O Jones
Portfolio Holder(s):	Cllr Llinos Medi
Head of Service:	Lynn Ball, Director of Function – Council Business / Monitoring Officer
Report Author:	Carol Wyn Owen, Policy and Strategy Manager
Tel:	01248 752561
Email:	CarolWyn@ynysmon.gov.uk
Local Members:	Not applicable

1 - Recommendation/s
The Committee is invited to provide comments on the Strategic Equality Plan 2020-2024 before it is submitted to the Executive and Full Council for approval.

2 – Link to Council Plan / Other Corporate Priorities
To demonstrate our commitment to mainstreaming equality into the work of the Council and in line with our ‘One Council’ approach to service delivery, we have sought to maintain close links between this Plan and the Council Plan 2017-2022 , which informs the decision making process at all levels in the Council.

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

1 - Does the Committee have any observations:

- on the equality objectives and priorities identified for 2020-2024?
- as to whether the Plan sufficiently reflects the fact that promoting equality is relevant to all across the Council?
- as to whether implementing the priorities will contribute towards achieving the equality objectives?

2 - How do you intend to strengthen the process for engaging with individuals protected under the Equality Act 2010 when developing the Plan in future?

5 – Background / Context

The Equality Act 2010 places a General Duty on listed public bodies which requires them, when carrying out their functions (and on other persons when carrying out public functions) to have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act
- advance equality of opportunity between persons who share a relevant protected characteristic and those who do not
- foster good relations between people who share a relevant protected characteristic and people who do not

In April 2010, the Welsh Government exercised its powers to introduce Specific Duties. These are set out in the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011. Under these Regulations, all local authorities were required to publish a Strategic Equality Plan by 2 April 2012. Equality objectives are required for each of the protected characteristics, namely:

Age;
Disability;
Gender reassignment;
Sex;
Pregnancy and maternity;
Sexual orientation;
Race;
Religion or belief;
Marriage and civil partnerships.

The Plan and its objectives must be reviewed at least every four years. The current Plan, covering 2016-2020, comes to an end on 31 March 2020, by which time a new Plan for the period 2020-2024 must be published.

The purpose of the Plan is to set out the steps the Council is taking to fulfil its specific equality duties.

Equality officers in all six North Wales Local Authorities, Betsi Cadwaladr University Health Board, North Wales Fire and Rescue Service, Welsh Ambulance Service NHS Trust, National Parks Authority and North Wales Police have shared good practice for many years. During 2011/12, the North Wales Public Sector Equality Network (NWPSSEN) developed a set of shared objectives which every partner has agreed to and the objectives were reviewed to coincide with the preparation of Strategic Equality Plans for 2016-20. A further review has been carried out recently to inform our Plans for 2020-2024. To ensure that our new objectives aim to address the challenges set out in the Equality and Human Rights Commission's report 'Is Wales Fairer? 2018, NWPSSEN's regional objectives for 2020-2024 are based on the six themes of life identified in the EHRC report, namely:

- 1 - Outcomes in **education** attainment and wellbeing in schools are improved
- 2 - We will take action to ensure we are a **fair employer and reduce pay gaps**
- 3 - We will take action to improve the **living standards** of people with different protected characteristics
- 4 - We will improve **health, wellbeing and social care** outcomes
- 5 - We will improve **personal security and access to justice**
- 6 - We will increase access to **participation** to improve diversity of decision-making

In addition, to address the Welsh Government's proposal to implement the socio-economic duty, the following regional objective has also been agreed:

- 7 - We will develop our knowledge and understanding of the **socio-economic duty** (when guidance becomes available) to identify the key areas of impact to be addressed under each objective.

For consistency, and as was the case with the two previous plans, we have chosen to adopt the regional objectives, as well as one additional local objective:

8 – We will improve the **Council’s procedures** to ensure fairness for all.

Draft priorities have been identified under each of the above objectives which, alongside other improvement actions highlighted in other key corporate and service plans, should help us build a fairer society for all of Anglesey’s citizens.

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

No negative impact have been identified at this stage. The purpose of the equality objectives and priorities within the Plan is to help enable the Council to meet the three aims of the general equality duty to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act
- Advance equality of opportunity between people who share a relevant protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic.

In addition to the priorities and other initiatives contained in the Plan, the Council will progress the principles of equality of opportunity for people of all backgrounds and circumstances in all its plans and procedures.

The equality impact assessment can be found in Appendix 2.

7 – Financial Implications

No specific financial implications are foreseen.

8 – Appendices:

Appendix 1 - Draft Strategic Equality Plan 2020-2024
Appendix 2 - Equality Impact Assessment

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



Isle of Anglesey County Council

Strategic Equality Plan

2020 – 2024

DRAFT

March 2020

How to contact us

We welcome any comments, suggestions or feedback about this Strategic Equality Plan. Please contact us:

E-mail: equality@ynysmon.gov.uk
Telephone: 01248 752520 / 752561

Democratic Services (Equality)
Council Business
Isle of Anglesey County Council
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We are also happy to provide this document in alternative formats on request. Please use the above details to contact us.

Foreword



Welcome to the Isle of Anglesey County Council's Strategic Equality Plan 2020-2024. The Plan sets out our ambition for equality to build a fairer society for all of Anglesey's citizens and helping us achieve our vision for an Anglesey that is healthy and prosperous where families can thrive.

Our Council Plan 2017-2022 sets our three most important priorities:

- (1) Ensure that the people of Anglesey can thrive and realise their long-term potential.
- (2) Support vulnerable adults and families to keep them safe, healthy and as independent as possible.
- (3) Work in partnership with our communities to ensure that they can cope effectively with change and developments whilst protecting our natural environment.

We believe that the equality objectives we have identified in this Strategic Equality Plan will complement our Council Plan priorities and help us deliver them in a way which will benefit all members of our community.

It is important to note that this Plan will be delivered in a challenging economic climate, where we have already had to make significant savings and there will be more difficult decisions ahead about the services we provide and how we provide them. It is inevitable that some people will be affected more than others. We will give due regard to how our decisions affect the people of Anglesey and do everything possible to reduce any negative impacts we identify.

In achieving **all** its work, the Council will continue its commitment to promoting equality and diversity. This commitment applies in terms of how we deliver our services, our responsibilities as a major employer and in ensuring that our policies, procedures and practices do not discriminate in any way.

Councillor Llinos Medi
Council Leader and Portfolio Holder for Equality and Diversity

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The Equality Act 2010

The Equality Act 2010 is about ensuring fairness and protects the following characteristics (also known as 'protected groups'):

- Age
- Disability
- Sex
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or belief, including lack of belief
- Sexual orientation
- Marriage and civil partnership

The promotion and use of the Welsh language is not included within the Equality Act 2010 as this aspect is covered by the requirements set out in the **Welsh Language (Wales) Measure 2011**. Under the Measure, public bodies must comply with Welsh Language Standards. The basic principles of the Standards are that the Welsh language should not be treated less favourably than the English language and that the use of Welsh should be promoted and facilitated, making it easier for people to use Welsh in their everyday lives.

It is important to include the Welsh language alongside the above protected characteristics to encourage a holistic approach to the needs of all communities in planning and delivering services.

The General Equality Duty

The Act places a General Duty on public bodies in carrying out their functions to have due regard to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who share a protected characteristics and those who do not.

Specific Duties

The Welsh Government introduced specific duties to help public bodies in Wales to meet the general duty. These specific duties include a requirement to develop and publish **equality objectives** and **Strategic Equality Plans** at least once every four years. **Annual equality reports** must also be produced by 31 March each year. The purpose of these reports is to demonstrate how we have met our general and specific equality duties.

Our Council

Political Structure - Anglesey's residents are represented by 30 elected members (also known as Councillors). The Council's main decision-making body is an Executive of nine members, chaired by the Leader of the Council. The Executive's decisions are held to account by two Scrutiny Committees. Further information about the Council's political arrangements, as well as details of our committees and dates of meetings, can be found on our website.

Management Structure - A new strategic management structure came into effect in August 2019, with a Senior Leadership Team which includes the Chief Executive, Deputy Chief Executive and five Directors with responsibility for:

- Council Business
- Education, Skills and Young People
- Place and Community Well-being
- Resources
- Social Services

Four Heads of Service are responsible for:

- Children and Families
- Highways, Waste and Property
- Housing
- Transformation and Human Resources

Council Priorities

Council Plan 2017-2022

The Council's aim, as stated in our Council Plan, is that we will be working towards an Anglesey that is healthy and prosperous where families can thrive. To fulfil this aim, the Council's objectives for 2017-2022 are to:

- (1) Ensure that the people of Anglesey can thrive and realise their long-term potential.
- (2) Support vulnerable adults and families to keep them safe, healthy and as independent as possible.
- (3) Work in partnership with our communities to ensure that they can cope effectively with change and developments whilst protecting our natural environment.

The Council also publishes:

- An **Annual Delivery Document** which focuses on the work we are doing to realise the targets set in the Council Plan

- An **Annual Performance Report** which looks at performance over the previous financial year against the improvements and priorities set out in the Annual Delivery Document for the same year.

Anglesey and Gwynedd Well-being Plan 2018

The Well-being of Future Generations (Wales) Act 2015 established Public Services Boards (PSB) to ensure that public bodies work together to create a better future for the people of Wales. The Act also placed a duty on PSBs to publish Well-being Plans to outline how the Boards intended to improve the well-being of the area's residents. The Anglesey and Gwynedd Well-being Plan is based on two objectives, with six priorities which the PSB will focus on to realise these objectives:

- (1) Communities which thrive and are prosperous in the long term
 - The Welsh language
 - Homes for local people
 - Effect of poverty on the well-being of our communities
 - Effect of climate change on the well-being of our communities
- (2) Residents who are healthy and independent with a good quality of life
 - Health and care of adults
 - Welfare and achievement of children and young people.

The above objectives and priorities will contribute towards tackling inequality and disadvantage to close the gap between the most privileged communities and the most deprived communities.

Strategic Equality Plan 2020-2024

This is the Council's third Strategic Equality Plan and demonstrates our continued commitment to equality. It sets out our strategic equality objectives, our reasons for choosing them and how we intend to deliver them.

To demonstrate our commitment to mainstreaming equality into the work of the Council and in line with our 'One Council' approach to service delivery, we have sought to maintain close links between this Plan and the **Council Plan 2017-2022**, which informs the decision making process at all levels in the Council.

Our Staff

Employment information and pay differences

The Council is committed to the principle of equal opportunities and equal treatment for all employees. It has a clear policy of paying employees equally for the same or equivalent work and evaluates job roles and pay grades as necessary to ensure a fair structure.

The Council is constantly striving to collect accurate information relating to different protected characteristics. Whilst accepting the rights of individuals not to disclose personal information, a fuller picture is needed to help us identify any inequalities between people with different characteristics. In 2018, the Authority introduced a number of changes to the way in which it collates data, in an attempt to obtain more data on current staff who commenced work prior to the introduction of the self-service system.

We will continue to address this through the actions we have identified under equality objective 2 – We will take action to ensure we are a fair employer and reduce pay gaps (page 19).

The employment information currently available for the Council, including the 2019 Gender Pay Gap report, is outlined in our 2018/19 Annual Equality Report

Promoting knowledge and understanding within our workforce

The Council is committed to providing learning and development opportunities to staff that enable them to perform to their best ability. We also recognise that it is important that people throughout the Council are aware of the general and specific equality duties. We have addressed this through our priority are 'a staff training programme is in place to ensure the right staff have the right skills to deliver equality improvement (Priority 8.1 – page 38).

Relevant Equality Information

The Council publishes relevant equality information within a wide range of corporate and service plans and strategies, which are available on our website. Paper copies or alternative formats are also available on request – please use the contact details on page 2 to get in touch with us.

Relevant equality information can also be found under each equality objective in this Plan, as well as the regional data and evidence report – Equality in North Wales (see the section on engagement, consultation and evidence gathering on the next page for more details).

Collecting relevant information must be an ongoing process. We will continue to do this through engagement wherever possible to gain a better understanding of the size, nature and complexity of all protected groups on Anglesey.

Key information on the population of Anglesey is outlined below.

- The estimated resident population for Anglesey was 69,961 on 30 June 2018.
- In the last five years, the population of Anglesey has seen a decrease of 0.3% (180 people).

As at 30 June 2018:

- 49.2% were male and 50.8% female.
- 25.7% were aged over 65, compared to 20.8% across Wales
- 17.2% were children aged 0-15, compared to 17.9% across Wales.

According to the 2011 Census:

- 98.2% were white, compared to 95.6% across Wales
- 0.7% were from a mixed/multiple ethnic group, compared to 1.0% across Wales
- 0.7% were Asian/Asian British, compared to 2.3% across Wales
- 0.1% were Black/African/Caribbean/Black British, compared to 0.6% across Wales
- 0.3% were from another ethnic group, compared to 0.5% across Wales
- 57.2% of people could speak Welsh, compared to 19.0% across Wales.

Source: Office for National Statistics (Infobase Cymru).

Engagement, consultation and evidence gathering

In order to develop this Plan and to choose new equality objectives and priorities, the Council has given due regard to relevant information gathered from a range of different sources, including:

- A regional engagement event held on 24 May 2018 which was hosted by the North Wales Public Sector Equality Network (NWPSSEN*)
- NWPSSEN officer workshop held on 7 June 2019 to review the regional equality objectives – see page 13 for more details.

*NWPSSEN is a group of equality officers from all six North Wales Local Authorities, Betsi Cadwaladr University Health Board, North Wales Fire and Rescue Service, Welsh Ambulance Service NHS Trust, National Parks Authority, North Wales Police and the Office of the Police and Crime Commissioner. The group has been working together since 2010 when the Equality Act came into force.

- Local engagement during a meeting of a Wellbeing Network hosted by Medrwn Môn on 25 September 2019
- Analysis of local and regional data, including *Is Wales Fairer? 2018* and a regional data and evidence report – *Equality in North Wales*.

The *Equality in North Wales* report was commissioned by the North Wales Public Services Board Officers network to gain a deeper understanding of equality data at a local level. It is a supplement to the data and findings contained in “is Wales Fairer?” and concentrating on the more detailed information available at North Wales level and more locally, if available.

Our draft objectives were shared with members of the Anglesey Wellbeing Network, as well as other stakeholders, for comment. In future, the hope is to build upon this engagement model to gain a better understanding of local needs.

Promoting equality

The following paragraphs give some examples of issues raised during our recent local engagement and what we have already been doing to promote equality in these areas:

The importance of **accessible transport** for those with a physical or sensory impairment was highlighted during regional and local engagement. The Council, its partners and community groups offer assisted community transport services across Anglesey. Examples include:

- Môn Community Transport - provides transport for disabled people who are unable to use public transport
- British Red Cross – provides a transport and service to assist people who cannot use conventional public transport
- Medrwn Môn – operates Car Linc Môn, a voluntary social transport scheme for essential journeys
- Good Turn Schemes – local community transport schemes run by volunteers who use their own cars to take people who have no means of transport on short and medium length journeys

A useful 'Anglesey Community Transport Directory' is available on Medrwn Môn's website at: <https://en.medrwnmon.org/anglesey-community-transport-directory>

The need to create **work opportunities** for people with learning impairments – and the importance of focusing on the skill, rather than the impairment, of the individual – was raised during local engagement. An internal project group has been set up within the Council to identify suitable opportunities and seek to match these opportunities with individuals who have expressed an interest in volunteering work.

The Council is also involved in a project for young people with learning impairments to prepare them for employment by giving them a range of transferrable skills and providing work experience opportunities. Project SEARCH is a national programme and Betsi Cadwaladr University Health Board was the first NHS provider in Wales to host the project, with placements at Ysbyty Gwynedd, Bangor. The overall goal is paid employment for graduates of the project, a number of whom have been successful.

We have been told locally of the importance of bringing communities together to tackle loneliness and isolation and to ensure that people are aware of what help is available to them. Ensuring that **community hubs** are available across the island to support older adults to remain independent, reduce isolation, stay active and improve personal wellbeing is a priority in our **Council Plan 2017-2022**. The Council is also working in partnership with Medrwn Môn to facilitate Place Shaping within Anglesey's communities. The aim is that communities are able to take more responsibility and ownership within their own areas. Progress against our Council Plan priorities is included in our Annual Performance Reports (see page 7).

The need to provide **appropriate support for carers** – and ensuring that they are aware of the help available to them - was raised across the themes covered during more recent local and regional engagement. In the 2011 Census, just over 8,000 (12%) of Anglesey residents reported providing unpaid care per week.

The North Wales Regional Partnership Board recognises that carers need to be supported in their vital role. This has led to the establishment of a North Wales Carers' Strategic Group who have developed a North Wales Carers' Strategy. The strategy acknowledges the importance of working in partnership with carers throughout their contact with services. Locally, a sub-group covering Anglesey and Gwynedd has been established to develop an action plan to take the strategy forward.

Assessing for impact

The Council recognises the statutory requirement to undertake equality impact assessments and that carrying out robust assessments is an effective way of ensuring that any potential areas of inequality are identified and addressed promptly

Securing a consistent approach across the authority in terms of completing effective impact assessments (EIAs) was identified as a priority back in 2011/12. Throughout this time, we have been continuously developing our arrangements, with the aim of mainstreaming this process into day-to-day work carried out within the Council. However, there is still room for improvement in terms of consistency across the Council. Priority 8.2 on page 40 sets out what we intend to do to further develop our corporate process.

Collaboration

Equality officers in all six North Wales Local Authorities, Betsi Cadwaladr University Health Board, North Wales Fire and Rescue Service, Welsh Ambulance Service NHS Trust, National Parks Authority, North Wales Police and the Office of the Police and Crime Commissioner have shared good practice for many years. During 2011/12, the North Wales Public Sector Equality Network (NWPSSEN) developed a set of shared objectives which every partner agreed to. The objectives were reviewed to coincide with the preparation of Strategic Equality Plans for 2016-20 and a further review has been carried out recently to inform our Plans for 2020-2024.

The recent review brought NWPSSEN to the conclusion that many of the barriers facing people with protected characteristics are long-standing and entrenched and it will take some time to fully address them. Our new objectives therefore cover broadly the same themes as those chosen for 2016-2020.

To ensure a clear connection between our new regional objectives and the challenges set out in the Equality and Human Rights Commission's report 'Is Wales Fairer? 2018, the wording of NWPSSEN's objectives for 2020-2024 is based on the six themes of life identified in the EHRC report, namely:

- Education
- Work
- Living standards
- Health
- Personal security and access to justice
- Participation

An additional regional objective has been chosen to address the Welsh Government's proposal to implement the socio-economic duty.

Our equality objectives for 2020-2024

As with our first two Plans, we have chosen to adopt the regional objectives, as well as one additional local objective to 'improve the **Council's procedures** to ensure fairness for all'. Our objectives for the next four years are set out below:

- Objective 1: Outcomes in **education** attainment and wellbeing in schools are improved
- Objective 2: We will take action to ensure we are a **fair employer** and reduce **pay gaps**
- Objective 3: We will take action to improve the **living standards** of people with different protected characteristics
- Objective 4: We will improve **health, wellbeing and social care** outcomes
- Objective 5: We will improve **personal security and access to justice**
- Objective 6: We will increase access to **participation** to improve diversity of **decision making**
- Objective 7: We will develop our knowledge and understanding of **the socio-economic duty** (when guidance becomes available) to identify the key areas of impact to be addressed under each of our objectives
- Objective 8: We will improve the **Council's procedures** to ensure fairness for all

The following pages explain what priorities we have chosen, why they have been chosen them and how we intend to work towards achieving them.

It is important to note, however, that our commitment to equality is not limited to the priorities contained in this Plan. We will take every opportunity to progress equality through our work at all levels within the Council to help us build a fairer society for all our citizens.

Objective 1: Outcomes in Education attainment and wellbeing in schools are improved

Priority 1.1: We will reduce the educational attainment gap between different groups

Why have we chosen this as a priority?

According to *Is Wales Fairer? 2018*, at GCSE level, attainment gaps persist for pupils in receipt of free school meals and children with additional learning needs.

Data on attainment at school-leaving age in North Wales (*Equality in North Wales: data and evidence report*) indicates:

- By gender, 58.5% of girls in North Wales achieved the Level 2 Inclusive Threshold¹ compared to 45.9% of boys. Results for 2017/18 show that Anglesey, at 19.2%, had the largest gender gap in North Wales.
- By socio-economic group, 57.9% of pupils in North Wales who were not claiming Free School Meals (FSM) achieved the Threshold compared to 27.8% of those in receipt of free school meals. At 23.8%, Anglesey had the lowest gap in North Wales but still requires improvement.

It should be noted that the level 2 Inclusive threshold will be replaced by a new measure – Capped 9 points score - as from next year.

How we plan to do this?	By when?
Maintain the performance of pupils with additional learning requirements at GCSE level so that no significant gap in educational attainment is seen.	Continuous
Halve the educational attainment gap between boys and girls achieving the Capped 9 points score at school leaving age, where it is more than 10% and to continue to address this issue across all schools.	Continuous
Implement plans to lessen the difference in performance of pupils who receive free school meals and those who do not.	Continuous through the effective use of Pupil Development Grant finance at individual school level.

Which protected characteristics does this affect? Age (including children and young people from disadvantaged backgrounds), Disability, Sex.

¹ Level 2 Inclusive Threshold requires the equivalent of five GCSEs at grade A* - C including English or Welsh first language and mathematics or equivalent qualification.

What should success look like?

Steps have been taken to address the gaps in educational attainment between different protected groups, including gaps that arise from socio-economic disadvantage.

Lead Service: Learning (with support from Social Services).

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Objective 1: Outcomes in Education attainment and wellbeing in schools are improved

Priority 1.2: We will reduce identity based bullying in education

Why have we chosen this as a priority?

According to *Is Wales Fairer? 2018*, those with special needs or a disability, lesbian, gay, bisexual and transgender (LGBT) pupils and those from an ethnic minority or religious background are at particular risk of being bullied; cyberbullying is also on the rise.

Identity based bullying featured strongly during engagement at both regional and local level and this has been the case since our first Plan in 2012. Regionally, a commonly-raised concern was that schools may not be aware of recent trends and may not have the tools to identify and address problems. Locally, we were told that online bullying is a particular problem and that bullying also happens to very young children, but this is not always recognised as such.

In our previous Plans we said we would develop anti-bullying activities based on the Welsh Government's 2011 anti-bullying guidance, *Respecting Others*, and Estyn's 2014 report, *Action on Bullying*. However, it is clear that the problem is still far from being resolved. The Welsh Government's guidance to challenge bullying in schools, *Respecting Others*, has recently been revised and the new guidance – *Rights, Respect, Equality*, was made available on 6 November 2019.

How we plan to do this?	By when?
Assist schools to implement the recommendations of the Welsh Government's guidance <i>Rights, Respect, Equality</i> .	Continuous
Distribute information to schools during the annual All-Wales Hate Crime Awareness Week.	Annually – October.

Which protected characteristics does this affect? All characteristics.

What should success look like?

The Council has assurance that schools can demonstrate they are taking action to challenge bullying and hate crime, address unacceptable behaviour and improve well-being.

Lead Service: Learning (with support from Social Services).

Objective 2: We will take action to ensure we are a fair employer and reduce pay gaps

Priority 2.1: We will identify and address inequalities within recruitment, retention, training and promotion processes.

Why have we chosen this as a priority?

The Council is committed to ensuring that no job applicant or employee receives less favourable treatment on the grounds of any protected characteristic or is disadvantaged by conditions or requirements that cannot be shown to be justifiable. We recognise that adhering to our employment policies and practices maximises the effective use of individuals in both the organisation and the employees' best interests.

One example is our policy regarding the right to apply for flexible working. This has been identified as a priority from the outset in our previous Plans and its importance was reinforced during our recent local engagement session, when we were told flexible working arrangements are essential in breaking down barriers to gaining employment.

How we plan to do this?	By when?
Continually look to develop further strategies to assist staff to work flexibly and other family friendly policies.	Continuous

Which protected characteristics does this affect? All characteristics

What should success look like?

Employees are provided, where possible, with an adjustment to working patterns to help them combine work with other responsibilities whilst providing the Council with flexibility to provide a better integrated and more responsive service.

Lead Service: Corporate Transformation – Human Resources.

Objective 2: We will take action to ensure we are a fair employer and reduce pay gaps

Priority 2.2: We will identify and address any pay gaps between people with different protected characteristics

Why have we chosen this as a priority?

The Council is committed to the principle of equal opportunities and equal treatment for all employees. It has a clear policy of paying employees equally for the same or equivalent work and evaluates job roles and pay grades as necessary to ensure a fair structure.

With regard to the **gender** pay gap, the Council's mean gender pay gap of 10.2% in 2018 was an improvement on 2017 (12.7%) and was below the UK average for the whole economy of 17.1% (ONS 2018). The Council remains committed to reducing this gap and will continue to report on an annual basis on what it is doing to reduce the gender pay gap and any further progress.

The Council is constantly striving to collect accurate information relating to **different protected characteristics**. Whilst accepting the rights of individuals not to disclose personal information, a fuller picture is needed to help us identify any inequalities between people with different characteristics. We have already set out on page 8 the changes we have already introduced to address this issue. We will continue to work towards obtaining more complete information in order to improve our understanding of our staff on the basis of the evidence collected.

How we plan to do this?	By when?
Continue to encourage more staff to provide personal information to enable the Authority to obtain a fuller picture of the number of Council employees by protected characteristic.	Continuous.
Analyse the workforce data year-on-year and produce annual reports of the information analysed.	Gender pay gap reports and employment information must be published annually by 31 March (reporting on data as at 31 March in the preceding year).

Which protected characteristics does this affect? All characteristics.

What should success look like?

The Council routinely collects and uses employee monitoring data around all protected groups to identify and reduce pay gaps and other inequalities.

Lead Service: Corporate Transformation – Human Resources.

DRAFT

Objective 3: We will take action to improve the living standards of people with different protected characteristics

Priority 3.1: We will improve physical access to services, transport, the built environment and open spaces

Why have we chosen this as a priority?

Improving physical access was identified as a priority back in 2011/12, when we developed our first Plan. The importance of **accessible public transport** in particular has been highlighted in engagement activities from the outset and the need for improvements has again been emphasised during both our latest regional and local engagement activities. The need for **dropped kerbs** has also been identified as a priority in the past and was again raised at our local engagement event.

Whilst we have made improvements in the areas noted above, there is still more to be done. The number of easy access boarding kerbs in place as at September 2015 was 187, compared with 169 at the time of developing our first Plan in 2011/12. However, planned improvements to bus stops since 2015 have been minimal, due to budgetary constraints and no grant funding being available.

In addition to doing all we can to make further improvements, we also need to ensure that obstructions are kept to a minimum. Drivers that use the pavement for parking or park next to crossing points fail to realise the consequences of their vehicle blocking the footpath. Often there is insufficient space for pedestrians to get past and they are forced to walk out into the road. This puts blind and partially sighted people in particular at much greater risk from traffic.

How we plan to do this?	By when?
Continue, where possible, to improve bus stops on the island to make them accessible.	Ongoing – works will be carried out as part of footway renewal schemes undertaken by the Highways, Waste and Property Service and by utilising any new grant funding received.
Continue to provide suitable drop kerbs and tactile crossing facilities as part of footway improvement schemes.	
Respond as appropriate to complaints received by members of the public by using our powers under traffic management legislation to keep pavements and crossing points clear of obstructions caused by parked cars.	In response to any specific complaints received.

Which protected characteristics does this affect?

Age; Disability; Pregnancy and Maternity.

Having dropped kerbs and accessible bus stops is not only essential for wheelchair and mobility scooter users, but also useful for a wide cross-section of people, from parents with prams to older people and tourists with heavy luggage.

What should success look like?

The number of accessible bus stops, suitable drop kerbs and tactile crossing facilities on the island increases.

Complaints received regarding vehicles parked on pavements or near crossing points are addressed and resolved, wherever possible.

Lead Service: Highways, Waste and Property – Traffic and Parking.

DRAFT

Objective 3: We will take action to improve the living standards of people with different protected characteristics

Priority 3.2: We will continue to work towards ensuring more suitable and affordable homes in the right places to meet local needs

Why have we chosen this as a priority?

According to *Is Wales Fairer? 2018*, disabled people in Wales face a shortage of accessible and adaptable homes and long delays in making existing homes accessible.

The Council is the largest social landlord on Anglesey. As at the end of January 2019, there were 4,733 units of social housing on Anglesey, of which 3,819 properties were owned and managed by the Council. Over the course of the Business Plan, it is intended that the stock will increase to over 5,000 units.

The Council's Housing Strategy sets out the Council's objectives relating to all housing on the island, to best meet identified housing need and to ensure high housing standards for all citizens. The Housing Revenue Account (HRA) Business Plan is an important means of delivering these overall objectives and includes providing home adaptations to improve people's independence and quality of life.

How we plan to do this?	By when?
Continue to assess existing Council and registered social landlord owned properties to ensure their accessibility for disabled people.	Ongoing – continuous development.
Continue to invest in minor and major adaptations for council properties - social housing - through the Housing Revenue Account (HRA)	In accordance with the HRA Business Plan and annual HRA budget.
Continue to monitor performance levels on turnaround days for Disabled Facilities Grant applications for continuous improvement.	Quarterly

Which protected characteristics does this affect? All characteristics, but Disability and Age in particular. The socio-economic duty will also be relevant here.

What should success look like?

More homes of high quality which meet the needs of our residents.

Lead Service: Housing (with support from Social Services)

Objective 4: We will improve health, wellbeing and social care outcomes

Priority 4.1: We will increase the number of people in all sectors of the community, particularly under-represented groups, choosing **healthy lifestyles**

Why have we chosen this as a priority?

Promoting healthy lifestyles was identified as a priority at the outset in 2011/12. Throughout this time, schemes have been in place in Anglesey to encourage specific groups to become more active. Achievements over the past eight years have been outlined in our annual equality reports but there is still more to be done. We will continue to encourage our communities to become more active as part of a wide range of current and new initiatives. Two examples of our current initiatives are outlined below:

The aim of the **Insport Development** Programme, led by Disability Sport Wales, is to facilitate and deliver a cultural change in attitude, approach and provision of physical activity (including sport) and wider opportunities for disabled people. Anglesey has achieved the Insport silver standard and is working towards gold. The role of a local authority at gold level is to ensure that disabled people are naturally part of its thinking; in preparation and planning, delivery and implementation, and review and refinement. To date, no authority in Wales has achieved the gold standard. Throughout our journey towards the gold standard, it is essential that everybody works together - leisure, education, health, social services, our communities and local charities - to offer a provision and attitude that anything is possible for disabled residents (or visitors) on Anglesey. In order for us to develop services, a survey will be used to consult with our residents on Anglesey. By doing this, we will be able to identify where more opportunities support is required.

The National Exercise Referral Scheme (NERS) is a Public Health Wales (PHW) funded scheme which has been in development since 2007. The Scheme targets clients aged 16 and over who have, or are at risk of developing, a chronic disease. We will continue to offer Anglesey's Referral Scheme and will work towards achieving national NERS targets.

In our Annual Equality Reports, we will report on progress against the above initiatives as well as any other new developments.

How we plan to do this?	By when?
Progress actions to achieve the Insport Gold Award	April 2021
Continue to offer the Anglesey Referral Scheme, working towards the following national NERS targets:	Continuous

How we plan to do this?	By when?
<ul style="list-style-type: none"> - Percentage of NERS clients who complete the exercise programme (50% and above) - Percentage of NERS clients whose health had improved on completion of the exercise programme (80% and above) 	

Which protected characteristics does this affect?

Age; Disability.

What should success look like?

More opportunities are available and people from all sectors of the community, particularly those from under-represented groups, choose healthy lifestyles by becoming more active.

Lead Service: Regulation and Economic Development – Leisure (with support from Social Services).

DRAFT

Objective 4: We will improve health, wellbeing and social care outcomes

Priority 4.2: We will create the conditions for individuals to improve their health and wellbeing

Why have we chosen this as a priority?

We recognise the importance of ensuring that everyone has timely access to healthcare and information about health without discrimination and that mental wellbeing is equally as important as physical wellbeing.

According to *Is Wales Fairer? 2018* (EHRC), health outcomes among the most vulnerable groups are not good enough. The report recommends that Welsh Government should increase uptake rates and close regional variations in people with learning impairments taking up their right to an annual health check. Locally, we were told during recent engagement that the take up rate of annual health checks in Anglesey was only around 20%. It is therefore important that work is done to raise awareness of this service.

During engagement when preparing our previous Plan four years ago, we were told that people should be able to express themselves in the language they are most confident with so that any misunderstandings are avoided. This was raised again recently at our local engagement event, referring in particular to young children and people with cognitive impairments whose first language is Welsh. The proactive offer of Welsh language services is already made throughout the Council as part of its commitment to comply with its Welsh Language Standards (see page 5) and there is a specific standard that must be met when meetings are related to the wellbeing of an individual. In addition, as noted in our previous Plan, Social Services also work in accordance with '*More than Just Words*', which is a strategic framework developed by the Welsh Government for Welsh language services in Health, Social Services and Social Care.

How we plan to do this?	By when?
Work in partnership with primary care providers in Anglesey as part of a pilot scheme to raise awareness of the annual health check service for people with learning impairments.	In accordance with the pilot scheme action plan.
Continue to promote the proactive offer of services through the medium of Welsh.	Continuous

Which protected characteristics does this affect?

Age, Disability.

What should success look like?

- The number of people with learning impairments who take up the offer of annual health checks is increased.
- All individuals who contact the Council are proactively offered services through the medium of Welsh.

Lead Service: Social Services.

DRAFT

Objective 5: We will improve personal security and access to justice

Priority 5.1: We will increase the reporting of hate crime and harassment, and take steps to **reduce incidents of hate crime and harassment**, including online abuse and bullying.

Why have we chosen this as a priority?

According to *Is Wales Fairer? 2018*, the number of recorded hate crimes has increased across all protected characteristics in Wales. In North Wales, the number of offences recorded as hate crime has increased over recent years; in particular between 2016/17 (465 offences) and 2017/18 (681 offences) – a 46% increase (NWPSN research document). Participants at our regional engagement event also noted a recent increase in reported hate crime, which they attributed to raised awareness and better procedures for reporting.

This area was identified as a priority in our first Plan and the Council is already working with partners across North Wales to highlight the issues of hate crime and promote reporting to North Wales Police or Victim Support. In addition, a multi-agency working group has been established to tackle hate crime on a local level. The group includes representatives from North Wales Police and Victim Support, the North West Wales Regional Community Cohesion Co-ordinator and officers from the Housing Service. On a regional level, a North Wales Hate Crime Tactical Group scrutinises quarterly.

How we plan to do this?	By when?
Continue to work with partners across North Wales to highlight the issues of hate crime and promote reporting to North Wales Police or Victim Support during the annual All-Wales Hate Crime Awareness Week.	Annually – October.
The multi-agency Hate Crime Working Group to develop and implement a hate crime action plan in order to improve reporting and support individuals who are victims of hate crime.	In accordance with the timescales set out in the hate crime action plan.

Which protected characteristics does this affect? All characteristics.

What should success look like?

More people are aware of the fact that support is available for victims as well as how to report a hate crime.

Lead Services:

Council Business – Democratic Services (as a member of NWPSSEN, where support is provided by North Wales Police and the Police and Crime Commissioner’s Office)

Housing (with support from North Wales Police, Victim Support and the North West Wales Regional Community Cohesion Co-ordinator.

Victims are encouraged to report by phoning North Wales Police on 101 (or 999 in an emergency). Alternatively, Victim Support can be contacted by phoning 0300 30 31 982 (this is free and open all the time) or online at www.reporthate.victimsupport.org.uk

DRAFT

Objective 5: We will improve personal security and access to justice

Priority 5.2: We will ensure that the Council's members and officers are equipped to discharge their **safeguarding duties** effectively, through safeguarding training at a level commensurate with their roles and responsibilities

Why have we chosen this as a priority?

Concerns were raised during local engagement regarding the exploitation of children and vulnerable people through *County Lines, **'Cuckooing' and ***Modern Slavery. Supporting children, adults at risk and families to keep them safe, healthy and as independent as possible is a priority in the Council Plan 2017-2022. As a Council, we believe that every child and adult has a right to be safe from harm. Whilst Social Services is the lead service for dealing with allegations or concerns that children and adults may be suffering significant harm, everyone has a responsibility to safeguard the welfare of children, young people and adults, whatever the role of the individual.

The Council's **Corporate Safeguarding Policy** provides a framework for each service, setting out responsibilities in relation to safeguarding, as well as the methods by which the Council will be assured that it is fulfilling its duties. This policy is included in the core set of nine key policies in the Council's electronic policy management system (Policy Portal) that must be accepted by staff with Council email accounts. This policy has been available to staff for acceptance since December 2018. (It is important to note that due to the Policy Portal's reliance on the Council's Active Directory, staff who do not have access to a computer as part of their work are unable to participate. We are currently looking at alternative arrangements for these staff members to accept the core set of policies).

Responsibility for monitoring the effectiveness of safeguarding arrangements across the Council lies with the **Corporate Safeguarding Board**. The Board has developed a Safeguarding Action Plan, which clearly outlines actions to be taken by the Council, and those acting on its behalf, to ensure the full implementation of the Safeguarding Policy. This also includes the Council's plans in relation to its Modern Slavery, Prevent and Violence against Women, Sexual Abuse and Domestic Violence (VAWSADC) responsibilities.

How we plan to do this?	By when?
Use the Policy Portal to ensure that all current and new staff (who have current email accounts) have read, understood and accepted the Corporate Safeguarding Policy.	Continuous
Ensure that staff and members receive information and training regarding relevant aspects of the Corporate Safeguarding Policy, as directed by the Corporate Safeguarding Board.	Continuous

Which protected characteristics does this affect? All vulnerable groups.

What should success look like?

All staff and members are clear of the expectations placed upon them in terms of responding appropriately to concerns reported; effective procedures for recording and responding to incidents and any allegations or suspicions of harm or abuse.

Lead Service: Social Services – Safeguarding (with support from Council Business – Democratic Services with the Policy Portal)

*‘County Lines’ is a term used to describe gangs and organised criminal networks involved in exporting illegal drugs into one or more areas within the UK. They use dedicated mobile phone lines or other form of “deal line”. They are likely to exploit children and vulnerable adults to move and store the drugs and money. They will often use coercion, intimidation, violence (including sexual violence) and weapons.

**‘Cuckooing’ is the practice where drug dealers take over the property of a vulnerable person and use it as a place from which to run their business. Victims are often fearful of going to the Police and worry that they will be implicated in the criminality.

***Modern Slavery – this term captures a whole range of types of exploitation, many of which occur together. Someone is in slavery if they are:

- Forced to work - through mental or physical threat
- Owned or controlled by an 'employer', usually through mental or physical abuse or the threat of abuse
- Dehumanised, treated as a commodity or bought and sold as 'property'
- Physically constrained or has restrictions placed on his/her freedom of movement.

Objective 5: We will improve personal security and access to justice

Priority 5.3: We will increase awareness in vulnerable communities around fraud

Why have we chosen this as a priority?

This was identified as a priority four years ago when scams, fraud and identity crime were among the issues raised during regional engagement. It has been highlighted again during our most recent regional engagement event, when participants raised concerns about fraud on older people, as well as telephone fraud and cyber-crime, which can happen to any age group.

In recent years Anglesey Trading Standards has worked with a number of partners including Ynys Mon CAB, North Wales Police and National Trading Standards Scams Team. In particular, Trading Standards have worked with Anglesey People First to develop easy read versions of doorstep crime and scams guidance for individuals with learning difficulties or low levels of literacy to support their living independently.

We have given details in our Annual Equality Reports since 2016 of what we have been doing to raise awareness and provide education within communities. We will continue to do so over the next four years.

How we plan to do this?	By when?
Continue to work with partners to raise awareness and provide education to local communities on how to deal with cold callers, doorstep crime, face to face fraud and general consumer disputes.	Continuous

Which protected characteristics does this affect?

All characteristics, but Age (older people) and Disability in particular.

What should success look like?

More people are aware of the most common methods of fraud and how to deal with them.

Lead Service: Regulation and Economic Development – Trading Standards

Objective 6: We will increase access to participation to improve diversity of decision making

Priority 6.1: Decision-making bodies become **more representative** of the communities they serve

Why have we chosen this as a priority?

Women remain under-represented among local election candidates in Wales and in public appointments (*Is Wales Fairer? 2018*). A survey of local government election candidates in Wales for the May 2017 elections found that 34% were women. Following the election, 26% of **councillors** were women, with considerable variation across Wales' 22 local authorities (*Is Wales Fairer? 2018*). The percentage across the six North Wales local authorities was 22.9%, of which Anglesey, with 10%, had the lowest percentage (*Equality in North Wales: data and evidence report*).

The under-representation of women in local government is only part of a wider diversity issue. Younger people in particular are under-represented on this Council.

According to a report by the National Assembly for Wales' Equality, Local Government and Communities Committee, '*Diversity in Local Government*' (April 2019), that the accessibility of information on the role of councillors is clearly an area for improvement. The report makes 22 recommendations to the Welsh Government, including a recommendation that "*the Welsh Government and the Welsh Local Government Association start work on a positive campaign to increase diversity among candidates standing for local government elections by summer 2019.*"

Four of the Council's committees also include **co-opted members**. These representatives are recruited for fixed terms to represent a specific area of interest or issue of consideration. They are not elected members and are appointed because of their level of knowledge and experience. Currently, the gender profile is fairly balanced, with 45% (5) of the eleven co-opted members being women.

How we plan to do this?	By when?
Take all necessary steps locally to support the national campaign to widen participation in the 2022 local elections.	May 2022
Make use of positive action as part of the process of recruiting co-opted members.	As and when vacancies arise.

Which protected characteristics does this affect? All characteristics, but Age (young people) and Sex (women) in particular.

What should success look like?

An increase in diversity amongst individuals standing in the local government elections in 2022 and individuals who apply to become co-opted members as part of future recruitment processes.

Lead Service: Council Business

DRAFT

Objective 6: We will increase access to participation to improve diversity of decision making

Priority 6.2: Consultation and engagement is improved through strengthening links between the public sector and local and national groups representing people from all protected groups

Why have we chosen this as a priority?

The Council recognises that there is always room for further improvement in widening the cohort of citizens who actively engage, particularly with regard to hard to reach groups. As a result, opportunities have been taken to create a standardised and simplified process for engagement across the public and third sector.

The **community engagement model** is used to improve the corporate approach to community engagement. This model is essential in order to identify those communities and groupings that will have an interest in taking over responsibilities for delivery of local type needs in their communities. The model has since its inception been tailored for use in different engagement and consultation work. This model has been signed off by the revised **Joint Engagement and Consultation Board** led by a member of the Senior Leadership Team and attended by representatives of the third sector. The Joint Board provides a cross Council approach to engagement and stakeholder involvement which reduces duplication, ensures a collective approach to engagement and improves our area based intelligence as a Council.

One area of improvement identified recently by the Board is to develop a checklist for managers to identify the information and steps required to support effective local engagement and consultation. This checklist is in addition to the National Principles for Public Engagement (which were adopted on 5 September 2011 as part of the Council's Community Engagement Strategy) and its aim is to ensure consistency and provide assurance that the Council is meeting all its legal obligations.

On a regional level, we will continue to work on engagement as part of NWPSSEN (see page 13) to share good practice and make the most of the resources available to us.

How we plan to do this?	By when?
Work in partnership with the third sector to raise awareness of relevant engagement and consultation opportunities amongst representatives of all protected characteristics.	Continuous
The Joint Engagement and Consultation Board to adopt an Engagement and Consultation Checklist and ensure that they are used effectively by services.	Continuous
Continue to work on engagement with our regional partners (as members of NWPSSEN) by making the most of resources available us.	Continuous

Which protected characteristics does this affect? All.

What should success look like?

Consultation and engagement routinely carried out to a consistently high standard across the Council.

An increase in the number of representations received from hard to reach groups in response to engagement and consultation.

Lead Services:

Corporate Transformation

Council Business – Democratic Services (as part of NWPSSEN)

DRAFT

Objective 7: We will develop our knowledge and understanding of the socio-economic duty (when guidance becomes available) to identify the key areas of impact to be addressed under each objective

Why have we chosen this as an objective?

In its 'Is Wales Fairer? 2018' report, the EHRC recommends that *“to ensure that public bodies work together to reduce the inequalities linked to socio-economic disadvantage, the socio-economic duty in the Equality Act should be brought into force in Wales by the Welsh Government as a matter of priority”*

The Welsh Government have recently confirmed that the socio-economic duty will be brought into force to require public bodies to consider the impact of their strategic decisions on the poorest people and groups. Further guidance will be issued in due course but at the time of writing this Plan it is anticipated that the duty will commence on 1 April 2020.

We have already begun to address the new duty in this Plan by including priorities that are aimed towards reducing the inequalities linked to socio-economic disadvantage - revising our corporate process for undertaking impact assessments (Priority 8.2) and addressing gaps in educational attainment (Priority 1.2).

How we plan to do this?	By when?
Develop our knowledge and understanding of the socio-economic duty and ensure that the duty becomes an integral part of our day-to-day business.	Once further guidance becomes available.
Reviewing corporate guidance and templates to ensure that due regard is given to the need to reduce socio-economic disadvantage – see also Priority 8.2.	Continuous.
Use our Annual Equality Reports to report on developments and demonstrate how we are complying with the socio-economic duty.	31 March annually.

Which protected characteristics does this affect? All characteristics, in the context of the socio-economic duty.

What should success look like?

Inequalities linked to socio-economic disadvantage are identified and given due regard within Council plans, policies and procedures.

Lead Service: Council Business – Democratic Services

Objective 8: We will improve the Council's procedures to ensure fairness for all

Priority 8.1: A staff training programme is in place to ensure the right staff have the right skills to deliver equality improvement

Why have we chosen this as a priority?

This has been a priority from the outset, to demonstrate the Council's commitment to ensuring that those employed and working with the Council are skilled, trained and motivated to meet the challenging and diverse needs of the community.

It is recognised that it is important that people throughout the Council are aware of the general and specific equality duties to ensure that this is fully considered in the work they do. In addition to raising awareness during corporate induction sessions, the Council now has an electronic policy management system – the Policy Portal - which places an expectation on staff who have Council email accounts to accept key corporate policies. The Council's Equality and Diversity Policy is included in the core set of nine corporate policies that must be accepted and the policy been available for acceptance since July 2019. (It is important to note that due to the Policy Portal's reliance on the Council's Active Directory, staff who do not have access to a computer as part of their work are unable to participate. We are currently looking at alternative arrangements for these staff members to accept the core set of policies).

In addition, should it become apparent that there are any areas that need to be addressed as part of our customer care arrangements, we will respond appropriately to the issues identified.

How we plan to do this?	By when?
Continue to raise awareness of equality and diversity amongst Council staff during corporate induction sessions and by requiring staff who have Council email accounts to read, understand and accept the Equality and Diversity Policy.	Continuous.
Continue to promote equality and diversity training for all staff and respond appropriately where specific needs have been identified.	Continuous (as part of the Corporate Training Programme and in response to any needs identified).

Which protected characteristics does this affect? All characteristics

What should success look like?

A high level of awareness and improved understanding of equality and diversity duties across the Council.

Lead Service: Corporate Transformation – Human Resources (with support from Council Business – Democratic Services with the Policy Portal)

DRAFT

Objective 8: We will improve the Council's procedures to ensure fairness for all

Priority 8.2: An effective corporate process is established to ensure the ongoing **assessment of impact** across services

Why have we chosen this as a priority?

Securing a consistent approach across the authority in terms of completing effective equality impact assessments (EIAs) was identified as a priority back in 2011/12. Throughout this time, we have been continuously developing our arrangements, with the aim of mainstreaming this process into day-to-day work carried out within the Council. However, there is still room for improvement in terms of consistency across the Council. We also need to ensure that there is a clearer alignment between our corporate arrangements and:

The **Well-being of Future Generations Act** - which requires public bodies to work in a way that improves the economic, social, environmental and cultural well-being of Wales by meeting the needs of the present while protecting the needs of the future.

The **socio-economic duty** in the Equality Act – which is to be brought into force in Wales to reduce the inequalities linked to socio-economic disadvantage (see Objective 7).

How we plan do this?	By when?
Continue to provide support and development opportunities for members and officers to ensure that they have sufficient information about their duties towards people with protected equality characteristics.	In accordance with the Member Development and Training Plan, the Scrutiny Member Development Programme and the Corporate Staff Training Programme.
Review the following templates to strengthen the link with the Wellbeing of Future Generations Act and the socio-economic duty: - Scrutiny reporting templates - Corporate EIA template and guidance. -	Summer 2020
To support decision-making in the context of the Wellbeing of Future Generations Act: - Review the Questioning Strategy for scrutiny members	October 2020

How we plan do this?	By when?
<ul style="list-style-type: none"> - Develop a set of stock questions for scrutiny members, based on the Future Generations Framework for Scrutiny produced by the Future Generations Commissioner for Wales (January 2019) 	December 2020

Which protected characteristics does this affect? All characteristics.

What should success look like?

Equality impact assessments routinely carried out to a consistently high standard and have become an integral part of everyday business.

Lead Service: Council Business – Democratic Services

DRAFT

Monitoring progress

To keep you informed on progress in delivering our equality objectives, we will produce annual equality reports. In addition, progress against our Council Plan priorities will be included in our Annual Performance Reports.

March 2020

DRAFT

Isle of Anglesey County Council - Equality Impact Assessment Template

Revision history:		
Version	Date	Summary of changes
1.0	11-12-19	First draft.

Step 1: Background	
1 - What are you assessing?	Strategic Equality Plan 2020-2024
2 - Is this a new or existing proposal?	The Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 placed a specific duty on all local authorities to develop equality objectives and produce a Strategic Equality Plan by 2 April 2012. The Plan and its objectives must be reviewed at least every four years. The current Plan, covering 2016-2020, comes to an end on 31 March 2020, by which time a new Plan must be published.
3 - What are the aims and purpose of this proposal?	<p>The purpose of the Plan is to set out the steps the Council is taking to fulfil its specific equality duties.</p> <p>Equality officers in all six North Wales Local Authorities, Betsi Cadwaladr University Health Board, North Wales Fire and Rescue Service, Welsh Ambulance Service NHS Trust, National Parks Authority and North Wales Police have shared good practice for many years. During 2011/12, the North Wales Public Sector Equality Network (NWPSSEN) developed a set of shared objectives which every partner has agreed to and the objectives were reviewed to coincide with the preparation of Strategic Equality Plans for 2016-20. A further review has been carried out recently to inform our Plans for 2020-2024. To ensure that our new objectives aim to address the challenges set out in the Equality and Human Rights Commission's report 'Is Wales Fairer? 2018, NWPSSEN's regional objectives for 2020-2024 are based on the six themes of life identified in the EHRC report, namely:</p>

Step 1: Background	
	<p>1 - Outcomes in education attainment and wellbeing in schools are improved 2 - We will take action to ensure we are a fair employer and reduce pay gaps 3 - We will take action to improve the living standards of people with different protected characteristics 4 - We will improve health, wellbeing and social care outcomes 5 - We will improve personal security and access to justice 6 - We will increase access to participation to improve diversity of decision-making</p> <p>In addition, to address the Welsh Government's proposal to implement the socio-economic duty, the following regional objective has also been agreed:</p> <p>7 - We will develop our knowledge and understanding of the socio-economic duty (when guidance becomes available) to identify the key areas of impact to be addressed under each objective.</p> <p>For consistency, this Council has chosen to adopt the regional objectives, as well as one additional local objective:</p> <p>8 – We will improve the Council's procedures to ensure fairness for all.</p> <p>Draft priorities have been identified under each of the above objectives which, alongside other improvement actions highlighted in other key corporate and service plans, should help us build a fairer society for all of Anglesey's citizens.</p>
4 - Who is responsible for the proposal you are assessing?	The Director of Social Services is the corporate lead for equality and diversity.
5 - Who is the Lead Officer for this assessment?	Carol Wyn Owen, Policy and Strategy Manager.

Step 1: Background	
6 - Who else is involved in undertaking this assessment?	Rhian Wyn Jones, Policy Officer Tony Wyn Jones, Regional Community Cohesion Co-ordinator Daron Owens, Regional Community Cohesion Officer
7 - Is the proposal related to other areas of work? For example, are there other proposals of policies that should be taken into consideration as part of this assessment?	The Plan is a not a stand-alone document. The priorities within the Plan have been chosen to complement the Council Plan 2017-2022 and other key corporate and service plans.
8 - Who would be affected by the proposal(s) (adversely or positively, directly or indirectly)?	<ul style="list-style-type: none"> - The residents of Anglesey. - People with protected characteristics living in, visiting or working in Anglesey. - Elected members and employees of the Isle of Anglesey County Council.

9 - Is the proposal relevant to how the Authority complies with the public sector general duty relating to people who are protected by the Equality Act 2010?	Yes	No
The elimination of discrimination and harassment	✓	
The advancement of equality of opportunity	✓	
The fostering of good relations	✓	
The protection and promotion of human rights	✓	
Note: As a general rule, any policy that affects people is likely to be relevant across all protected groups		

Step 2: Information Gathering	
10 - Does this proposal ensure that the Welsh language is treated no less favourably than the English language, in accordance with the Council's Welsh Language Policy?	<p>Yes. The Council has adopted the principles that:</p> <ul style="list-style-type: none"> - in Wales, the Welsh language should be treated no less favourably than the English language and - that persons in Wales should be able to live their lives through the medium of the Welsh language if they choose to do so. <p>The Council's work on the Plan, as well as all its work across services, will be delivered in accordance with the above principles.</p>
11 - Is there an opportunity here to offer more opportunities for people to learn and / or use the Welsh language on a day-to-day basis?	<p>Yes. Priority 4.2 - We will create the conditions for individuals to improve their health and wellbeing – refers to the proactive offer of Welsh language services and that the Council's Social Services work in accordance with the Welsh Government's strategic framework 'More than just words'. The aim of the framework is to strengthen Welsh language services in health, social services and social care.</p>
12 – Will this area of work proactively offer services in Welsh for users?	<p>See 11 above.</p>
13 – Is this proposal likely to protect and promote the Welsh language within communities?	<p>See 11 above.</p>
<p>Appendix 1 to the Impact Assessment Guidance lists a series of questions which should be considered when assessing how proposals impact on the Welsh language in general. The extent to which these questions are relevant will depend on the proposal in question. The purpose of these questions is to make you think about the wider impact or contribution and these questions could be used as a prompt when responding to questions 10 – 13 above.</p> <p>However, when assessing how the Council's main policies and strategies impact on the Welsh language, it is recommended that these questions are considered in more detail so that comprehensive assessment is undertaken – a separate template is available with these papers on MonITor, for you to complete, if appropriate.</p>	

Step 2: Information Gathering		
<p>14 - Are there any Human Rights issues? If so, what are they? (For example, could this proposal result in the failure to safeguard the right to privacy?)</p> <p>(The 16 basic rights are listed at Appendix 1).</p>	None known.	
<p>15 – Does this proposal meet any of the seven national well-being goals outlined in the Well-being of Future Generations (Wales) Act 2015?</p> <p>(Discriptions of the wellbeing goals are listed at Appendix 2)</p>	A prosperous Wales	
	A resilient Wales	
	A healthier Wales	✓
	A more equal Wales	✓
	A Wales of cohesive communities	✓
	A Wales of vibrant culture and thriving Welsh language	✓
	A globally responsible Wales	
<p>16 - What has been done to date in terms of involvement and consultation with regard to this proposal?</p>	<p>Due regard has been given to relevant information gathered from a regional engagement event (North Wales) held on 24 May 2018 and local engagement at a meeting of the Anglesey Wellbeing Network on 25 September 2019. Following this, our draft objectives were shared with members of the Anglesey Wellbeing Network, as well as other stakeholders, for comment. In future, the aim is to build upon this engagement model to gain a better understanding of local needs.</p>	
<p>17 – Have you used any other information that is relevant to the proposal to inform your assessment? If so, please detail:</p>	<p>'<i>Is Wales Fairer? 2018</i>'; Equality and Human Rights Commission.</p> <p><i>Equality in North Wales</i>: Data and evidence report ; Gwynedd Council This report was commissioned by the North Wales Public Services Board Officers Network in order to gain a deeper understanding of equality data at local level – in particular on the issues covered in the “Is Wales Fairer?” report. The report was shared with NWPSen members to inform their work on developing regional objectives.</p> <p>Relevant information is also included as background information under each equality objective to justify the priorities we have chosen.</p>	

Step 2: Information Gathering

**18 - Are there any gaps in the information collected to date?
If so, how will these be addressed?**

Both the EHRC report *Is Wales Fairer? 2018* and The *Equality in North Wales* data and evidence report draws attention to the gaps in data and information at local levels and suggest some priorities for improvement. In future, the aim is to build upon this engagement model to gain a better understanding of local needs

Step 3: Considering the potential impact and identifying mitigating action

19 — Note below any likely impact on equality for each individual group, and identify what action could be taken to reduce or improve the impact. *For determining potential impact, please choose from the following: Negative / Positive / No impact

Page 54

Protected group	*Potential Impact	Details of the impact	Actions to mitigate negative impact
Age	Positive	<p>The Plan will help to deliver a positive impact on people of all ages. Objectives contained in the Plan will help to:</p> <p>Address barriers to children and young people achieving their full potential (priority 1.1).</p> <p>Protect older, vulnerable people by raising awareness within local communities around different types of fraud (priority 5.3).</p> <p>Address barriers to people of all ages from participating in public life by taking part in a campaign to widen participation in the 2022 local elections (priority 6.1) and continuing to develop community hubs and place shaping (page 12 of the Plan)</p>	No negative impact identified at this stage.
Disability	Positive	<p>The Plan will help to deliver a positive impact on disabled people. Objectives contained in the Plan will help to:</p> <p>Address barriers to children and young people with additional learning requirements achieving their full potential (priority 1.1).</p>	No negative impact identified at this stage.

Protected group	*Potential Impact	Details of the impact	Actions to mitigate negative impact
		<p>Tackle identity based bullying and hate crime in schools (priority 1.2)</p> <p>Ensure that more properties and facilities such as bus stops, footways and crossings are accessible and meet the needs of disabled residents (priorities 3.1 and 3.2)</p> <p>Increase opportunities for disabled people to participate in sport (priority 4.1)</p> <p>Raise awareness of the annual health checks available to people with learning impairments (priority 4.2)</p> <p>Support disabled people who are victims of hate crime (priority 5.1)</p> <p>Also, the Plan refers to what we are already doing to create work opportunities for people with learning impairments (see Promoting Equality on page 11)</p>	
Sex	Positive	<p>The Plan will help to ensure that no Council employee receives less favourable treatment on the grounds of sex. Objectives contained in the Plan will help to:</p> <p>Ensure that employees are provided, where possible, with an adjustment to working patterns to help them combine work with other responsibilities (priority 2.1)</p>	No negative impact identified at this stage.

Protected group	*Potential Impact	Details of the impact	Actions to mitigate negative impact
		<p>Identify and reduce gender pay gaps and other inequalities (priority 2.2)</p> <p>Encourage more women to stand in the local government elections in 2022 (priority 6.1)</p>	
Gender Reassignment	Positive	<p>The Plan will help to deliver a positive impact on transgender people. Objectives in the Plan will help to:</p> <p>Tackle identity based bullying and hate crime in schools (priority 1.2)</p> <p>Support transgender people who are victims of hate crime (priority 5.1)</p> <p>Ensure that the Council respects and communicates with all transgender people as the gender they identify with (priority 8.1).</p>	No negative impact identified at this stage.
Pregnancy & Maternity	Positive	<p>The Plan will help to deliver a positive impact on anyone who is pregnant or who is in their maternity period.</p>	<p>No negative impact identified at this stage.</p> <p>Priority 2.1 in the Plan will address any barriers experienced on the grounds of pregnancy and maternity.</p>
Race / Ethnicity / Nationality	Positive	<p>The Plan will help enable the Council to meet the general duty in terms of eliminating discrimination, advancing equality of opportunity and promoting good relations between all people.</p>	No negative impact identified at this stage.

Protected group	*Potential Impact	Details of the impact	Actions to mitigate negative impact
		<p>Priority 1.2 will help tackle identity based bullying in schools.</p> <p>Priority 5.1 in the Plan will help to support individuals who are victims of hate crime.</p>	
Religion or Belief	Positive	<p>The Plan will help enable the Council to meet the general duty in terms of eliminating discrimination, advancing equality of opportunity and promoting good relations between all people.</p> <p>Priority 1.2 will help tackle identity based bullying in schools.</p> <p>Priority 5.1 in the Plan will help to support individuals who are victims of hate crime.</p>	No negative impact identified at this stage.
Sexual Orientation	Positive	<p>The Plan will help enable the Council to meet the general duty in terms of eliminating discrimination, advancing equality of opportunity and promoting good relations between all people.</p> <p>Priority 1.2 will help tackle identity based bullying in schools.</p> <p>Priority 5.1 in the Plan will help to support individuals who are victims of hate crime.</p>	No negative impact identified at this stage.
Welsh language	Positive	See questions 10 – 13.	No negative impact identified at this stage.

Protected group	*Potential Impact	Details of the impact	Actions to mitigate negative impact
Human Rights	No impact	The Council's work will continue to be underpinned by a set of values which includes ensuring that the basic human rights of individuals are protected at all times.	No negative impact identified at this stage
Marriage or Civil Partnership (elimination of discrimination only)	No impact	The Council is committed to eliminating discrimination of all types and will protect the rights of married people and those in civil partnerships.	No negative impact identified at this stage.
Other - poverty	Positive	<p>At the time of writing, it was anticipated that the socio-economic duty would be brought into force on 1 April 2020. The duty will require public bodies to consider the impact of their strategic decisions on the poorest people and groups.</p> <p>We have already begun to address the new duty by including priorities that are aimed towards reducing the inequalities linked to socio-economic disadvantage, namely:</p> <p>Revising our corporate process for undertaking impact assessments (Priority 8.2)</p> <p>Addressing gaps in educational attainment (Priority 1.1).</p> <p>We will develop our knowledge and understanding of the socio-economic duty, once guidance becomes available (objective 7), and ensure that the duty becomes an integral part of our day-to-day business.</p>	No negative impact identified at this stage.

Protected group	*Potential Impact	Details of the impact	Actions to mitigate negative impact
		We will use our Annual Equality Reports to report on developments and demonstrate how we are complying with the socio-economic duty in due course.	

Step 4: Outcome of the assessment	
<p>20 - Note the impacts identified and how it is intended to mitigate any negative impact (ie a summary of the above table)</p>	<p>No negative impact have been identified at this stage. The purpose of the equality objectives and priorities within the Plan is to help enable the Council to meet the three aims of the general equality duty to have due regard to the need to:</p> <ul style="list-style-type: none"> - Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act - Advance equality of opportunity between people who share a relevant protected characteristic and those who do not - Foster good relations between people who share a protected characteristic. <p>In addition to the priorities and other initiatives contained in the Plan, the Council will progress the principles of equality of opportunity for people of all backgrounds and circumstances in all its plans and procedures.</p>
<p>21 - Is there a strategy for dealing with any unavoidable but not unlawful negative impacts that cannot be mitigated?</p>	<p>No negative impacts identified at this stage.</p>
<p>22 - Describe any actions taken to maximise the opportunity to promote equality and/or the goals of the Well-being of Future Generations (Wales) Act 2015 (sustainability). (The seven well-being goals are listed in Appendix 2)</p>	<p>A more equal Wales - All the priorities contained in the Plan will contribute towards the goal of developing a society that enables people to fulfil their potential no matter what their background or circumstances.</p> <p>In particular, our objective to develop our knowledge and understanding of the socio-economic duty will ensure that inequalities linked to socio-economic disadvantage are identified and given due regard within all our plans, policies and procedures.</p>

Step 4: Outcome of the assessment	
<p>23 – Is there a need to reconsider the proposal as a result of conducting this assessment?</p> <p>(Evidence of negative impact could render the proposal or decision unlawful. If you have identified negative impact, you should consider at this stage whether it is possible to proceed with the proposal).</p>	<p>No. However, it is important to note that our commitment to equality is not limited to the priorities contained in the Plan. The Council will take advantage of any new opportunities to further advance equality as such considerations become more embedded within the Council's day to day work.</p>
<p>24 - Will the proposal be adopted / forwarded for approval? Who will be the decision-maker?</p>	<p>The Strategic Equality Plan will be taken through the following approval process:</p> <p>Partnership and Regeneration Scrutiny Committee – 4 February 2020 The Executive – 17 February 2020 Full Council – 10 March 2020.</p>
<p>25 - Are there monitoring arrangements in place? What are they?</p>	<p>Progress towards achieving our priorities will be reported in our Annual Equality Reports.</p>

Step 5: Action Plan

Please detail any actions that are planned following completion of your assessment. You should include any changes that have been made to reduce or eliminate the effects of potential or actual negative impact, as well as any arrangements to collect data or to carry out further research.

Ref	Proposed actions	Lead officer	Timescale

Appendix 1 – Human Rights

Human rights are rights and freedoms that belong to all individuals, regardless of their nationality and citizenship. There are 16 basic rights in the Human Rights Act – all taken from the European Convention on Human Rights. For the purposes of the Act, they are known as ‘the Convention Rights’. They are listed below:

(Article 1 is introductory and is not incorporated into the Human Rights Act)

Article 2: The right to life

Article 3: Prohibition of torture

Article 4: Prohibition of slavery and forced labour

Article 5: Right to liberty and security

Article 6: Right to a fair trial

Article 7: No punishment without law

Article 8: Right to respect for private and family life

Article 9: Freedom of thought, conscience and religion

Article 10: Freedom of expression

Article 11: Freedom of assembly and association

Article 12: Right to marry

Article 14: Prohibition of discrimination

Article 1 of Protocol 1: Protection of property

Article 2 of Protocol 1: Right to education

Article 3 of Protocol 1: Right to free elections

Article 1 of Protocol 13: Abolition of the death penalty

Appendix 2 - Well-being of Future Generations (Wales) Act 2015

This Act is about improving the social, economic, environmental and cultural well-being of Wales. Public bodies need to make sure that when making their decisions they take into account the impact they could have on people living their lives in Wales in the future. The Act puts in place seven well-being goals:

Goal	Description of the goal
A prosperous Wales	An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.
A resilient Wales	A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).
A healthier Wales	A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.
A more equal Wales	A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).
A Wales of cohesive communities	Attractive, viable, safe and well-connected communities.
A Wales of vibrant culture and thriving Welsh language	A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.
A globally responsible Wales	A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.

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ISLE OF ANGLESEY COUNTY COUNCIL

Committee:	Partnership & Regeneration Scrutiny Committee
Date:	4 February 2020
Subject:	North Wales Safeguarding Board Annual Report 2018/19
Purpose of Report:	The report meets the statutory requirement that the North Wales Safeguarding Board publishes its Annual Report. It provides an overview of the work of both the North Wales Children and the North Wales Adult Safeguarding Boards from April 2018 to March 2019 and the progress made in delivering key objectives across the region to safeguard people. It outlines next steps and longer term plans for the Regional Safeguarding Board.
Scrutiny Chair:	Councillor Gwilym O Jones
Portfolio Holder(s):	Councillor Llinos Medi
Head of Service:	Alwyn Jones, Director Social Services
Report Author: Tel: Email:	Anwen Huws 01248751811 AnwenMHughes@anglesey.gov.uk
Local Members:	Not relevant

1 - Recommendation/s

For Elected Members to consider and note the information contained within the North Wales Safeguarding Board Annual Report 2018/19.

2 – Link to Council Plan / Other Corporate Priorities

The Council believes that every child and adult has the right to be safe from harm. One of the responsibilities of the North Wales Safeguarding Board is to ensure that each North Wales local authority safeguards the people that live in their respective county.

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

The extent to which the Safeguarding Board has implemented its most recent Annual Plan?

The effectiveness of the partnership in working together and holding each other to account?

Are there areas in which the boards need to be able to demonstrate more improvement in the area of improved outcomes for Children and Adults at Risk?

How does Isle of Anglesey support and contribute to the Board's effectiveness?

5 – Background / Context

Legal Framework

5.1 The Social Services and Wellbeing (Wales) Act 2014 provides the statutory framework for Social Care in Wales. The Safeguarding Boards (General) (Wales) Regulations 2015 relate to setting up and the function of the Safeguarding Boards. Regulations 5 and 6 relate to the making of annual plans and annual reports by Safeguarding Boards. The North Wales Safeguarding Annual Report 2018/19 was approved by all members of the respective Children and Adult Boards.

5.2 Welsh Government Working Together to Safeguard People Guidance, states that the objectives of a Safeguarding Children Board are:

- To protect children within its area who are experiencing, or are at risk of abuse, neglect or other kinds of harm, and
- To prevent children within its area from becoming at risk of abuse, neglect or other kinds of harm.

and the objectives of a Safeguarding Adults' Board are to protect adults within its area who -

- Have needs for care and support (whether or not a local authority is meeting any of those needs), and
- Are experiencing, or are at risk of, abuse or neglect
- To prevent those adults within its area becoming at risk of abuse or neglect.

5.3 Both boards set the strategic direction of safeguarding, including policy

direction, and monitoring the effectiveness of safeguarding within agencies across the region. Boards commission practice reviews and disseminate learning to practitioners which ensures that local learning is widely known and that safeguarding is high on the agenda at all levels of the workforce.

Priorities 2018/19

- 5.4 Adults Board - improve Outcomes, Increased Knowledge and Continuous Learning, and develop Strong Leadership and Evidenced Compliance. The Children's Board focused on proactively working in partnership to keep children safe from sexual and criminal exploitation in North Wales. To improve the multi-agency responses to children displaying harmful sexual behaviours (HSB) and that experiences and outcomes improve for children who have lived, or who are living with domestic abuse

Priorities 2019/20

- 5.5 For 2019/20 following the Board's Business development day and also in discussion with other Safeguarding Partnership Boards in North Wales, two strategic shared priorities were identified, with one individual priority each for the Children's and Adults Boards: Exploitation [Shared Priority]: Domestic Abuse [Shared Priority]: Improved awareness and compliance in the Adult at Risk Process [Adults' Board Priority] and Safeguarding in Education [Children's Board Priority]

Key Messages from the Annual Report

- 5.6 Safeguarding requires effective partnership working and the Annual Report 2018/19 acknowledges good practice across the region, as well as areas for development. These areas for development will be reflected in the North Wales Safeguarding Board business plan for 2019/20.
- 5.7 There are clear risks to children and adults at risk if services across the region are not delivered in a safe and robust manner.
- 5.8 Safeguarding requires everyone to work together to safeguard people. There is strong partnership and a collaborative working culture established across a large regional footprint and commitment in the coming year to strengthen and consolidate the progress made to date to safeguard and protect the most vulnerable members of our communities. An important piece of work is the review of current regional partnership structures from a Safeguarding and Community Safety perspective, in order to ensure that complex and cross cutting issues such as County Lines can be managed in an effective way
- 5.9 The North Wales Safeguarding Board recognises the need to strengthen the level of participation and therefore established an Engagement and Participation sub group to promote engagement with Children / Adults and their carers to ensure that they are given the opportunity to participate.
- 5.10 Embedding Learning from the Adult / Child Practice Reviews (APR / CPR) in practice is a challenge. Over the last twelve months the Child Practice Review group has reviewed all the previous CPRs that have taken place

in North Wales over the last three years to ensure all action plans are completed and approved at the Board.

Key Achievements of the Safeguarding Boards during 2018/19

- 5.11 Nomination to Social Care Wales Accolade in the category of “Effective approaches to Safeguarding Practice”, for which the North Wales Safeguarding Adults Board (NWSAB) was highly commended.
- 5.12 Established a community of practice events to bring services together and to share good practice, challenges and research with professionals from different agencies in relation to CSE.
- 5.13 Launched a safeguarding video ‘See Something / Say Something’. Which is available on the Safeguarding Board’s website and is available for local agencies to use.
- 5.14 Contributed to the development of the Safeguarding Procedures via representation at the Project Board and responded to the consultations on the relevant sections.
- 5.15 Engaged with Social Care Wales and other Safeguarding Boards across Wales in the development of the Regional Safeguarding Board Training Framework.
- 5.16 The ongoing development of the Safeguarding Board Website has seen an increase in resources and information being made available, not only for professionals but also for the general public. The number of people who have signed up to receive weekly updates for the website has increased again in 2018/19 and the number of page views on the site has increased.

Other Matters relevant to the work of the Safeguarding Boards:

- 5.17 There are increasing demands, complexity and expectations on all agencies involved in safeguarding. This coupled with financial challenges, leads to challenges for all agencies. One such impact on Safeguarding Boards has been the reduced capacity of Board members to release staff to undertake part in Board work such as providing reviewers for Child / Adult practice reviews.

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

The Annual Report 2018/19 is a summary of work undertaken throughout the year across the North Wales footprint. Individual proposals / decisions will have been considered.

7 – Financial Implications

The North Wales Safeguarding Board uses the national funding formula to assess and identify annual financial contributions from statutory partner agencies. IOACC

contribution is in line with this formula. Budgets are to be agreed by Safeguarding Board partners to ensure sustainability in taking forward programmes of work and to be rolled forward until modified to ensure stability and security of funding over more than one financial year.

8 – Appendices:

1, North Wales Safeguarding Board Annual Report 2018/19

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

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**NORTH WALES SAFEGUARDING BOARD ANNUAL REPORT
2018/19**

“Every Child, Young Person and Adult in North Wales should be able to grow up safe, free from abuse, neglect or crime; so allowing them to enjoy a happy and healthy life and fulfil their potential”

July 2019

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Foreword:

We would like to welcome you to the third annual report from the North Wales Safeguarding Board. The report is written in accordance with the Safeguarding Board Regulations 2015 (Wales) and is to provide a rigorous and transparent assessment of the Board's performance. The report reflects the work undertaken by the North Wales Safeguarding Board from April 2018 to March 2019.

If you have any comments about the Board's work or wish to find out more, you can contact North Wales Safeguarding Board on

01824 712903 or

Regionalsafeguarding@denbighshire.gov.uk

The North Wales Safeguarding Board have also produced an Easy Read version of the report.



Introduction:



Jenny Williams (Chair of the North Wales Safeguarding Children Board):

This Annual Report outlines the progress we have made against the outcomes set by the North Wales Safeguarding Children Board in March 2018 as part of our Annual Strategic Plan. The Board has continued to mature in the last year to one where we demonstrate effective co-operation and challenge are part of everyday business.

North Wales Children Safeguarding Board can demonstrate how we have influenced the national agenda on Child Sexual Exploitation and Harmful Sexual Behaviour. We have responded to recommendations from both the National Independent Safeguarding Board and the Children's Commissioner.

Joint working with NWSAB has been positive and we now have an agenda that is richer with the different areas of practice in adult and children's services now starting to enrich each other with practitioners seeing the benefit of an all age approach to protecting children and adults at risk.

There will always be challenges in delivering such complex services across such a large regional area such as North Wales but this annual report clearly demonstrates good progress in demonstrating how NWSB is impacting on outcomes for children and young people.

I am privileged as Chair of the NWSCB to continue to serve the residents and diverse communities of North Wales region in leading and fulfilling the Board objectives as stated in Part 7 of the Social Services and Well-being Act (Wales) 2014 to protect and prevent children in the region from experiencing abuse and neglect and other kinds of harm.

Neil Ayling (Chair of the North Wales Safeguarding Adults Board):

The annual report outlines in detail the progress we have made against the outcomes that were set by the North Wales Safeguarding Adult's Board as part of our Annual Strategic Plan published on 31st March 2018.



The Board has great commitment from its members which clearly supports the improvement journey. The Board is emerging into a more robust, open, constructively challenging, and continually developing body that has a clear focus on safeguarding adults at risk at its core.

It has become increasingly clear that the Board is enhanced by a more cross cutting agenda which focusses on safeguarding with a 'people' perspective. The annual report references the work we have done.

The position of Betsi Cadwaladr University Health Board has been a concern to us all and in particular the impact of the investigation into allegations of abuse within Tawel Fan. The NWSAB responded to findings of the HASCAS review and we have been able to demonstrate, as a region, work we have done and continue to do around Adult Safeguarding Practice.

It was also a source of great pride that the NWASB were highly commended at the Social Care Accolades for the work we have undertaken in the area of self-neglect.

Finally, I would like to thank all members of the NWSAB and the sub-groups for the work undertaken during the year and I look forward to working with the Board next year in promoting and improving practice around safeguarding Adults at Risk.

News

2018 Accolades

13 September 2018
Social Care Wales

Highly-commended:

North Wales Safeguarding Board – for its *Self-neglect*

Protocol initiative, developed to prevent the serious injury or even death of people who appear to be self-neglecting, supporting their right to be treated with respect and dignity and “aiding recognition of situations of self-neglect”.



Objectives of the Safeguarding Boards:

The Welsh Government” Working Together to Safeguard People Guidance” Volume 1 states that the objectives of a Safeguarding Children Board are:

- a) To protect children within its area who are experiencing, or are at risk of abuse, neglect or other kinds of harm, and
- b) To prevent children within its area from becoming at risk of abuse, neglect or other kinds of harm.

The objectives of a Safeguarding Adults Board are:

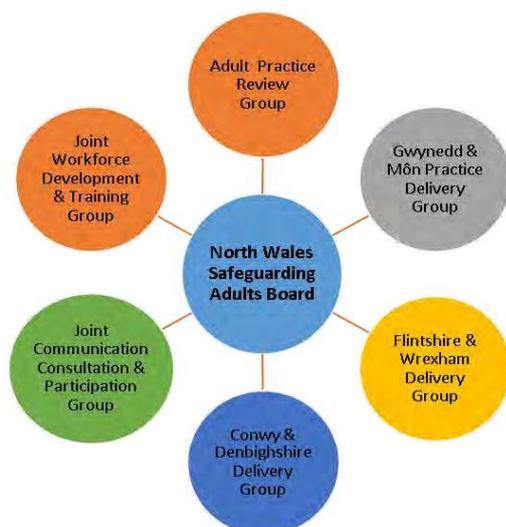
- a) To protect adults within its area who -
 - (i) Have needs for care and support (whether or not a local authority is meeting any of those needs), and
 - (ii) Are experiencing, or are at risk of, abuse or neglect
- b) To prevent those adults within its area mentioned in paragraph (a) (i) becoming at risk of abuse or neglect.

It is the role of both boards to set the strategic direction of safeguarding, including policy direction and monitoring the effectiveness of safeguarding within agencies across the region. Boards commission practice reviews and disseminate learning to practitioners which ensures that local learning is widely known and that safeguarding is high on the agenda at all levels of the workforce.

1.0 About the North Wales Safeguarding Boards:

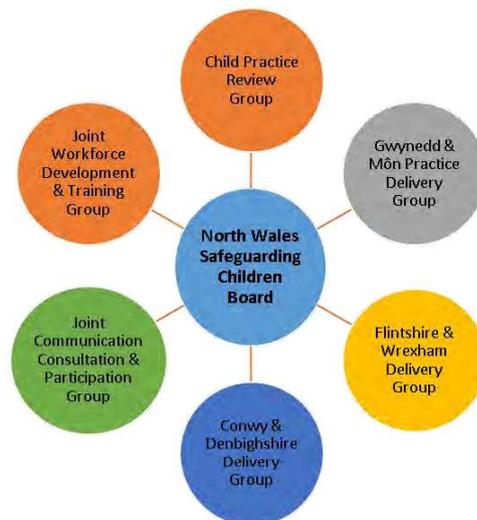
Structure

The structure of the North Wales Safeguarding Boards are shown below:



*North Wales
Safeguarding Adults
Board*

North Wales Safeguarding Children Board



The North Wales Safeguarding Adults/ Children's Board

The North Wales Safeguarding Boards for Children and Adults work together to monitor and improve regional safeguarding activity across North Wales. The two Boards consist of senior managers from all key statutory partners and agencies (see membership table). The Children's and Adults Boards aim is provide leadership and guidance to all its constituent agencies through the delivery of strategic priorities for safeguarding activity practice

The Local Delivery Groups

The local delivery groups operate on a sub-regional level in North Wales. We have three local delivery groups for both children and adults. Membership consists of the Head of Children's & Adult Services, senior and middle managers from local statutory agencies, and analysing local performance data and completing practice audits to inform practice improvements and identify risk.

LDGs seek to share and acknowledge examples of good safeguarding practice, in addition they will professionally challenge and hold agencies to account when safeguarding practice falls below expected standards.

The Regional APR/CPR Sub Groups

The regional APR/CPR Sub Group considers information against defined criteria within 'Working Together to Safeguard People Volume 3 – Adult Practice Reviews & Volume 2 – Child Practice Reviews' and makes a referral to the Chair of the Adults/ Children's Board.

Practice Reviews are undertaken by a multi-agency group of professionals who collectively analyse information and identify any practice themes and lessons to learn. The report is then published as a Child/Adult Practice Review on the Board's website.

Regional Training Sub Group:

The Workforce and Development Training Sub Group operates collaboratively and in conjunction with the Adults and Children's Board. It seeks to support and guide the

delivery of safeguarding training and learning across the six local authority areas and partner agency organisations. The Sub Group works closely with partners' training departments to ensure and promote the quality and consistency of safeguarding training and delivery.

Regional Consultation, Communication and Participation Group:

The Regional Consultation, Communication and Participation Group operates to develop, review and distribute information on safeguarding to professionals, volunteers and members of the public including children and young people (web pages, general awareness raising activities). In addition it aims to ensure appropriate engagement opportunities are in place for key stakeholders such as children, young people, adults, parents, carers and professionals and volunteers to communicate with the NWSBs.

Policy and Procedures sub groups

The role of the Childrens and Adults Policy and Procedures sub-groups are to develop regional multi-agency policies and procedures for safeguarding and promoting the welfare of Children / Adults at risk as commissioned /required by either:

- The NWSB
- New developments in legislation or guidance

North Wales Safeguarding Children's Board

Membership of the NWSCB:

Barnardos Cymru	National Probation Service
Betsi Cadwaladr University Health Board x 2	NSPCC
Community Rehabilitation Company	North Wales Police
Conwy County Borough Council x 2	Public Health Wales
Denbighshire County Council x 2	Representative from National Independent Safeguarding Board
Flintshire County Council x 2	Representative from Youth Justice Service
Gwynedd Council x 2	Welsh Ambulance Service Trust
Isle of Anglesey County Council x 2	Wrexham County Borough Council x 2

North Wales Safeguarding Adults Board

Membership of the NWSAB:

Betsi Cadwaladr University Health Board x 2	Representatives National Independent Safeguarding Board
Community Rehabilitation Company	Representative Care Forum Wales
North Wales Fire and Rescue Service	Conwy County Borough Council x 2
Gwynedd Council x 2	Wrexham County Borough Council x 2
Community Voluntary Services Council	National Probation Service
North Wales Police	Wales Ambulance Services Trust
Denbighshire County Council x 2	Public Health Wales
Flintshire County Council x 2	Isle of Anglesey Council x 2
	HMP Berwyn

2.0 Action the Safeguarding Boards have taken to achieve particular outcomes.

The NWSB and sub-groups continue to evolve to ensure effectiveness

The North Wales Safeguarding Board has been able to demonstrate continued improvements in relation to the effectiveness of the Safeguarding Boards. During the year, the Welsh Government commissioned Independent Facilitators to consider the effectiveness of the North Wales Safeguarding Adults Board following the publication of the HASCAS review into patient's experiences at Tawel Fan (Mental Health Ward at Glan Clwyd Hospital). One of the conclusion of the Facilitators report was:

'We have experienced a Safeguarding Adults Board which has made good progress through 2018 in addressing partnership relationships that had been adversely affected by the concerns arising from the published reports in connection with the patient experience at Tawel Fan.

This progress has been achieved through the willingness of Board members to learn and work together with the clear common purpose of improving adult safeguarding arrangements in North Wales'

In addition to this review, we have continued to receive highlight reports from each sub group presented at each board meeting and also undertook at our Joint Business Development a self-assessment review using the toolkit provided by Practice Solutions.

As a Board we receive partner agencies' annual report which provides Board members the opportunity to quality assure the safeguarding work that is being undertaken in North Wales.

We have forward work plans in place for all the sub groups which reflect the Board's key priorities.

Moving forward into 2019/20, the North Wales Safeguarding Children's and Adults Board will be holding a Joint Board meeting in the autumn. This will reflect the shared priorities that both Boards have adopted around exploitation and domestic abuse in 2019/20.

The board is clear that this model will continue to evolve and develop over the next year into more Joint Adult and Children Board meetings. This will be achieved without compromising the joint focus of Board discussion and giving space for both adult and children's agendas.

How the NWSB collaborates with other Boards, Partnerships, and persons/bodies in its activities

Within Section four, we will evidence how the Board during the period 2017-18 has been collaborating with the other Boards/ Partnerships at both a local and national level. An important piece of work that has already started within North Wales is the setting up of a Partnership Task and Finish Group to look at our current regional partnership structures from a Safeguarding and Community Safety perspective, in order to ensure that complex and cross cutting issues such as County Lines can be managed in an effective way by partnerships across the region. Both Chairs of the respective Adults and Children's boards are part of this task and finish group.

It is acknowledged across Wales the risk of potential areas of duplication between the respective Safeguarding Boards and the Community Safety Partnerships. The Home Office Violence and Vulnerability Unit highlighted the following:

“North Wales Police and its partners in the Community Safety arena should review its meetings and governance arrangements with a view to achieving clear and streamlined structures that avoid attendance at too many meetings but at the same time allow links to be made in relation to complex problems. At present, the signs and symptoms of problems may manifest themselves across a number of meetings, without any individual being able to “join the dots, see the whole picture” of offending and its full impact on the community.”

In North Wales we have responded to this risk area, by established the task and finish group. The completed report will be available in the autumn of 2020 and the Board will respond to and implement the findings.

How the NWSB proactively engages with Children/ Adults and their carers to ensure that they are given the opportunity to participate

In last year's report, we identified an area for improvement was around the need for the NWSB to ensure we promoted more opportunities for Children/ Adults and carers to engage and develop the Board's priorities.

We responded to this area by establishing the Regional Consultation, Communication and Participation Group. We have been able to identify local community groups across the region who are currently working with Children and Adults at risk. We have engaged with the Citizens panel across the region, to consult with the wider public their views around safeguarding and priorities for them.

Within section eleven we will go into more detail around the work packages that have taken place in North Wales.

How the NWSB disseminates the learning from the Adult/ Child Practice Reviews

One of the key challenges facing all Safeguarding Boards across Wales is around ensuring the learning from Adult and Child Practice Reviews are implemented into practice and how as a Safeguarding Board we are able to evaluate this.

We developed a local Adult/ Child Practice Review protocol, to clarify the arrangements around which sub groups have lead responsibility for implementing the actions plans/ learning that has been identified from Reviews.

In North Wales, the Adult/ Child Practice Review sub group has lead responsibility for ensuring that the action plans/ learning from reviews has been completed. Over the last twelve months the Child Practice Review group has been able review all the previous CPR's that have taken place in North Wales over the last three years and ensure all action plans are completed and approved at the Board.

We have linked themes from the Adult Practice Reviews into the audit program that the Adult Local Delivery groups undertake. In this year 2018/19, we have undertaken audits around the quality of safeguarding reports, engagement with advocacy services and in relation to a selection of self-neglect cases. The forward work program will focus on practice areas around domestic abuse and adult safeguarding and the area around direct payments and safeguarding.

As a region, we also have held a conference during Safeguarding Week on the Learning from Child / Adult Practice reviews. A number of guest speakers spoke at this event including Professor Michael Preston Shoot from the University of Hertfordshire who provide an overview of key themes from Adult Practice Reviews in England.

We will continue to review our Quality Assurance Framework to ensure that we can further evidence that learning from reviews are implemented into practice.

3.0 The extent to which the Safeguarding Board has implemented its most recent Annual Plan.

During 2018/19, the Adults Board had the following priority areas:

Priority 1 -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

What we said we would do:

- Development of a risk register to ensure that NWSAB is made aware of any risks within and across services and is assured and updated on any action to be taken to minimize the risk.
- Raise the profile of / awareness of the need to safeguard vulnerable adults & empower vulnerable adults to safeguard themselves.
- Work with partners to ensure prevention & safeguarding are included in new and emerging models of service delivery (i.e. direct payments).

What have we achieved?

- **A NWSB risk register has been developed. At each board all agencies have the opportunity to highlight any risk areas within their service. The respective Adults and Children’s Board also consider the findings of any regulated inspection that has taken place in respect of a partner agency of the Board.**
- **The NWSAB has developed a number of new awareness raising materials around safeguarding for adults. We have worked in partnership with adults support groups such as Conwy Connect to develop these materials.**
- **As a NWSAB, we have carried out work with partners around prevention. Leaning events held to highlight that quality of care issues can quickly escalate into a formal Adult at Risk Report. An example of the work that we have done in North Wales is the work around the Launch of the Herbert Protocol to reduce the risk of adults going missing from residential / nursing homes.**

Priority 2: 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.

What we said we would do?

- To respond to and implement action plans from the learning of APR's any high profile reviews such as national serious case reviews/practice reviews to identify, and monitor the implementation of changes that help to prevent similar abuse or neglect happening to others, ensuring the Board that partners have taken appropriate action to develop a better understanding of how to deliver Multi agency training in adults.
- To share good practice with commissioned / contracted services/ third /private sector partners.
- Continued development of adult protection pages and resources on the North Wales Safeguarding Boards' website.

What have we achieved?

- **Over 100 multi-agency professionals attended the adult/child practice learning event.**
- **Using the 7 minute briefings to highlight the Key Themes from Adult Practice Reviews.**
- **The NWSB have delivered multi-agency training around sexual safety on hospital wards and we have delivered training to partner agencies around improving the quality of safeguarding reports. The training was in response to local performance indicators which highlighted an increase in safeguarding reports but a reduction in the number reports that reach the threshold for an Adult at Risk Strategy meeting.**
- **We have developed practice guidance around the ten top tips for completing an Adult Safeguarding Report.**
- **We have increased the number of Adult Protection Pages/ information materials on the NWSB website.**

Priority 3- 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 functions.

What we said we would do?

- Continued development of a NWSAB Performance Management Framework (PMF) which includes an agreed multi-agency data set and self- assessment framework.
- Develop a robust system of challenge, and culture of acceptance, to respond positively.
- Ensure that learning and improvement have been embedded into practice

What have we achieved?

- **The Quality Assurance Framework established in North Wales allows us to monitor performance data trends across the region. In North Wales we have seen an increase in Safeguarding reports. Neglect is still the primary safeguarding theme within the Safeguarding reports.**
- **We have also identified particular trends around the Quality of Safeguarding Reports from particular agencies, to ensure that support/ training is provided to assist agencies in completing the safeguarding report form.**
- **During the period the Welsh Government Facilitators were observing/ supporting the Board, the observations from the Facilitators included “A strengthening culture of holding to account” and “Well-attended Board meetings with appropriate reports, recorded actions, approved minutes, engaged participation with respect and challenge”**

During 2018/19, the Children's Board had the following priority areas:

Priority 1: The NWSCB with its partners will proactively work in partnership to keep children safe from sexual and criminal exploitation in North Wales.

What we said we would do?

Completion of the actions identified within the NWSCB and National Child Sexual Exploitation Action Plan

What have we achieved?

- **Within North Wales, partner agencies funded the secondment of a Child Sexual Exploitation Adviser. The Child Sexual Exploitation Adviser in partnership with the NWSCB has updated and reviewed the actions within the plan. Completed the actions identified within the National CSE plan.**
- **Five out of the six Local Authorities now have monthly operational CSE Panels in place. This is a positive move forward in identifying and managing the risks associated with high risk cases where child exploitation is identified.**
- **All six Local Authorities hold CSE Strategy Meetings in line with current CSE guidance. Practice audits were undertaken on behalf of the Board to identify to ensure compliance in this area.**
- **All agencies in North Wales have an identified CSE Lead at strategic level.**
- **There is already a move forward in the established CSE Panels to include cases of different forms of exploitation i.e. criminal exploitation, trafficking.**
- **The development of the community of practice events have been positively received across North Wales and have been a good opportunity to share good practice, developments and challenges regionally but also nationally.**
- **Return to home interviews, local authorities have appointed dedicated members of staff to complete all return to home interviews;**

Priority 2: To improve the multi-agency responses to children displaying harmful sexual behaviours (HSB):

What we said we would do?

Implement the findings from the NSPCC Harmful Sexual Behaviour regional audit and develop the regional action plan.



Scoring	
0	Not at all/ never/ no evidence at all
	Very little / infrequently / little evidence for this
	To some extent sometimes some evidence for this
	To a fair extent good evidence of this
	Always/ to a great extent a wealth of extremely strong evidence for this

The overall average scoring from all agencies was around 2. *To some extent sometimes some evidence for this. This highlighted the gaps across the region in all five domains.*

What have we achieved?

- **Over 80 multi-agency practitioners attended a regional conference on harmful sexual behaviour.**
- **Development of a Regional Action Plan. The action plan will be incorporated into the All Wales Child Sexual Abuse action plan.**
- **Audit of compliance around the All Wales Practice Guidance completed.**
- **Multi-Agency training is available across the region on harmful sexual behavior.**

Priority 3: Experiences and outcomes are improved for children who have lived, or who are living with domestic abuse.

What we said we would do?

- NWSCB will work with partners to ensure compliance with the requirements of the Violence against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015

What have we achieved?

- Amended the North Wales Safeguarding Board report form to ensure that we have a wider range of data to ensure compliance with the VAWDASV.
- Promotion of the Publicity Materials shared across the region.
- NWSCB members are part of the VAWDASV training sub group.

From the Board's Business development day and also in discussion with other Safeguarding Partnership Boards in North Wales, we were able to identify two strategic share priorities and one individual priority each for the Children's and Adults Board for 2019/20:

Exploitation (Shared Priority)

Domestic Abuse (Shared Priority)

Improved awareness and compliance in the Adult at Risk Process (Adult's Board Priority)

Safeguarding in Education (Children's Board Priority)

4.0 How have the Safeguarding Boards collaborated with other persons or bodies engaged in activities relating to the board's objectives;



The NWSB Business Unit has continued to attend the All Wales Business Managers meeting with Welsh Government. As a region, we have to continue to support the development of the National Safeguarding Procedures by holding Joint Policy and Procedures meetings to provide feedback on the procedures. We have two representatives on the project board. As a region, we have provided detailed feedback on all the sections of the draft procedures.

Social Care Wales

The North Wales Safeguarding Boards have engaged and worked with Social Care Wales on the process of developing a national multi- agency training framework and on the national standards document for trainers who deliver Safeguarding training. This standards document was originally developed in North Wales. The Board's Business Manager and the Chair of the Regional Workforce Training Sub Group will continue to meet on a regular basis with Social Care Wales

Police Crime Commissioner

We hold an annual meeting with the Police Crime Commissioner to share progress on our respective priorities. Reflecting the Partnership work across North Wales, we have aligned the exploitation priority across the Safeguarding Partnership in North Wales.

Community Safety Partnerships

The Safeguarding Board Business Unit is meeting on annual basis with the Community Safety Partnerships Managers. The focus of this meeting in particular is to look at the practice themes from APR/CPR's and Domestic Homicide Reviews. In the next business year we will formally launch a joint protocol between the Safeguarding Board and the CSP around the interface between the practice reviews and the domestic homicide reviews.

North Wales Coroners

In addition, we hold an annual meeting with the two Lead Coroners in North Wales. The focus of this meeting is to consider learning themes that have been identified during the year from Coroners reports and practice themes from APR/CPRs. An area that both the Coroner and the Safeguarding Board have identified has been around

the WAST delays in responding to critical incidents. Both the Coroner/s and the Safeguarding Board have sought reassurance from WAST regarding service improvements.



Care Inspectorate Wales (CIW)

North Wales Safeguarding Board now holds an annual meeting with Care Inspectorate Wales. The focus of this meeting is to share information around current practice themes. CIW has also contributed to the work on Adult Practice Reviews as a member on Review Panels in respect of cases where CIW have had involvement within the case. CIW identified an area for improvement in North Wales is around the consistency of the management of the Escalating Concerns process.



Cheshire West Safeguarding Board

In addition to working with the respective Safeguarding Boards in North Wales, we also hold an annual meeting with the Cheshire West Safeguarding Board. The reason for this meeting is due to close geographic links between Cheshire and North Wales, a number of North Wales' resident's access services such as Health from Cheshire. We also see a number of safeguarding cases that transfer in/ out between the respective areas.

The NWSB Business Unit presented to the other North West Regional Business Managers around the Practice Review Process in Wales.



During the year, NWSCB received a presentation from the Independent Inquiry into Child Sexual Abuse. Partner agencies from the NWSB have provided additional information when requested. The NWSCB have also reflected on the learning from the recent report on Sexual Abuse of Children in Custodial Institutions: 2009-2017 - Investigation Report (IICSA, February 2019). In response to this report, we asked the respective Youth Justice Services in North Wales, to review the placement records of any young person who had been placed in one of the custodial institutions identified within the report during the period 2009-2017. This is to ensure that any issues that the young person may have highlighted were address appropriately.

5.0 Any requests the Safeguarding Board has made to qualifying persons under section 137(1) of the Act for specified information, and whether the requests were complied with.

During the period 18/19, the NWSB made no requests to qualifying persons under Section 137 (1) of the Act. We would like to highlight that as NWSB we did hold discussions regarding the use of this legislation in respect of a Learning Review that was being undertaken by the Lawn Tennis Association following a safeguarding incident at a Tennis Centre in North Wales.

The NWSB had not been notified by the Lawn Tennis Association prior to the review being commissioned that this work had been started. Following a number of discussions with the LTA, we were reassured regarding the review process.

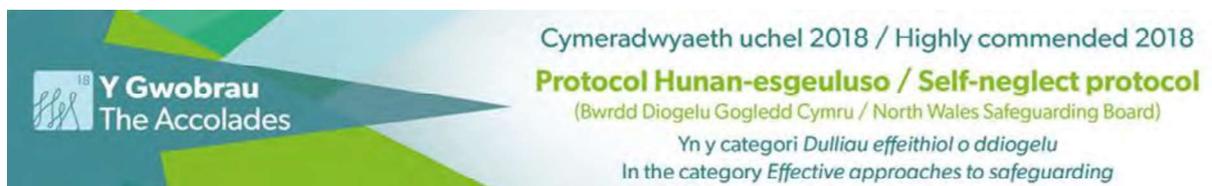
6.0 Achievements of the Safeguarding Boards during the year:

Social Care Wales Accolade

As highlighted in last year's annual report, the NWSAB has undertaken a significant amount of work in the practice area of self-neglect. From the initial learning from the first three adult practice reviews in North Wales it was identified that self-neglect was a recurring theme in each of the reviews. It was clear that multi –agency staff had limited understanding around the issues of self-neglect. A recommendation was made in an APR action plan for the development of a regional self-neglect protocol.

The work that the NWSAB has undertaken over the last two years resulted in a nomination for a Social Care Wales Accolade.

In the category of “Effective Approaches to Safeguarding Practice”, the NWSAB were highly commended.



The NWSAB has continued to promote awareness of the Self-Neglect Protocol, the following activities took place during this year:

- Self-Neglect workshop held during Safeguarding Week.
- Development of Self-Neglect Leaflets for the General Public and Professionals.

- Regional Conference on Self-Neglect. Presentation given by Professor Michael Preston Shoot

In addition, the Policy and Procedures Group reviewed the Protocol and have added an additional guidance around the assessment process.



Herbert Protocol

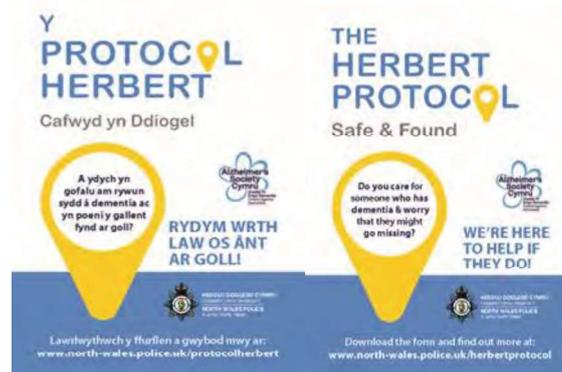
In September 2018, the NWSAB formally launched the “Herbert Protocol” in partnership with North Wales Police. The NWSAB had previously involved a Local Authority to pilot the protocol in North Wales.



The Herbert Protocol is an initiative which encourages carers/ residential care staff to comply useful information which could be used in the event of a vulnerable person going missing.

It was evident from the initial findings that the protocol was seen as a positive development in the region. Positive feedback was received from Families/ Carers and from partner agencies.

At the launch event, presentations were given by North Wales Police, Fire and Mountain Rescue Service and the Dementia lead for BCU.



Continuity of Practice Events



In partnership with the CSE Regional Adviser, the NWSCB has established the Continuity of Practice events. Working across the region and with partner agencies it was clear there was a lot of good practice taking place in identifying and supporting children and their families who had been affected by CSE, however there continued to be a gap in sharing practice across the region.

The idea of developing Community of Practice Events was an opportunity to bring services together and to share good practice, challenges and research with professionals from different agencies.

North Wales Safeguarding Board Business Development Day

The members of both NWSAB and NWSCB came together in January 2019 to reflect on progress made in the last year and to develop our strategic priorities for the coming year 2019-20.

As part of the Business Development Day, the Board members completed the self-assessment toolkit developed by Practice Solutions.

The five themes for Safeguarding Boards in Wales are:

- We have effective governance arrangements.
- We have strong partnership working and effective collaboration.
- We take opportunities to raise awareness of the Board and its work.
- We are focused on quality and performance in the safeguarding of children and adults.
- We understand our safeguarding responsibilities and how to meet them.

As a Board we included a scoring system within the toolkit.

- 0 = The NWSB have not begun to consider this particular standard and/or are unaware of the requirements of Safeguarding Board regulations regarding the standard;
- 1 = The standard recognised by members, may be in a governance document, plan or exist as a system 'we have a sub-group' but limited active work is taking place towards achieving it;
- 2 = The NWSB is actively working together towards achieving this standard;

- ▶ 3 = This standard has been achieved, is being maintained/developed and is contributing to improved cooperation and effectiveness of safeguarding;

The outcome of the Self-Assessment was:

We have effective governance arrangements	Band 3 = This standard has been achieved, is being maintained/developed and is contributing to improved cooperation and effectiveness of safeguarding
We have strong partnership working and effective collaboration.	Band 3 = This standard has been achieved, is being maintained/developed and is contributing to improved cooperation and effectiveness of safeguarding
We take opportunities to raise awareness of the Board and its work.	Band 3 = This standard has been achieved, is being maintained/developed and is contributing to improved cooperation and effectiveness of safeguarding
We are focused on quality and performance in the safeguarding of children and adults.	Band 2 =The NWSB is <i>actively working together</i> towards achieving this standard
We understand our safeguarding responsibilities and how to meet them.	Band 3 = This standard has been achieved, is being maintained/developed and is contributing to improved cooperation and effectiveness of safeguarding

As a Safeguarding Board, we identified that we still need to be able to demonstrate more improvement in the area of improved outcomes for Children and Adults at Risk following the Board’s work.

We identified that preventive work was an area of practice that the Board’s needs to be able to evidence in more detail.

National Safeguarding Week

In November 2018 the Board Business Unit, in collaboration with Local Delivery Groups, co-ordinated and supported a regional programme of events to support National Safeguarding Week

The Board Business Co-ordinators were the link between this group and WG, NISB and other Boards in Wales who all worked collaboratively to provide consistency of approach and resources that were useable in each area. This included a communication pack with factsheets on all safeguarding themes, pre-translated tweets/quotes, press releases and pictures for use by each organisation's communication team, where appropriate.

The theme of the week was Exploitation.

The NWSAB Business Co-ordinator developed a series of "Fact Sheets" on the different forms of exploitation.

The NWSB conference during Safeguarding Week included presentations on:

- County Lines
- Modern Slavery
- Child Sexual Abuse
- Forced Marriage

The Board also received a powerful presentation from a victim of coercive control and domestic violence.

In addition the NWSB launched its safeguarding video See Something / Say Something

The video is available on the Safeguarding Board's website and is available for agencies locally to use.

See Something - Say Something



National Safeguarding Week:

*CVSC Stakeholder
Event*



*Sally Holland - Children's
Commissioner for Wales*



NWSB Exploitation Conference



APR/CPR Learning Event

Likewise attendance at the Children’s Board has been good and again the Chair is keen that we have a consistent membership.

MEETING DATES															
	IOA Council	3 rd Sector	BCUH B	CCBC	CRC	DCC	FCC	GC	NW Police	PH Wales	NWP Service	WAST	WCBC	YJS	NISB
16/11/2018															
21/09/2018															
20/07/2018															
10/05/2018															
16/03/2018															
19/01/2018															

KEY	Attended	Other than Member	Did not attend												

In addition the Business Unit has tracked attendance at the respective sub groups for 2018/19. We have seen improvements in attendance across all the sub groups.

Partner Agency Reports

On an annual basis, each board member must produce an annual report to the Board.

The report demonstrates the following:

- Engagement with the Board
- Work undertaken to support the Board priorities
- Good Practice Case examples

Some of the key messages from partner agencies annual reports follow:

Betsi Cadwaladr University Health Board

BCUHB have made a full and active contribution to the Board, over the last twelve months. In particular it must be noted the work of the Assistant Director with lead



responsibility for Safeguarding who in her role as Vice Chair of the Adults Board has provided invaluable support to the Business Unit.

BCUHB representative is also now Chair of one of the Children's Local Delivery Groups. BCUHB continue to be represented on all of the sub groups.

BCUHB presents local safeguarding performance data to all Local Delivery Group meetings which enables and supports the monitoring of safeguarding practice, and the identification of themes and trends.

It must be acknowledged that BCUHB are continuing to respond to the HASCAS report following the investigation into safeguarding practice at a Mental Health Ward and an example of this is in relation to the Corporate Safeguarding and the MHLDD division, in partnership with CANIAD, have developed a Sexual Safety Task and Finish Group to develop best practice and ensure that this is considered for both patients who are admitted onto Mental Health Wards.

Corporate Safeguarding have fully engaged with the development of the All Wales National Protection Procedures which are due for publication in November 2019

BCUHB has produced a 'County Lines' Exploitation training package to raise awareness across the organisation in relation to this issue. North Wales Police (NWP) have also been providing County Lines training across the health board in key areas. BCUHB have fully engaged in the NWP led County Lines needs assessment to review current training needs across organisations in North Wales.

BCUHB have embedded learning from Child Practice Reviews E.g. Pre Birth Assessments.

Good Practice – Multi-Agency Training Event, Central

Close collaboration between multi-agency partners means that patient experience is improved. To support this, a multi-agency training event was held in October 2018, which was organised and facilitated by Corporate Safeguarding Team. Agencies involved included, North Wales Police, Local Authorities, WAST, NSPCC, Barnardo's, and CAMHS.

104 attendees were present on the training day at Ysbyty Glan Clwyd lecture theatre, with a further 48 candidates that video conferenced in from community hospitals across North Wales. The target audience included sexual health service, school nursing, midwifery, health visitors, CAMHS, paediatric services, MHLDD, GPs and paediatricians.

It was an excellent day with sessions on Looked After Children, County Lines, Exploitation, Modern Slavery, VAWDASV, and the Social Services and Well Being Act (Wales).

Evaluations were excellent and the sessions were very interactive, and included a mix of learning styles. It is intended to repeat these useful sessions annually.



HEDDLU GOGLEDD CYMRU
Gogledd Cymru diogelach
NORTH WALES POLICE
A safer North Wales

North Wales Police

North Wales Police have played an active role in supporting the Board's work. Attendance at the two main Boards has been excellent. We value the input of North Wales Police in particular chairing one of the current Child Practice Reviews that is underway.

In relation to the Regional Priorities, Criminal Exploitation will fall under the remit of a new team through the amalgamation of Modern Day Slavery and Onyx (CSE) teams. This will widen the remit of the MDS teams to include adults vulnerable to exploitation through abuse such as cuckooing and so called honour based matters.

Herbert Protocol - The protocol continues to grow and has been rolled out to care homes across North Wales as well as being available to families across the area. It has received local and national media attention and will be promoted as part of dementia awareness week later in May 2019 to raise its profile further and also allow feedback through the force's social media channels.

Good Practice Case Study:

A vulnerable adult with Down Syndrome was taken to a shop with 3 carers, a member of the public (a carer himself) called the police to report he thought that the male had been assaulted and treated badly by the carers in the shop. By the time police attended the adult and carers had left but the shop made the CCTV available. LPS and social services distributed the CCTV to try and identify the adult. He was identified in less than 24 hours and the carers were suspended and a police investigation commenced. After a lot of enquiries it was not as initially thought and no further action was taken but there were safeguarding meetings and everything was addressed.

The same day as the shop incident the hospital put in a safeguarding referral as he attended there with one of the same carers, again this was dealt with swiftly and the carers suspended.

A few weeks later CCTV from inside the home showed that the vulnerable adult was being physically assaulted by other care staff, again police were called and the adult was safeguarded. The suspects have all been sacked from the home.

This was clearly a "culture" that the team looking after the vulnerable male had developed and with the help of the public, the management at the home, police, Health and social services the male has been safeguarded and the criminal investigation continues.

Isle of Anglesey Council



Isle of Anglesey Council have played a full and active role in the Board's work with excellent attendance at all the Board's meetings including the sub groups.

Significant work has taken place within the Council around the Corporate Safeguarding agenda.

A good example of this is the development of the Safeguarding Advice for School Bus Drivers –the Council 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. At each Local Delivery Group meeting, the meetings considers practice themes from Professional Abuse Strategy Meetings.

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.

Joint working with colleagues from BCUHB regarding referral rates from the local hospital has proven beneficial with quarterly reporting now in place to develop a shared understanding and quality improvements for citizens.

Good Practice case Study:

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.

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.

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.

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.



Conwy County Borough Council

Conwy County Borough Council have made a full and active contribution to the Board, over the last twelve months. Representation at all Board meetings and excellent engagement at the Local Delivery Group.

Conwy Children Social Care was successful in winning a National Social Care Accolade in September 2018. Social care continue to offer young people the 'Armour Group Programme', but also this is now often in conjunction with working alongside parents/carers. Internal and multi-agency colleagues held a refresher day for those young people who had previously undertook the 'Armour' programme in Conwy, this enabled the young people to gain a qualification from this programme.

SERAF to Adult Safeguarding - This has been introduced to have a formal transition process from SERAF [young people] to adult safeguarding when a young person who is assessed as being at risk of exploitation turns 18. The recommendation is for the young persons allocated Social Worker and Personal Advisor to undertake a review of the risks when the young person turns 18. As part of that review, a recommendation would be for the allocating Social Worker and Personal advisor to complete the exploitation risk management tool with or on behalf of the young person and depending on the outcome, they would then be expected to refer to the SERAF transfer process.

Self-Neglect Peer Group - The support group continues to be held every month which social care practitioners utilise to discuss cases with good uptake from external providers. The group continues to develop and a new agenda and case summary template has been developed. Each service will present 2 cases from the risk register which will be identified by the chair a month prior, this will provide a more robust approach to monitor progress.

Good Practice Case Study:

Mum with 4 children; one with learning disability, resides with her partner who is father of the youngest 2 children there is a history of Domestic Violence. Previous care and support plan to support both Mum to meet the need of all 4 children including home conditions and routines. Significant incident occurred in which dad gets arrested for GBH due being violent when intoxicated

Child Protection process followed due to significance of incident against mum's property/belongings in front of children. Mum was not able to prioritise her children's needs and it became apparent that there were some developmental delay in the younger 2 due to lack of stimulation. Concerns in relation to the eldest child due to lack of supervision and risk of CSE – all 4 children were registered.

Mum engaged with FIT and the safety plan. Dad moved away to England, which left mum alone to parent all her 4 children. Intervention from FIT and CALDS was available.

One of the children then discloses that his stepdad is back and had grabbed him by the throat; he is arrested again and leaves area again - he subsequently was arrested for jumping bail. Mum starts to deteriorate, despite intervention and requires the support of her ex-partner / father of the 2 older children who start to stay with him at weekends, with support from his family. Mum moves at the end of the summer holidays to return to her home town in England.

Ongoing CP work from Conwy pending an out of area CP review conference / referral for support decision due to Mum being deemed intentionally homeless by virtue of leaving her welsh tenancy – long arm support from homeless charity is coordinated and Mum engages with her local Women's Aid service.

Children deregistered as the risks had been reduced and managed, they are now all in full time school attendance, family have housing and mum has network of support from her sister and old friends. Referral to new local authority area in England accepted as the family continue to reside in mum's original locality.

Denbighshire County Council



Denbighshire County Council have been supportive of the Board work packages and have excellent representation at all the Board's meetings and in particular have provided support to the Board in providing reviewers and Chairs for the Adult and Child Practice reviews currently underway in North Wales.

Significant work has taken place in the authority around the Adult Safeguarding Agenda. Following the learning from the HASCAS review into a Mental Health Ward at the local hospital in the Denbighshire Area, the development of a pilot project between the authority and BCU is underway. The pilot is focused on the safeguarding reports / incidents relating to the Ablett Unit, looking at ways to improve quality and oversight of the safeguarding reports/ incidents. Improving Adult Safeguarding Practice has been a key area for the Adults Board.

A Safeguarding Forum has been developed across Education & Children's Services. The Forum meets every school term and provides an arena for Safeguarding Leads from School across Denbighshire to meet with Children's Social Care Managers to share and discuss common safeguarding themes and challenges.

Good Practice Case Study:

A is a 22 year old man with a learning disability, living at home with his parents. The concerns were initially raised by the existing social worker due to repeated failure of the family to engage with health or social services staff. There were also concerns raised by a family friend and environmental health.

The family friend contacted social services to raise concerns relating to the mother's mental health and threats to self-harm both her and her son. Information from environmental health raised further issues linked to reports from neighbours relating to shouting/noise levels in late evening and during the night. We were also informed that the family had stopped prescribed medication and were instead giving the citizen cannabis oil, which at the time could not be legally prescribed.

The MDT had started to explore the grounds for an Adult Protection and Support Order (APSO). Our view was that the family had initially engaged with an occupational therapist and consented to an assessment of their care and support needs. These concerns related to the welfare of the citizen, his capacity around his medication, the risk regarding epilepsy and possible death, along with the general welfare of the family.

Action Taken

A strategy meeting was held and legal advice sought.

Referral for an advocate for A

The advocate provided information regarding the legal framework for the family to support decisions regarding health (initially, subsequent care and support and residency) on behalf of the citizen (deemed to lack capacity). Advocate and social worker continue to develop a working relationship with the family and A

The risks have reduced, A appears well and family are trying their best to find any medication that helps his epilepsy. Family are applying for deputyship, while the Deprivation in Domiciliary Setting (DIDS) process is being implemented.

There are ongoing assessments regarding the risks associated with A's health needs .i.e. epilepsy, the citizen has been offered epilepsy appointments in YGC and involvement with occupational therapy.

The difference/impact to the citizen and or the service

Ongoing involvement with professionals/agencies to support A with regards to the ongoing difficulties due to the affects that his epilepsy causes him in day to day life .i.e. sleeps during the day and awake at night due his seizures.

Family are still reluctant to let professionals visit, preferring telephone contact. However, there is an improvement due to the developing working relationship between social worker, A and family, resulting in more face to face contact in supporting A and future planning with family involvement



Flintshire County Council have made a full and active contribution to the NWSB have appropriate and consistent membership and engagement on all the regional sub groups.

Flintshire has undertaken joint working project with Wrexham County Borough Council around the monitoring of adult safeguarding

performance and the work of the PQAA (Performance Quality and Audit) sub-group of the Flintshire and Wrexham Adult Safeguarding Delivery Group. Have also reviewed the statistical reports which highlight safeguarding data for both Flintshire and Wrexham, to make the data more meaningful.

Flintshire have also undertaken significant development in safeguarding referral pathways from Single Point of Access (SPOA) adults to Safeguarding Unit which has enabled robust and consistent action to be taken to protect and safeguard individuals.

The role of advocates is integral to a number of areas of work within safeguarding. Advocacy Services are used as Relevant Person's Representatives (RPRs) when undertaking DOLS assessments.

Safeguarding is a corporate priority set out in the Local Authority's annual Council Plan "All Council portfolios to understand and act on their responsibilities to address safeguarding". Throughout the year the Senior Manager and Safeguarding Unit Manager have been attending council committees to raise awareness of the role of members in Safeguarding.

As part of improvements to processes within safeguarding Flintshire have undertaken a piece of work between the Safeguarding Unit and our Single Point of Access to improve the quality of the Safeguarding referrals coming through from the front door and ensuring all key information is available.

The number of Adult Safeguarding referrals continues to increase putting pressure on the team to screen initial referrals and undertake our duty to enquire. The lack on National Guidance continues to hindering progress and we look forward to receipt of the guidance in November 2019.

In Flintshire, CSE forms part of a broader strategic and operational approach to safeguarding in relation Exploitation. Exploitation takes many forms including Child Sexual Exploitation, Criminal Exploitation, Modern Day Slavery and County Lines. Over the last 12 months we have refined our approach to the MET agenda (Missing, Exploitation and Trafficking).

We have established a Flintshire operational MET Panel as well as a quarterly strategic MET Panel. Both Panels have partner agency representation. The strategic MET is a joint meeting with Wrexham with the operational MET having a specific Flintshire focus. This approach supports a strategic and operational focus in building accurate intelligence about local trends and networks with a focus on victim, offender and location (including internet safety as well as places).

We were closely with Action for Children and commission them to provide direct work young people. In addition our Youth Justice service have a formal service Level Agreement with Action for Children to further assessment, intervention and planning when responding to young people who display sexually harmful behaviour.

This partnership has served to provide AIM training for Youth Justice and Action for Children practitioners whilst enabled a joint assessment and intervention response to young people who display sexually harmful behaviour

Advocacy reported a good practice example case of a gentleman who had been on the Older People Unit in hospital for a long time. The gentleman had very little or unsuitable clothes, and he had no toiletries or money.

Hospital tried to correct this issue with the family, after several requests, was still without and only after safeguarding referral things improved. Family were contacted and brought clothes etc.

MH Services raised safeguarding referral as dignity and care was not being upheld. Gentleman was discharged from hospital to residential placement. Family now ensure gentleman has enough money for clothes, toiletries etc. Gentleman was entitled to RPR (Relatives Patient Representative) under DOLS.

Cyngor Gwynedd

Gwynedd and Môn have worked in conjunction to jointly audit a random selection of safeguarding cases. The Safeguarding Boards joint audit tool was used to establish how we perform in relation to the timescale for the enquiry stage and if there is a clear rationale for decision making.



Gwynedd have contributed widely to the work of the CPR group having chaired six panels and contributed reviewers to three reviews. A member of the APR Group from Gwynedd is currently undertaking the role of a reviewer for an Adult Practice Review.

In addition, the Head of Service represents Children's Services on the National Child Protection Procedures Review Board and Senior Managers have attended and contributed to all of the additional regional group meetings arranged in order to provide feedback on the new National Procedures.

Following the MAPF on a Care Home closure, commissioned by the North Wales Adults Safeguarding Board, the Senior Manager for Adult Safeguarding and Quality Assurance created an action plan for the Department in order to address issues raised within the report. The action plan has been shared with both CIW and Health colleagues and it is hoped that the learning from the MAPF will improve joint working arrangements.

This year Gwynedd has continued to increase the number of Social Workers and Edge of Care Workers that have received AIMS training for under and over 12's both in assessments and in interventions, restorative justice, sibling assessments and technology assisted HSB. Gwynedd now has a significant percentage of its workforce skilled in order to manage the increasing demands of HSB.

The Adult Safeguarding Unit is committed to joint working and weekly meetings have been arranged with health colleagues to ensure consistency and avoid any duplication. There is a commitment to working closely with providers to ensure that they are given adequate and timely support if needed. Safeguarding is discussed

within the Department's Management Team's monthly meeting so that we can identify potential areas that can strengthen the adults safeguarding arrangements within the County.

Good Practice Case Study:

The case relates to a mother in her twenties. She had five children in all. Two lived with their father and three lived with her, and were not open to Social Care.

She entered into a new relationship and her new partner injured one of the children. As a result S47 investigations followed and the mother disclosed that she was pregnant with her new partner's baby.

Due to the seriousness of the assault, the partner spent time in prison and direct work was undertaken with the mother to help her understand the risk to the children. Initially, this was challenging and as a result of what could be described as 'disguised compliance', the LA applied for Interim Care Orders and Pre-birth risk assessment were completed and the unborn child was included on the Register. Risk assessment, therapeutic services and direct work with the father on his release from prison were undertaken. The Edge of Care Team workers spent time with the mother following the birth of her child and she also attended the Freedom Programme. They were granted. The children remained at home with mother under a Placement with Parents arrangement.

Care Orders were granted and the children remained at home with the mother. All services continued to the family focusing on risk, parenting and mother's ability to protect the children. Direct work was undertaken with the children at home with mother focusing on their wishes and feelings. Multi-agency joint working especially with health colleagues in this case was good and there was a clear understanding of the outcomes that all were working towards in relation to the children.

Although challenging at times, the outcomes for the children have been good and the children remain in their mother's care. By now, there is a Care and Support plan in place as the Care Orders have been discharged. Mother has separated from her partner and is in a new supportive relationship. She continues to receive services and is stating that the time that was spent and invested with her undertaking one to one work by the social worker and key worker from the edge of care team was the key to achieving the best outcomes for her children.



Wrexham County Borough Council

Wrexham County Borough Council have made a full and active contribution to the NWSB have appropriate and consistent membership and engagement on all the regional sub groups.

Monthly exploitation Panels are now well embedded into the culture of WCBC so much so that after consultation nationally we have followed the Gwent and Hampshire models and further developed the panels into MET (Missing, Exploited and Trafficked) panels

Wrexham and Flintshire have also developed a quarterly “Strategic” MET Meeting. These meetings take a strategic approach to the wider agenda of exploitation by trying to identify patterns and trends in and across the locality. They have been instrumental in identifying some local trends and focussing targeted interventions in certain areas in Wrexham.

With regard to missing from home interviews, WCBC has a designated officer who undertakes these interviews with all children reported as having had a missing episode

Wrexham County Borough Council Adult Social Care is well represented at an appropriate level on the Board as well as the subgroups and are active members of these groups.

Wrexham has embedded a What Matters template in the Enquiries, Evaluation & Determination Form used to record the making of and outcomes of inquiries. The What Matters ensures that the voice of the individual has been captured with all safeguarding enquiries as well as the outcomes that they are seeking from the process.

The development of a specialist adult safeguarding team in January 2018 has enabled Adult Safeguarding to develop specialist practice knowledge. All team members participate in monthly workshops, action learning sets and escalation meetings with the Head of service and the Practice development manager. The aims of these workshops are for continuous improvement within the service, they also allow the opportunity for the team to discuss and explore practices which contribute to effective delivery of services and achieving better outcomes for individuals.

Good Practice Case Study:

The MET meetings have previously highlighted concerns in relation to a town centre fast food outlet with young people gathering late at night sometimes drinking and other activities of concern. Once the pattern had been identified via the MET panel meetings we were able to target work via the PCSO’s locally as well as providing training for staff to be alert to grooming behaviours

Gwasanaeth Prawf
Cenedlaethol
National Probation
Service



The National Probation Service (NPS)

The National Probation Service view Board attendance as a strategic priority and this is reflected in the level and frequency of attendance at the North Wales Boards as well as the sub regional groups.

The NPS has also prioritised attendance and participation at the Domestic Abuse and Sexual Violence Forum which represent priorities for the Board.

HMPPS and North Wales Probation are working closely with partner agencies and Welsh government to focus on the following identified groups.

- Women's' Pathfinder - Designing and implementing a women-specific, integrated, multi-agency approach to managing women who come into contact with the criminal justice system in Wales.
- SToMP (Supporting Transition of Military Personnel) - Improve co-ordination of services for ex armed service personnel across HMPPS in Wales and the wider CJS via the SToMP project, including hosting a series of Community Days across the prison estate.
- We have developed a multi-agency delivery within the west and eastern areas of North Wales implementing an Integrated Offender Management approach to managing offenders who pose the highest risk, threat and harm across the whole of HMPPS in Wales, to protect vulnerable individuals within the community.
- Domestic Abuse Priority Perpetrators (DAPP): Designing and implementing an effective multi agency response to the risks posed by priority domestic abuse perpetrators.
- Support the Adverse Childhood Experiences (ACEs) agenda and embedding training for all staff to support the development of a multi-agency ACE informed approach for early intervention and root cause prevention.
- NPS North Wales are committed to disrupting those individuals who are identified as being within an Organised Crime Group, which includes CSE and TACT offender, through working closely with North Wales Police and HMP Berwyn.

In November 2018, NPS Wales was inspected by HMIP and their report has recently been published. NPS Wales have been given an overall rating of 'Good'. The "good" rating has been determined by HMIP inspecting three areas of work:

Key issues identified for the organisation include:

Offender Management in Custody - During 2019 Wales has implemented the OMIC model which sees a change in the management of those offenders who receive a custodial sentence. The responsibility of managing the offenders during the time in custody will be within the offender management unit in custody.

Future of Probation Service in Wales - In Wales, we are progressing with the proposals as set out in last summer's consultation to bring Offender Management into the National Probation Service. and developing options for how we want Accredited Programmes, Community Payback, Rehabilitation and Resettlement services to be delivered in the future and competed for by private and voluntary sector organisations.

Good Practice Case Study:

A female has a 5 year history of working with Probation and comes from a background of a traumatic upbringing, poor education, and domestic violence in the household, substance misuse (predominantly alcohol) and has been diagnosed with a mild learning disability.

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Reducing her risk has been difficult as a single agency and she continued to re-offend whilst also presenting as vulnerable.

Her risk escalates when she is lonely, homeless, bored, intoxicated and when in unsuitable relationships, in which she can become both victim and perpetrator.

Throughout the last 5 years, much work has been completed to support her but in the last 12 months, more significant work has been completed jointly with Housing, the Vulnerable Adults Team, North Wales Police, Health and Learning Disabilities Services to provide a more holistic approach to meeting her individual needs and reducing risk.

She is now linked with Rhyl Women's Centre, social worker, Learning disability nurse and housing officer to support her becoming independent and having her own home in the future. This has been achieved through effective joint working, and monthly meetings continue ensuring safeguarding measures to herself and others are in place.

She has completed her period on probation for the first time in five years and has not committed further offences during this time.

The Community Rehabilitation Company (CRC)

The CRC in Wales have undergone a number of changes during the year. In February Working Links LTD, and Wales CRC entered into Administration. The CRC was taken into KSS (Kent Surrey and Sussex) CRC through a contract variation. KSS CRC are owned by SEETEC. We are now called the Wales Probation Service Part of KSS CRC



The LDU Head for North Wales has continued to attend the North Wales Adult Safeguarding Board and has continued as Vice Chair of the regional Childrens board and attend as many meetings as she is able and has also chaired a number of appeal meetings during the lasts year, also the LDU Head chaired the Tawel Fan Task and Finish Group and represents the Board at the stakeholder group for the health board for Tawel Fan.

Domestic Abuse is a top priority within the CRC in Wales. We deliver the Respectful Relationship Accredited Programme to those men who have been convicted of Domestic abuse offences at court.

We also deliver the Respectful Relationship Rehabilitation Activity to those men who do not meet the criteria the Accredited Programme and launched a new Practice Direction for Domestic Abuse. Alongside this was an online training package which require a pass mark of 80%. CRC attend and actively contribute to the MARAC process.

CRC have not undertaken any specific work streams to meet the Board Priorities however they are embedded in our work. We have launched a new Adult Safeguarding on line training course during the year. Staff where required to obtain a pass mark of 80%.

We launched a new Safeguarding Policy across Wales in the autumn of 2018. We linked this to a launch of the training during safeguarding week. We arranged for teams to spend time discussing issues raised within their teams linked to safeguarding during the week.

This has been a challenging year for staff working within the CRC, due a number of changes with the organisation. Staff have done an amazing job in keeping focus on their work, while workloads have been high.

Good Practice Case Study:

A CRC case was recently bailed with a TAG to reside at his mother’s property. The individuals mother contact the Probation staff member very concerned as she was frightened of her son and did not want him at the property, however she was too scared to inform him.

In discussions with his mother we found out that the property was a one bedroom flat with warden support, in a complex for over 50’s. It was also felt that the mother was vulnerable from her son if he were to reside at the property.

The Probation Service Officer was able to contact Flintshire Housing who confirmed that this was not a suitable bail address. The staff member liaised with the NPS and CPS and had the case returned to court to have the bail address reviewed. They were able to use the information provided by Flintshire Housing to evidence that the property was unsuitable rather than the mothers concerns. This ensured that the service users was not aware of his mother’s concerns and protected her.

Non Statutory Board Partners

It must also be highlighted the contribution of Non Statutory Board partners during the period 18/19.

Welsh Ambulance Service Trust: The Welsh Ambulance Services NHS Trust (WAST) achieves the Safeguarding objectives of each Regional Safeguarding Board by effectively working together to ensure good outcomes for people who have contact with our service within the Board Region.

Our activity during 2018-19 to prevent, protect and support individuals and their families within the North Wales Safeguarding Board region has included the following:

WAST Child at Risk Referrals to Local Authority	227
WAST Adult at Risk Referrals to Local Authority	79
WAST Adult Social Care Need Referrals to Local Authority	370

WAST opportunity for increased engagement has been promoted by attendance at the Regional Board meetings and involvement in the associated work plans. This has included participation in 1 Adult Practice Review, 1 Child Practice Review and 3 Domestic Homicide Reviews.

Learning from the Reviews is coordinated by WAST Safeguarding Strategic Group to ensure dissemination throughout the organisation. WAST staff have attended the Learning Events held which has ensured the voice of our practitioners has directly contributed to the Review, that practitioners can hear the perspectives of the family and that with other Multi agency attendees they are able to reflect on what happened and identify learning for future practice. All Learning is incorporated into WAST Safeguarding training, policies and procedures as appropriate.



Care Forum Wales has been supporting the Board's work packages around Adult at Risk.

The North Wales Fire and Rescue Service have engaged with the work packages around Adult at Risk and the Herbert Protocol.



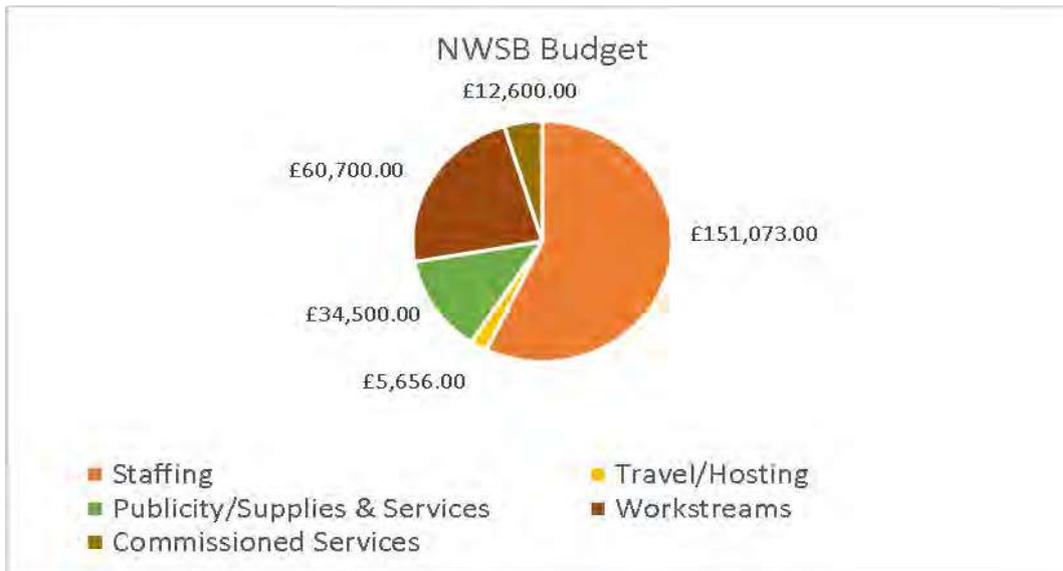
In relation to the work packages around Exploitation and Harmful Sexual Behaviour, the work of both **NSPCC** and **Barnardos** has been invaluable in improving practice across the region.



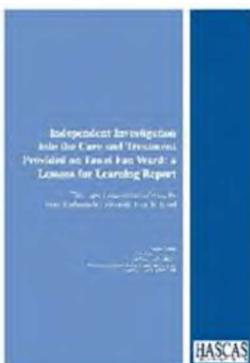
Public Health Wales (PHW) have made a full and active contribution to the NWSB. The National Safeguarding Team Representative has provided support to the Board on a number of levels including undertaking APR's. They continue to promote awareness of ACEs (Adverse Childhood Experiences) and around national developments in respect of exploitation.

8.0 An assessment of how the Safeguarding Boards used its resources in exercising its functions or achieving its outcomes:

The North Wales Safeguarding Board uses the national funding formula to assess and identify annual financial contributions from statutory partner agencies. The graph illustrates how the board has made use of its financial resources within the context of income, expenditure and partner contributions in the preceding financial year.



9.0 Any underlying themes in the way the Safeguarding Boards exercised its functions as shown by an analysis of cases it has dealt with, and any changes it has put into practice as a result:



Tawel Fan

A significant amount of work has been undertaken by the NWSAB in response to the safeguarding issues highlighted at the Tawel Fan in patients ward at Glan Clwyd Hospital.

Although the NWSAB was not established at the time of the concerns being identified in 2010-13, the Chair of the Adults Board attended the Welsh Government’s Safeguarding Oversight Panel.

In addition, members of the Safeguarding Board attended the panel, to provide further information around Adult Safeguarding Practice in North Wales.

The Safeguarding Board also provided scrutiny and support to the Multi-Agency review into potential safeguarding cases at the ward.

In response to the HASCAS report, the NWSAB established a Task and Finish Group of multi-agency practitioners to respond to the recommendations within the report around wider safeguarding concerns.

It is important to remember that the HASCAS report focused on safeguarding practice in 2010 -2013 and so the Task and Finish Group considered the recommendations identified against current practice in North Wales.

Key practice areas identified included:

- Promote awareness on sexual safety on wards.
- Inconsistent approach to safeguarding referrals on patient on patient abuse.
- A consistent approach to the management of adult at risk concerns.
- Improved connectivity between multi-agency partners.

In response to the recommendations, the following actions were undertaken:

- Sexual Safety conference held for multi-agency staff, looking at key national safeguarding guidance, looking at good practice from a neighbouring Police Authority in England and a number of practice/ case study examples shared with the practitioners in attendance. In addition, the NWSAB is supporting the development of the BCUHB Sexual Safety Policy.
- In response to the concerns around the practice area of response to Patient on Patient abuse, the NWSAB undertook an audit of cases in North Wales. Good practice was identified in a number of cases but it was agreed that NWSAB would issue further practice guidance around this practice. The Policy and Procedures Group are currently working on this guidance.
- In relation to the management of Adult Risk Concerns, the NWSAB issued further guidance to multi-agency staff including “Top Ten Practice Tips to completing a Safeguarding Report”.
- Improved connectivity between Multi-agency Partners: The NWSAB has focused on the development of the Enquiries stage of the Adult at Risk process. This action was an identified work package arising from a recommendation within the HASCASS report and the Tawelfan Task and Finish Group. BCUHB are currently leading on developing the pilot within Corporate Safeguarding, Mental Health and Learning Disability Division within their organisation, where identified staff within the service will be expected to undertake “enquiries” when requested by the Local Authority. The NWSAB and BCUHB are jointly delivering this activity to multi-agency practitioners, including third and independent sector organisations with the support of the Boards Business Unit. The Board has also developed a Regional Enquiries Template and have a number of workshops planned for 2019/20 around undertaking enquiries’



In addition to the work that the NWSAB had already started in responding to the HASCAS recommendations, the Welsh Government appointed three independent facilitators to review the partnership working arrangements within the NWSAB.

The Welsh Government believed that there have been additional challenges to the Board as a result of the increased level of scrutiny experienced by Betsi Cadwaladr University Health Board due to the public, professional and political concern arising from the published reports commissioned in connection with patient experience at Tawel Fan

The Independent Facilitators attended a number of Board's meetings and sub group meetings and reviewed Board documentation over a four month period. In addition a number of one to one interviews took place with Board members.

The facilitators from their observations highlighted the following:

- Well-attended Board meetings with appropriate reports, recorded actions, approved minutes, engaged participation with respect and challenge.
- Final meeting of the Tawel Fan Task and Finish group, which had fulfilled its brief.
- The APR Working Group, with evidence of appropriate escalation to the main Board.
- A well-attended half-day multi-agency event (held jointly with NWSCB) in Safeguarding Week with positively received and meaningful presentations, which reflected current and relevant safeguarding matters.
- Adult at Risk Workshop. This event provided participants with updates on relevant legislation through external presentations, which were generally well received. It also gave participants an opportunity to consider a new enquiries form currently being piloted in Wrexham although the format of the workshop exercise was challenging and somewhat confusing for some attendees. Feedback on this half-day event clearly indicated an appreciation of the input provided on the role of Advocacy and requests for further training on the Enquiry Stage in the referral system.

The concluding recommendation from the report:

'We have experienced a Safeguarding Adults Board which has made good progress through 2018 in addressing partnership relationships that had been adversely affected by the concerns arising from the published reports in connection with the patient experience at Tawel Fan.

This progress has been achieved through the willingness of Board members to learn and work together with the clear common purpose of improving adult safeguarding arrangements in North Wales. Improved consistent membership across all partners has undoubtedly assisted the Board to reach this position, together with positive and appropriate Chair and Vice Chair arrangements, supported by a well-respected and effective Business Unit.

We are satisfied that the Board has, within its own resources, the ability to continue to meet its purpose and deliver on its objectives.'

PRUDiC and Child Protection Conference Appeals

Since 2018, the NWSCB has responsibility to quality assure the PRUDiC process. We have developed a quality assurance toolkit which is completed after each PRUDiC. In addition, we have a standing agenda item at each Child Practice Review meeting to consider any key themes from the PRUDiC process.

During the period 18-19, we held two Child Protection Appeals meetings. Neither conference appeal was upheld.

Adult at Risk Audits

Regular themed audits are undertaken by the local delivery groups. In the past 12 months the following audits have been undertaken:

- Quality of Safeguarding Reports including the enquiries stage.
- Quality of Strategy Meetings

The Key Findings included:

- Improvement seen in the Quality of Safeguarding Reports in comparison to the 2017/18 audit.
- Improvements need to be seen in ensuring the Adult at Risk has access to advocacy services.

In response to the audit findings, the NWSAB held a workshop which included Advocacy providers to highlight the legal requirements around ensuring the individual has / is offered access to Advocacy.

Multi-Agency Professional Forum Review

In 2018, the NWSAB commissioned an Independent Reviewer to undertake a review into a Care Home Closure. The purpose of the review was to consider the effectiveness of the Multi-Agency Joint Working.

The desktop review reviewed the key documentation such as the POVA documents and the escalating concerns process.

The review identified areas for improvements in the following practice areas:

- Robustness of the risk assessment process
- Improve the interface between the Adult Safeguarding Process and the Escalating Concerns process.

In response to the key themes identified, an action plan was developed and overseen by the local delivery group. The escalating concerns regional policy has been updated and a commitment to hold more multi-agency learning workshops to develop a shared understanding of the adult at risk process.

Adult/Child Practice Reviews

During the period 2018/19, the NWSB published only one Adult Practice Review. Although at the current time, we have three Child Practice Reviews and two Adults practice reviews underway.

The Adult Practice Review published identified practice issues around working with challenging families and around oversight of Direct Payments.

In response to the issues identified, the following actions were undertaken:

- Multi-Agency guidance on working with challenging Families/ Carers developed
- Developing joint multi-agency training on conflict management techniques for front line staff.
- 7 minute briefing developed around Direct Payments and Safeguarding and available on the Board's website

The Child Practice Review group have focused on ensuring all action plans from Reviews had been completed and presented back at Board for sign off.

In addition, we have had two MAPF reviews undertaken during this period and presented at the Board. The key issues that were identified within the reviews were around compliance with the Pre Birth Assessment process and inter agency working at the case conference.

In response to the report findings, the NWSCB undertook audits in respect of the Pre-birth assessment process and around the quality of GP reports to conference. We continue to monitor these two practice areas.

The NWSCB via the Heads of Service for the respective local authorities highlighted to the Local Family Justice Board, some concerns around Court directed placements which are made at short notice within court proceedings.

This places pressure on local authorities in particular to identify placements or re-assess family arrangements and ensure the necessary safeguards are in place.

This was in response to one of the practice areas identified within a MAPF, where the Local Authority was directed to find a Mother and Baby Placement within 24 hours.

Lawn Tennis Association Review

LTA Board commissioned an Independent Review led by Christopher Quinlan QC and administered by Sport Resolutions (UK). The review was in response to the criminal conviction of a tennis coach who had committed sexual offences against a young tennis player at a tennis centre in North Wales.

The review report was presented to the board by the LTA safeguarding unit. In response to the review, the NWSCB sought reassurance that the LTA understood the differences in safeguarding legislation in Wales. That safeguarding training delivered to the LTA safeguarding unit who were based in England did cover Welsh Legislation.

As a Safeguarding Board, we also received a presentation from the NSPCC Safeguarding in Sport Unit and also from the Ann Kraft Safeguarding in Adults officer.

10.0 The number of adult protection and support orders which were applied for in the Safeguarding Board area:

Within the region, one adult protection and support order was applied for.

The case was in respect of an individual with a diagnosed mental health disorder. Concerns were identified in respect of their wellbeing both emotionally and physically and the potential controlling influence of their partner.

The partner was preventing services from being able to provide support to the individual. Due to the interference of the partner after attempts had been made to undertake a Mental Health Assessment, a decision was made to apply for APSO so that agencies could be able to meet the individual without the partner being present.

11.0 When and how children or adults exercised an opportunity to participate in the Safeguarding Board's work:

The NWSCB Business Coordinator has been working with the Citizens Panel Coordinator/ Youth Volunteering Development Officer from the CVSC. This work included gaining an insight into what the children and young people on the citizen's panel regarding:

- What matters to them?
- What can the Board do to help?
- How can the Board raise awareness?

- Do they know anything about the board?
- What would they like to see on the Board's website?

The Children and Young People had limited awareness of the board but they felt awareness of the board is very important as well as making the Board's resources widely known and available. They felt this could be done through awareness in schools and through youth groups in order to raise awareness with young people.

They felt safeguarding was a very important topic and they want to know the key points about safeguarding and what they can do if others are in need or something happens.

The work package from this consultation has been for the Board to focus on engagement with schools in the region. The Children and young people also identified that further work was required on the website.

In response the NWSCB Business Coordinator attended participation sessions at the NSPCC with children and young people; they discussed what safeguarding meant to them and how the children and young person information page on the North Wales Safeguarding Board website could be improved.



The children and young people looked at images, design etc. they also looked at the content of the webpage and made suggestions around how the content and information could be better placed.

This is a document the children and young people designed for the webpage:

From participation with the children and young people it was ascertained the current page was too dull; they thought it would be improved greatly if it were more colourful.

In addition, we have also gone to meet with Young People who have been in receipt of services from the local authority. The Young People we met included a number of young people who had been subject to a Child Protection plan.

The key messages that as a Board we are receiving included:

- Need to ensure we have greater say / voice at Child Protection Conferences
- Conference reports are too complicated / long
- People talking about me, who know nothing about me?
- Tell me what needs to change
- Why does something that happened 10 years ago need to be brought up at a meeting about me?

In response, the Board are monitoring via Local Delivery Groups children's attendance at conference meetings. A number of Local Authorities within the region have now developed on line questionnaire/ feedback around the review process.

As a Board in 19/20, we will do more detailed research/ engagement around the experiences of children subject to a child in need of protection plan.

We will also continue to work with Children/ Young People via a newly commissioned NWSCB Child Criminal Exploitation Drama which will be available to all schools in North Wales in 19/20

In relation to Adult Safeguarding, the NWSAB Business Co-ordinator has been working with a number of community networks to support the development of a number of awareness raising materials around Adult Safeguarding.

This was in response to work that had taken place with the Citizens Panel in the Region, where the following questionnaire was sent out:

The following questions were asked:

- Would you recognise abuse?
- What should you do if you suspect abuse?
- Where would you go to find further information on safeguarding and how to report?
- Have you heard of the Safeguarding Boards and what do you think they are there to do?

Due to the limited response and respondents it is unclear around where to go to report abuse, the Board has focused on developing awareness raising materials aimed for the General Public.

12.0 Any information or learning the Safeguarding Board has disseminated, or training it has recommended or provided;

The NWSB have engaged with Social Care Wales and other Safeguarding Boards across Wales in the development of the Regional Safeguarding Board Training Framework. In addition the work that had started in North Wales around the Standards document for Safeguarding Trainers has been shared with members of the Workforce and Training Safeguarding Sub Group.

The document lists standards that any officer who is delivering either Child at Risk or Adult at Risk must adhere to.

This is an important development in North Wales, where we have seen agencies commissioning Safeguarding Training from England, where reference is made to the English Legislation without acknowledging the differences in Welsh legislation.

In particular this was an area that was identified from last year's Training Needs analysis, where it was highlighted that Commissioned Services such as Residential Care Providers were struggling to access the All Wales Basic Safeguarding Training and so using safeguarding materials from English authorities/ agencies.

To respond to this action, the Local Authorities have increased the number of Basic Safeguarding Training Courses in the Region to meet this demand.

The previous Children's Commissioner in Wales had highlighted the lack of Children's Joint investigation training taking place in Wales. With the support of NWP and BCU, the NWSCB were able to hold three multi-agency joint investigation training events.

The training covered the following areas:

Module 1 - Safeguarding and the National/ Regional Context. Learning Outcomes from Child Protection Reviews.

Module 2 - Communicating with Children - Development of skills in communicating with victims of abuse during an s47 investigation.

Module 3 - Joint Working with the Police - Steps involved in carrying out a joint investigation. Differences between SSD & Police roles in s47's

Module 4 - Joint Working with Health - Child development and the effects of abuse.

Other highlights included:

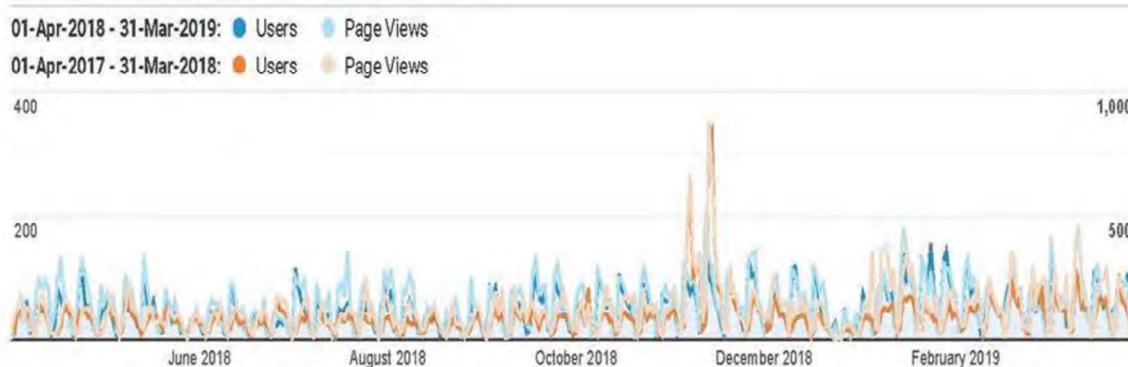
- Adult/ Child Practice training for reviewers
- Learning from Adult/ Child Practice Reviews
- Ten Stop it Now training sessions delivered across the region
- Adult at Risk Safeguarding Enquiries Training delivered
- Sexual Safety in Mental Health Wards
- Self-Neglect Regional Conference

North Wales Safeguarding Boards Website



The ongoing development of the Safeguarding Board Website has seen an increase in resources and information being made available, not only for professionals but also for the general public. The number of people who have signed up to receive weekly updates for the website has increased again in 18/19 and the number of page views on the site have increased.

Users and Page Views



The creation of a resources page on the site and in particular '7 minute briefings' power point presentations, has been particularly popular, with Boards across Wales referencing the page on their own websites. These are also being used across the region by all agencies as a valuable source of information.

There are now over 90 '7 minute briefing' PowerPoints available on the website and can be used for reference in training, information for Corporate Panels and Team meetings.

Current themes such as "Breast Ironing" are now available in a 7 minute briefing format.



13.0 How the Safeguarding Board has implemented any guidance or advice given by the Welsh Ministers or by the National Board;

In relation to the advice and guidance given by the National Board, the Practitioners Guide to Basic Legal Principles has proved an invaluable document for all multi agencies to access.

In addition the advice note given to Regional Safeguarding Boards has helped to clarify a number of practice issues such as Freedom of Information request.

It must also be noted the support of the previous National Board representative who attended the Board meetings in North Wales. During the period when the NWSAB were responding to the HASCAS report and the Welsh Government commissioned review, the National Board member was supportive to the Chair and to the Business Unit. We look forward to working with the National Board members.

We have responded to all consultation requests from the Welsh Government and currently involved with the work around the Bill around the removal of the defence of reasonable chastisement.

14.0 Other matters relevant to the work of the Safeguarding Boards:



Impact of Financial Austerity

It must be highlighted the impact on all Board Partners of the UK Government's reduction of funding to all agencies involved in safeguarding work. Agencies are having to meet an increasing demand and complexity in safeguarding work whilst seeing a reduction in resources. The impact on Safeguarding Boards has been seen in the reduced capacity of Board members to release staff to undertake part in Board work such as providing reviewers for Child/ Adult practice reviews.

In response the NWSB have commissioned reviewing training for Adult/ Child Practice reviews and also commissioning independent reviewers to undertake this work. In the long term, this will impact on the Board's resources if we need to continue to commission reviewers.

National Safeguarding Procedures

The NWSB have contributed to the work packages around the development of the Safeguarding Procedures. The Board has been represented on the Project Board and the Joint Policy & Procedures group have responded to the consultations on the relevant sections. In 2019/20, the Board will be focusing on ensuring that all multi-agency partners have access to the relevant learning materials and training.



It is important that we take into account the number of training demands that are being placed on the workforce in the Statutory Sector in particular around the VAWDASV and the ACE's workshops.

Safeguarding in Schools

The NWSCB has made safeguarding in schools a priority area for 2019/20. This is in response to a number of practice issues that have been identified in the previous 12 months.

We have seen an increase in the number of children in North Wales who are now home educated.

Elective Home Education Numbers

Local Authority Area	Number of children home educated
Wrexham	68
Flintshire	87
Conwy	115
Denbighshire	85
Gwynedd	81
Ynys Mon	77

Significant work has taken place in Local Authority Education departments across the region to ensure safeguards are in place for Home Educated Children. We await the outcome of the Welsh Government Guidance in 2019/20 around Home Educated Children and hope it provide a robust legal framework to support agencies working with children who are home educated.

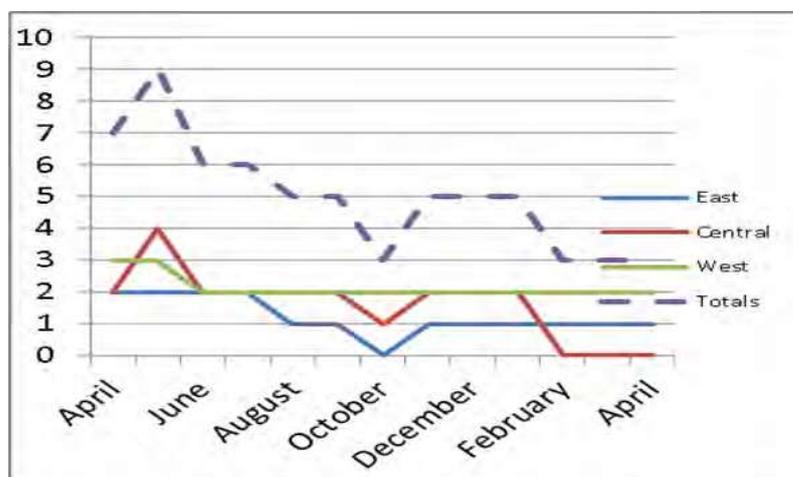
As a Board we have also identified the need to work with Independent Schools in North Wales in strengthening safeguarding arrangements within the schools. A number of Independent Schools are listed as charities and so it is essential that Schools Governors are able to provide oversight around safeguarding arrangements in these schools in accordance with the Charity Commissions requirements.

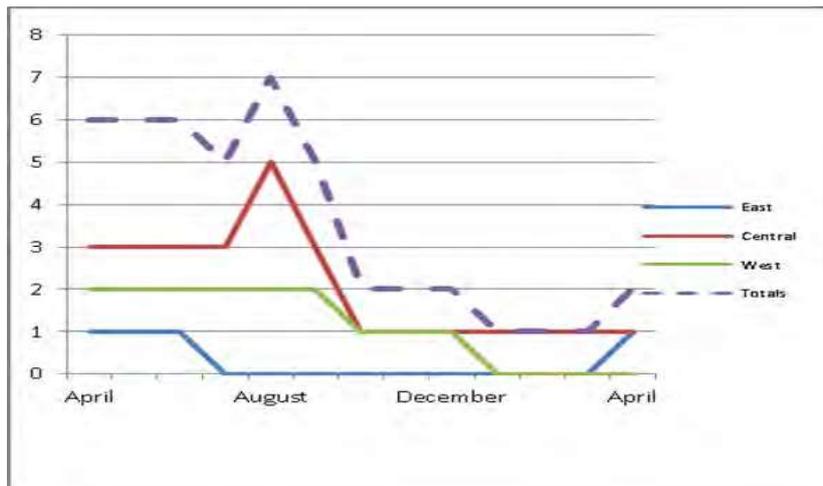
As a Board, we will also consider our response to the increase in number of Knife Crime being reported within Schools in England and Wales.

Challenges within the Residential/ Nursing Care Sector

The NWSAB continue to track and review the number of Residential Nursing / Care Homes placed within the Escalating Concerns process. Quality of Care issues can quickly escalated into Adult at Risk issues.

Number of Nursing Homes in Escalating Concerns during 2018/19





Number of Residential Homes in Escalating Concerns during 2018/19

Wylfa Newydd

In the annual report last year, we highlighted the potential safeguarding implications on the proposed new Nuclear Power station in Ynys Mon. In response to these concerns, work was undertaken on an impact assessment on the potential Safeguarding practice issues. In January 2019, the work on the Nuclear Power Station has been suspended. Via the Local Authority, we will continue to monitor any potential new developments.

Liberty of Protection Safeguarding

The NWSAB received a presentation on the Mental Capacity (Amendment) Act 2019. The presentation highlighted the potential key changes. The Board will await the publication of the Code of Practice in 19/20 and consider any potential safeguarding issues that may arise.

GLOSSARY:

AMH	Adult Mental Health	NISB	National Independent Safeguarding Board
APR	Adult Practice Review	NPS	National Probation Service
AWCPP	All Wales Child Protection Procedures	NSPCC	National Society for the Prevention of Cruelty to Children
BCUHB	Betsi Cadwaladr University Health Board	NWP	North Wales Police
CAMH	Children Adolescent Mental Health	NWSB	North Wales Safeguarding Boards
CCBC	Conwy County Borough Council	NWSAB	North Wales Safeguarding Adults Board
CHC	Continuing Health Care	NWSCB	North Wales Safeguarding Children's Board
CPR	Child Practice Review	POVA	Protection of Vulnerable Adults
CRC	Community Rehabilitation Company	P & P	Policy & Procedure
CSE	Child Sexual Exploitation	PCC	Police Complaints Commissioner
DCC	Denbighshire County Council	PHW	Public Health Wales
LDG	Local Delivery Group	PRUDIC	Procedural Response to Unexpected Death in Childhood
DHR	Domestic Homicide Review	PVPU	Protecting Vulnerable Persons Unit
EAPR	Extended Adult Practice Review	SCWDP	Social Care Workforce Development Partnership
ECPR	Extended Child Practice Review	SERAF	Sexual Exploitation Risk Assessment Framework
FCC	Flintshire County Council	SMART	Specific, Measurable, Achievable, Realistic, Timely
GC	Gwynedd Council	SSWBA	Social Services Wellbeing Act (Wales) 2014
HASCAS	Health and Social Care Advisory Service	T & WDG	Training and Workforce Development Group
HSB	Harmful Sexual Behavior	WAST	Welsh Ambulance Service Trust
IOAC	Isle of Anglesey Council	WCBC	Wrexham County Borough Council
KPI	Key Performance Indicator	WG	Welsh Government
LA	Local Authority	YN	Ynys Mon
LDU	Local Delivery Unit		
LSCB	Local Safeguarding Children's Board		
MAPF	Multi-Agency Professional Forum		
MARAC	Multi-Agency Risk Assessment Conference		
MHLD	Mental Health Learning Disabilities		

CONTACT INFORMATION AND USEFUL LINKS

Everyone has a duty to be alert to concerns about the abuse and neglect of people and know to whom they should report their concerns.

If you are worried that a child or adult is being abused or neglected you must report your concerns to your local Social Services contact. Details are listed below:

If you have concerns about a child:

Anglesey	01248 725888
Conwy	01492 575111 (Out of hours) 01492 515777
Denbighshire	01824 712200 (Out of hours) 0345 053 3116
Flintshire	01352 701000 (Out of hours) 0345 0533116
Gwynedd	01766 772577 (Out of hours) 01248 353551
Wrexham	01978 292039 (Out of hours) 0345 053 3116

If you have concerns about an adult:

Anglesey	01248 752752
Conwy	0300 456 1111 (Out of hours) 0300 123 3079
Denbighshire	0300 4561000 (Out of hours) 0345 053 3116
Flintshire	01352 803444 (Out of hours) 0345 0533116
Gwynedd	01766 772577 (Out of hours) 01248 353551
Wrexham	01978 292066 (Out of hours) 0345 053 311

ISLE OF ANGLESEY COUNTY COUNCIL Scrutiny Report Template	
Committee:	Partnership & Regeneration Scrutiny Committee
Date:	4 th February, 2020
Subject:	Partnership & Regeneration Scrutiny Committee Forward Work Programme
Purpose of Report:	Assist the Scrutiny Committee in considering, agreeing and reviewing its forward work programme for 2019/20 and beyond
Scrutiny Chair:	Cllr Gwilym Owen Jones
Portfolio Holder(s):	Not applicable
Head of Service:	Lynn Ball, Head of Function (Council Business) / Monitoring Officer
Report Author:	Anwen Davies, Scrutiny Manager
Tel:	01248 752578
Email:	AnwenDavies@ynysmon.gov.uk
Local Members:	Applicable to all Scrutiny Members

1 - Recommendation/s
The Committee is requested to: R1 agree the current version of the forward work programme for 2019/20 R2 note progress thus far in implementing the forward work programme.

2 – Link to Council Plan / Other Corporate Priorities
Effective work programming is the foundation of effective local government scrutiny. Our Scrutiny rolling forward work programmes are aligned with the corporate priorities of the 2017/2022 Council Plan and corporate transformation programmes – ensuring the role of Member scrutiny makes a tangible contribution to the Council’s improvement priorities.

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: <ul style="list-style-type: none"> • Long term • Prevention • Integration • Collaboration • Involvement

[focus on wellbeing]

4 - Key Scrutiny Questions

5 – Background / Context

1. Background

<p>1.1 Effective work programming is the bedrock of an effective local government scrutiny function¹. Done well, work programming can help lay the foundations for targeted and timely work on issues of local importance demonstrating where Member scrutiny can add value. Good practice advocates two key issues at the heart of the scrutiny forward work programme:</p>

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| <ul style="list-style-type: none"> i. Challenge around prioritising work streams ii. Need for a member-led approach and interface with officers. |
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1.2 Basic principles of good work programming²
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- | |
|---|
| <ul style="list-style-type: none"> • Work programming should not be a “start-stop” process • Complementary work programmes for separate scrutiny committees • Balance between different methods of work • An effective process for reporting / escalating issues to the Executive • Input and views of internal stakeholders • Close working with the Executive • Links with the Annual Scrutiny Report (evaluation and improvement tool). |
|---|

2. Local context

<p>2.1 There is now a well-established practice of forward work programming which are now rolling programmes focusing on the quality of scrutiny with fewer items, to add value. They are an important tool to assist Members in prioritising their work and are discussed with the Senior Leadership Team and Heads of Service. Both committees review the content of their work programmes on a regular basis, to ensure that they remain relevant and keep abreast with local priorities. Our local forward planning arrangements now ensure greater focus on:</p>

- | |
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| <ul style="list-style-type: none"> • Strategic aspects • Citizen / other stakeholder engagement and outcomes • Priorities of the 2017/2022 Council Plan and transformation projects • Risks and the work of inspection and regulation • Matters on the forward work programme of the Executive. |
|--|

<p>Outcome: rolling work programmes for scrutiny committees which are aligned with corporate priorities.</p>

<p>2.2 Committee chairs lead on developing the forward work programmes and are submitted to the monthly Scrutiny Chairs and Vice-chairs Forum and for approval at each ordinary meeting of the scrutiny committees. The Forum is</p>
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¹ A Cunning Plan? Devising a scrutiny work programme, Centre for Public Scrutiny (March, 2011)

² A Cunning Plan? Devising a scrutiny work programme, Centre for Public Scrutiny (March, 2011)

considered an important vehicle to oversee these programmes and jointly negotiate priorities.

2.3 **“Whole council” approach to Scrutiny:** our work programmes provide a strong foundation for our improvement programme, ensuring the role that Scrutiny plays in the Authority’s governance arrangements:

- i. Supports robust and effective decision-making
- ii. Makes a tangible contribution to the Council’s improvement priorities
- iii. Continues to evolve

2.4 **2019/20 Municipal Year:** the Partnership & Regeneration Scrutiny Committee work programme for 2019/20 was confirmed by the Committee in June, 2019³.

3. Issues for consideration

3.1 The Scrutiny Committee receives regular update reports on the implementation of its forward work programme. A copy of the current 2019/20 work programme is attached as **APPENDIX 1** to this report for reference and includes changes made to the work programme since the Committee last considered the document (12th November, 2019).

3.2 Where appropriate, items may be added to the Committee’s forward work programme during the municipal year. Requests for additional matters to be considered for inclusion on the work programme can be submitted via the Members Request Form for an item to be considered for Scrutiny. Requests are initially considered by the Scrutiny Chairs and Vice-chairs Forum, using the following criteria:

- the Council’s strategic objectives and priorities (as outlined in the Council Plan 2017/2022)
- the ability of the Committee to have influence and/or add value on the subject (A Scrutiny Test of Significance Form will be completed).

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

Not applicable for this overarching issue but will be considered as an integral part of preparing for specific proposals to be submitted for consideration by the Committee.

7 – Financial Implications

Not applicable.

8 – Appendices:

Partnership & Regeneration Scrutiny Committee Forward Work Programme 2019/20: Quarter 4.

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

Anwen Davies, Scrutiny Manager, Isle of Anglesey, Council Offices, Llangefni. LL77 7TW

³ A meeting of the Corporate Scrutiny Committee convened on 13th June, 2019

ITEMS SCHEDULED FOR SCRUTINY → JANUARY – APRIL, 2020
[Version dated 27/01/20]

CORPORATE SCRUTINY COMMITTEE	PARTNERSHIP & REGENERATION SCRUTINY COMMITTEE
January, 2020 (change date of meeting 23/10/19 → 13/01/20)	January, 2020 (21/01/20)
2020/21 initial budget proposals	Schools' Standards Report (Summer, 2019)
Consultation Plan for the 2020/21 budget	Schools' Progress Review Panel: Progress Report
Finance Scrutiny Panel: Progress Report	Transformation of Learning Disabilities Day Opportunities
	Waste Contract
January, 2020 (14/01/20)	
Schools' Modernisation Programme – Llangefni area	
February, 2020 (change date of meeting 03/02/20 → 27/02/20)	February, 2020 (04/02/20)
2020/21 final draft budget proposals	Strategic Equality Plan: 2020/24
Progress report of the Finance Scrutiny Panel	North Wales Fire and Rescue Service
	North Wales Police and Crime Commissioner
Library Service Annual Report: 2018/19 (item for information)	North Wales Safeguarding Board Annual Report: 2018/19
	Chwefror, 2020 (25/02/20)
	Medrwn Môn
	North Wales Regional Emergency Planning Service
	Welsh Ambulance Services NHS Trust
March, 2020 (09/03/20)	March, 2020 (10/03/19)
Qtr3 Performance Monitoring: 2019/20	Public Services Board – scrutiny of progress in implementing the Wellbeing Plan
Progress Monitoring: Social Services Development Plan	Collaboration with Betsi Cadwaladr University Health Board
Social Services Improvement Panel: progress report	Leisure Strategy
Public Speaking Protocol – Scrutiny Committees	Public Speaking Protocol – Scrutiny Committees
April, 2020 (06/04/20)	April, 2020 (07/04/20)
	Additional Learning Needs Partnership – Gwynedd & Môn
	Schools' Progress Review Panel: progress report

Items to be Agenda'd:

Schools' Modernisation Programme – Amlwch / Llangefni / Seiriol

Use of Welsh Language in Internal Administration of the Council

Care Connect Charging Policy: Council House Tenants (Galw Gofal)

GwE Annual Report: 2018/19

Review of Scrutiny Panels

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