

ISLE OF ANGLESEY COUNTY COUNCIL Scrutiny Report Template

Committee:	Partnership and Regeneration Scrutiny Committee
Date:	17 th January 2023
Subject:	Corporate Safeguarding Annual Report November 21/22
Purpose of Report:	<p>Present the annual corporate safeguarding report, which describes the progress made and how embedded safeguarding is within all aspects of council services, functions, and duties.</p> <p>Provide Scrutiny with essential and key information to allow effective scrutiny of the Councils' corporate safeguarding arrangements.</p>
Scrutiny Chair:	Cllr Dylan Rees
Portfolio Holder(s):	This matter applies to all portfolios
Head of Service:	This is a matter for all Heads of Service. The report is submitted in the name of the Statutory Director of Social Services in accordance with the statutory responsibility and accountability for safeguarding matters that is vested in that role.
Report Author: Tel: Email:	Anwen Huws (Service Manager) 01248 751811 AnwenMHughes@ynysmon.llyw.cym
Local Members:	Not applicable

1 - Recommendation/s

The Committee is requested to scrutinise the effectiveness of the:
R1 Corporate safeguarding arrangements in terms of how well embedded this is within all aspects of council services, functions, and duties.
R2 proposed work plan for corporate safeguarding arrangements.

2 – Link to Council Plan / Other Corporate Priorities

The Council believes that every child and adult have the right to be safe from harm. Councils play a crucial, statutory role in safeguarding children and adults who may be at risk and promoting their well-being. Safeguarding can only be truly effective if it is embedded across all Services and Teams within a Council, at a 'hearts and minds' level.

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]
- 3.6** The potential impacts the decision would have on:
 - protected groups under the Equality Act 2010
 - those experiencing socio-economic disadvantage in their lives (when making strategic decisions)
 - opportunities for people to use the Welsh language and treating the Welsh language no less favourably than the English language
 [focus on equality and the Welsh language]

- 4 - Key Scrutiny Questions**
- To what extent are governance arrangements effective?
 - What progress is being made against the work plan?
 - Are the resources in place for delivering the work plan?
 - Is there evidence that there are clear opportunities for staff and members in relation to the expectations placed on them to respond appropriately to concerns made known to them?
 - To what extent is there evidence that robust corporate procedures are in place and that they are implemented consistently?
 - How does the Council ensure safe practice in commissioned services and that all providers who act on behalf of the Council exercise their safeguarding responsibilities effectively?

5 – Background / Context

Safeguarding is everyone’s responsibility. This principle is set down in legislation, statutory guidance, and Codes of Practice in Wales, under the Social Services and Wellbeing (Wales) Act.

Corporate Safeguarding within Councils describes the policy commitment that a Council makes and the arrangements it has in place, to ensure that all its services, employees, volunteers and Elected Members play their part in safeguarding and promoting the wellbeing of children and adults who may be at risk of harm.

- 6 – Equality Impact Assessment [including impacts on the Welsh Language]**
- 6.1 Potential impacts on protected groups under the Equality Act 2010**
 This report does not require a decision or proposal for change that directly affects individuals, so there is no impact on people who share protected characteristics
- 6.2 Potential impacts on those experiencing socio-economic disadvantage in their lives (strategic decisions)**

This report does not require a decision or proposal for change that directly affects individuals, so there is no impact on people experiencing economic – social disadvantage in their lives.

6.3 Potential impacts on opportunities for people to use the Welsh language and treating the Welsh language no less favourably than the English language

This report does not require a decision or proposal for a change that directly affects individuals, so there is no impact on the opportunities for people to use Welsh and not treat Welsh less favourably than English

7 – Financial Implications

There is no need for a decision or proposal for a change in this report that requires additional resources to what is already available - which is officers' time

8 – Appendices:

Appendix 1 – Terms of Reference Corporate Safeguarding Board

Appendix 2 - Glossary and Partnerships Information

Appendix 3 – Corporate Safeguarding Action Plan (November 2022)

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

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Corporate Safeguarding Annual Report

1 Corporate Leadership and governance

- 1.1 The governance structure ensures that the legal duties are carried out, and Ynys Mon's approach to safeguarding is delivered. It promotes a Council-wide culture of safeguarding awareness and leadership. Strategic direction and ensuring the effectiveness of safeguarding arrangements lies with the Corporate Safeguarding Board, which meets quarterly as part of the Corporate Management Team: ensuring the involvement of every Director and Head of Service. Delivery of the strategic direction lies with the Corporate Safeguarding Delivery Board: with cross organisation membership. (Appendix 1)
- 1.2 Each service has an identified Safeguarding Champion: a source of advice on all safeguarding matters for other staff within their service and ensuring that compliance with the Corporate Safeguarding Policy and Action Plan is reported on a regular basis to their Management Team and the Corporate Safeguarding Delivery Board.
- 1.3 Directors and Heads of Service are required to set out in the annual Service Delivery Plan, their Safeguarding objectives: reviewing progress in meeting those objectives on a quarterly basis and annually within the Service Challenge process. On behalf of the Director of Social Services, the Corporate Performance Manager ensures that this happens consistently across the organisation.
- 1.4 The revised Corporate Safeguarding Policy was launched via the Policy Portal in May 2022: with an expectation that staff read and accept the policy. Compliance levels are measured and reported to the individual Directors and Heads of Service: and to the Leadership Team. The report to the Leadership Team in November 2022 noted that 94% of those expected to accept the policy had done so.
- 1.5 For corporate safeguarding to be successful shared safeguarding ownership across local and regional partnerships is required. The Local Authority provides funding and officer time to several key strategic partnerships. Appendix 2 provides further information.

2 Workforce

- 2.1 The Local Authority must ensure that all employees and volunteers understand their roles and responsibilities for safeguarding and are aware that this includes reporting concerns or worries about children and adults they encounter.
- 2.2 Embedding a corporate safeguarding approach and culture to workforce development includes ensuring that the Local Authority has relevant policies and practice in relation to:
 - 2.2.1 Safer recruitment approach across the council, openly advertising that staff will require DBS checks for certain roles to protect children and adults at risk and rechecking of the DBS status every three years. Robust employment checks and reference requests.
 - 2.2.2 All job descriptions include a requirement to comply with the relevant safeguarding policies and procedures.
 - 2.2.3 Safeguarding is included as part of the Authority's induction process.
 - 2.2.4 A Corporate Safeguarding Training framework: all employees are required to undertake mandatory safeguarding children and adults training. Specialist training is also provided in line with the identified workforce needs.

- 2.2.5 Safeguarding Site on Monitor: providing a valuable resource for officers across the organisation and is something that can be developed over time.
 - 2.2.6 Activities held during National Safeguarding Week providing a good opportunity to promote Corporate Safeguarding amongst staff.
- 2.3 The Action Plan in appendix 3 shows that overall, there are good levels of compliance with mandatory e- learning safeguarding training. The challenge going forward: -
- 2.3.1 Ensure that the e -learning offer is accessible to services who have a dispersed workforce with no access to Council email or require support in terms of digital inclusion.
 - 2.3.2 Services to ensure completing mandatory safeguarding training forms part of the induction process for staff who are new to the authority. (Key action, reflected in the action plan)
- 2.4 Wales National Safeguarding Training Standards is structured into groups, defining the responsibilities associated with different employee, executive or leadership roles. A key action, reflected in the action plan. is to map our workforce to the various groups and to plan training delivery. This is an opportunity to map the workforce training requirements in terms of Prevent and Modern Slavery at the same time.
- 2.5 The Violence against Women, Domestic Abuse and Sexual Violence Act established the National Training Framework, which includes six training groups. All public services professions belong to one of these groups and it is a requirement that every member of the Council's workforce receives the relevant training. Welsh Government expected Councils to ensure that all their staff completed Level 1 training. Compliance is at 80% which is just below the Welsh Average of 81%. Going forward it is important that services continue to ensure compliance with the requirement. (Key action, reflected in the action plan). We have sufficient individuals trained as Ask and Act trainers /Champions, namely Level 3 of the National Training Framework. They have delivered to 444 council employees over 20 sessions and 198 school staff over 11 sessions. Going forward it is important that services continue to identify those officers who are in a position to Ask and Act so that they are able to complete the required training. (Key action, reflected in the action plan)

3 Effective Support and Interventions

- 3.1 Part 5 of the Wales Safeguarding Procedures set out arrangements for responding to safeguarding concerns about those whose work, either in a paid or voluntary capacity, which brings them into contact with children or adults at risk.
- 3.1.1 For the period November 2021 to November 2022 there were 15 allegations made against council employees/volunteers who work with children: one of which was an allegation of historic abuse. Most of the allegations made were against school staff or foster carers. Others were employed in leisure centres or as a cleaner. Of these 5 of the concerns were substantiated: 6 were unsubstantiated: 3 were unfounded and 1 is ongoing.
 - 3.1.2 For the same period there were 5 allegations against council employees/volunteers who work with adults with care and support needs. Of these 2 allegations were substantiated: another 2 are ongoing and another did not meet the threshold for consideration under these arrangements.

- 3.1.3 For the same period there were 20 allegations against employees/volunteers in commissioned services who work with adults with care and support needs. Of these 9 were substantiated: 3 were unsubstantiated: 4 did not meet the threshold for consideration under these arrangements: 4 are ongoing and another was referred to the local authority where the workplace was located.
 - 3.1.4 The allegations span the range of the threshold definition – including causing harm to individuals, committing criminal offences and wider issues of suitability to work with children and/or adults at risk.
 - 3.1.5 DBS barring notifications and professional body referrals are made in appropriate circumstances.
- 3.2 The Local Authority committed to the Code of Practice on Ethical Employment in Supply Chains: aimed at ensuring that every public sector organisation acts to abolish unlawful and unethical employment practices. The Local Authority's statement of how it acted on the commitments in the Code of Practice has been reviewed and published. A key action, reflected in the action plan, is to provide training for officers involved in procurement and contracting in relation to ethical procurement in the supply chains.
- 3.3 Referrals received in relation to Modern Slavery are not high in number. There are response pathways in place, and we were instrumental in developing the North Wales Regional Multi Agency Referral Pathway which was launched in November 2022 by the Vulnerability and Exploitation Board. These will be launched in within the Local Authority in the new year. (Key action, reflected in the action plan)
- 3.4 The Community Safety page on the Council's website, which is available to the public, offers high quality advice about the services provided to people experiencing domestic abuse. The Local Authority are considering establishing a Safe Haven in its public facing sites: enabling victims of domestic abuse to discreetly ask for immediate help by gaining access to a safe space with the use of a phone and a directory of useful contact numbers/services.
- 3.5 The Children and Families Service also leads the development of the 'One Front Door' service. This is a multi-agency approach to identifying and risk rating referrals received and a forum to evaluate and develop services around domestic abuse depending on risk and needs.
- 3.6 Agencies Domestic Abuse Perpetrator Tasking ADAPT. In short ADAPT is a multi-agency approach to domestic abuse perpetrator treatment. We are involved in a monthly meeting to discuss a cohort of domestic abuse perpetrators to meet the overarching safeguarding objectives of
- Reducing re-offending of domestic abuse perpetrators
 - Safeguarding adults and children at risk of domestic abuse
 - Breaking the cycle of abuse of the perpetrator

The key method to achieve this goal is by changing or disrupting offender behaviour, by utilising multi agency approaches.

- 3.7 We also participate in the Multi Agency Risk Assessment Conferences (MARAC) which are regular local multi agency meetings which discuss victims at high risk of serious harm due to domestic abuse. Together, the Multi Agency Risk Assessment Conference develops an action

plan for each victim, designed to offer them appropriate support and mitigate the risks involved. Within the reporting period 208 cases were discussed in the weekly MARAC with 11 cases discussed in the monthly MARAC (where the risk is considered to be high).

- 3.8 Multi Agency Public Protection Arrangements (MAPPA) are designed to protect the public, including previous victims of crime, from serious harm by sexual and violent offenders. They require the local criminal justice agencies and other bodies dealing with offenders to work together. The Local Authority have a “duty to co-operate” in this task, and to work on aspects of an offender’s life (e.g., housing, social care). Over the last four quarters (Q1 and 2 2022/23 and Q3 and 4 2021/22) we attended all the required meetings – which amounted to 29 meetings in respect of Category 2 offenders who are mainly violent offenders sentenced to 12 months or more imprisonment or a hospital order: and 2 meetings in respect of Category 3 offenders - offenders who do not qualify under Categories 1 or 2 but who currently pose a risk of serious harm.
- 3.9 Prevent and Channel, as local authority statutory functions (Section 36 of the Counter Terrorism and Security Act), are included within the local authority’s constitution. A list of Statutory and Appropriate Officers sets out who leads on Prevent (Deputy Chief Executive) and Channel (Director of Social Services) matters: and placed within the Community Safety Member Portfolio. The required Privacy Notice is in place. We complete the annual Home Office Self-Assessment which informs our improvement actions.
- 3.10 During 2021, there were no Prevent referrals originating from Anglesey. Whilst we are an area of low risk, we do not underestimate the need to ensure that our staff are aware of the Prevent Duty and are able to recognise the signs that an individual is, or is at risk, of being radicalised. Mandatory eLearning, and direct training have been delivered. Staff have access to information on Prevent and Chanel on the Safeguarding section of Monitor: including access to sources of advice and the relevant Practice Guidance and Referral Pathway. The North Wales Prevent Group provides a forum for statutory partners to discuss how to raise awareness and confidence across agencies and to ensure that relevant concerns are referred.
- 3.11 Arrangements are in place to meet the statutory requirement to hold Channel panels which are multiagency meetings that focus on providing early support to individuals who have been identified as being at risk of being radicalised. No cases were accepted into Channel within Ynys Mon during the reporting period.
- 3.12 An Angelsey Prevent Action Plan is in place, which documents our response to the statutory duties and the risk levels identified in the Counter Terrorism Local Profile and situational assessment. Delivery will be kept under review and reported to the Gwynedd and Anglesey Community Safety Partnership to ensure it continues to meet new and emerging national and regional requirements in relation to terrorist incidents in the UK, Europe and further afield. Key actions are: -
- 3.12.1 Awareness raising within the organisation to ensure frontline staff, have a good understanding of Prevent, can identify individuals who may be at risk, are aware of available programmes to deal with this issue, and know when to refer on to other agencies.
 - 3.12.2 Embed the No Platform Policy to alert venues to the risk associated of our venues being used by groups/speakers who are known to be radicalising influences.
 - 3.12.3 Engage with voluntary and community sector (VCS) organisations and groups to raise awareness of Prevent.

3.12.4 Lead Authority for the Preventing Radicalisation Fund regional media literacy project aimed at ensuring young people aged 14-21 receive training to build emotional resilience and critical thinking skills, whilst teaching participants how to stay protected against extremist ideologies.

4 Procurement

4.1 Effective practice in Councils includes setting clear and effective standards and robust contract compliance requirements with all external providers of services to the public. When commissioning services, good practice in procurement will see Councils giving careful consideration as to what safeguarding measures are required of contractors or service providers, where contractors are likely to come into contact with children, young people or adults at risk. We have published our Advice Note on Safeguarding and Procurement and Contract Management – which helps services ensure that services delivered by our partners are safe and promote safeguarding, The Services are responsible for their own Procurement and Contract Management arrangements and the decision on how to apply the provisions of the Advice Note lie with each individual service.

5 Learning, Quality Assurance and Ensuring Compliance Improvement

5.1 The Corporate Safeguarding Board must ensure that the services implement the safeguarding policies consistently, as well as aiding those services where required. The services cannot solely rely on external assurance processes. The services conducted an audit of their training arrangements.

5.2 Her Majesty's Inspectorate for Education and Training in Wales undertook an Inspection of the Isle of Anglesey Local Authority Learning Services in June 2022. It concluded that the service espouses a strong culture of safeguarding and sets firm and high expectations across the workforce. The report noted strengths in effective working relationships, in safe employment arrangements and arrangements that ensure that the authority has up-to-date knowledge of safeguarding processes in schools. They noted that the corporate strategy of providing training to improve practitioners' understanding of the impact of trauma and adverse childhood experiences on achievement and wellbeing pupils have a positive impact on the quality of provision. Another strength was the 'Safeguarding Champions' in each catchment area: securing a positive impact on the quality of child protection and safeguarding work.

5.3 Care Inspectorate Wales undertook a Performance Evaluation Review during the year. They concluded that the Local Authority clearly identifies safeguarding as the responsibility of everyone.

5.4 There were no Child Practice Reviews nor Adult Practice Reviews relating to Ynys Môn commissioned by the North Wales Safeguarding Board during the year. The board undertook a Multi-Agency Professional Forum in relation to an Anglesey case, which bridged Adult and Children and Families Services. We have shared the learning with front line staff. The Local Authority's Corporate Safeguarding Board arrangements ensures that cross organisation and cross service learning and actions can be implemented.

5.5 We are currently involved in three Domestic Homicide Reviews. The purpose is to establish what lessons are to be learned, regarding the way in which local professionals and organisations work individually and together, to safeguard victims: to apply these lessons to services, including updating policies and procedures if appropriate and to work towards

preventing future domestic homicides and improving services for all victims and their families through improved internal and external partnership working. These processes are ongoing.

6 The aim going forward

The Corporate Safeguarding Board will build on what has been achieved to ensure an overview of the wider safeguarding agenda and strengthen the arrangements for challenging and holding to account. The areas of priority are included in the Corporate Safeguarding Action Plan and the Prevent Plan

**TERMS OF REFERENCE
CORPORATE SAFEGUARDING BOARD
&
CORPORATE SAFEGUARDING DELIVERY BOARD**

Approved October 2022

TERMS OF REFERENCE - CORPORATE SAFEGUARDING BOARD

1. INTRODUCTION

- 1.1 The Isle of Anglesey County Council needs to put in place arrangements to ensure that the Council's services carry out their safeguarding duties in accordance with legal requirements, Council Policies and the Wales Safeguarding Procedures in accordance with the Social Services and Well-being Act (Wales) 2014. It is also necessary for all agencies to establish internal arrangements for ensuring that the anti-terrorism agenda, prevention of extremism, slavery issues and issues arising from the Violence against Women, Domestic Abuse and Sexual Violence Act are properly addressed.
- 1.2 The Director of Social Services has specific responsibilities for the safeguarding. Part 8 of the Social Services and Wellbeing Act (Wales) 2014 highlights the need for the Director to have an overview of safeguarding issues and to report regularly to members on safeguarding arrangements for children, young people and adults within the authority.

2. TERMS OF REFERENCE OF THE CORPORATE SAFEGUARDING BOARD

- 2.1. The Corporate Safeguarding Board will operate at a strategic level to provide assurance to Members and the Statutory Director of Social Services, as the senior officer within the Council who is ultimately accountable for safeguarding children and adults at risk, that appropriate arrangements and procedures are in place at a corporate level to ensure the safeguarding of children, young people and adults meets statutory requirements.
- 2.2 The Corporate Safeguarding Board will be conveyed as part of the Penaethiaid on a specific cycle. The reporting will therefore be high level and limited to exceptions and key decisions that require the commitment of all services.
- 2.3 The Corporate Safeguarding Board will be responsible for: -

2.3.1	Approving the Corporate Safeguarding Policy and annual corporate safeguarding action plan.
2.3.2	Receiving progress reports against the Corporate Safeguarding Action Plan every six months: with any matters that require corrective action at a strategic level reported on a quarterly basis.
2.3.3	Ensuring that that effective corporate procedures and procedures are in place in the services to ensure that the Council effectively implements its safeguarding duties e.g. directing self-assurance activity: service reviews. This includes Identifying any gaps in corporate policies and guidelines and ensure they are addressed, working appropriately with the Regional Safeguarding Children Board (RSCB) and the Regional Safeguarding Adult Board (RSAB)
2.3.4	Ensure that every Service has a performance management system in place to show that they are undertaking their functions in a manner that safeguards children and adult.

2.3.5	Ensuring that action is taken with regard to lessons learnt, at a corporate level, from children and adult practice reviews and from other significant reviews (internal and external).
2.3.6	Ensure a corporate approach with communication and cooperation within the organisation;
2.3.7	Supporting the functions and duties of the Statutory Director within the Council including receiving the Statutory Director's Annual Report - The Chief Executive will chair this item
2.3.8	Assure relevant Lead Members that the Council's procedures are robust where matters of safeguarding children and adults are concerned;
2.3.9	Receive and consider key reports on an exception basis: directing where necessary that action plans are put in place

3. CHAIR

- 3.1. The Director of Social Services will chair the Penaethiaid meeting when it sits as the Corporate Safeguarding Board

4. FREQUENCY OF MEETINGS

- 4.1 Meetings will take place in the Penaethiaid at least every 12 weeks

5. GOVERNANCE AND ACCOUNTABILITY

- 5.1 The Corporate Safeguarding Board is accountable to the Executive
- 5.2 A report is presented annually to the Corporate Scrutiny Committee and the Regional Safeguarding Boards through the Director of Social Services
- 5.3 The Corporate Safeguarding Delivery Board will be accountable to the Corporate Safeguarding Board.

6. MEMBERSHIP

Title
Chief Executive
Deputy Chief Executive
Director of Social Services/ Head of Children's Services (Chair)
Director of Education, Skills and Young People
Head of Adult Services

Director of Function (Council Business)/Monitoring Officer
Head of Housing Services
Head of Regulation and Economic Development
Head of Transformation and Profession - Human Resources
Head of Highways, Waste and Property Services
Head of Function (Resources) & S151 Officer

Isle of Anglesey County Council
Corporate Safeguarding Delivery Board
Terms of Reference

1. Purpose:

The Corporate Safeguarding Board is responsible for setting the direction and receiving high level reports.

The Corporate Safeguarding Delivery Board is responsible for achieving that direction. This will include decision making authority on actions to ensure progress against the Corporate Safeguarding Action Plan (including Prevent and Slavery) and report on progress to the Corporate Safeguarding Board.

The Council will discharge its strategic statutory safeguarding responsibilities through Designated Safeguarding Officers in each Council service. They represent their service at the Corporate Safeguarding Delivery Board and act as a conduit for the dissemination of safeguarding information from the Corporate Safeguarding Strategic Delivery Board. They must have sufficient authority to commit to decision making on behalf of their service within the delegation of the Corporate Safeguarding Delivery Board.

2. Responsibility:

2.1	Promulgation of key safeguarding requirements in relation to children and adults at risk across all Council services.
2.2	Report on each service's progress in meeting their key safeguarding actions/targets. Receive reports from each service on their safeguarding arrangements and promote good practice within all services in relation to safeguarding issues
2.3	Establish, co-ordinate and ensure implementation / progress on actions identified in the Corporate Safeguarding Action Plan.

2.4	Promote effective cross organisation safeguarding practice particularly in terms of information sharing and data collection, front-line operational awareness.
2.5	Identify any areas requiring development / improvement work in relation to safeguarding on a corporate level and proposing work programmes to respond to these including areas where there is a need to work with the Regional Safeguarding Boards
2.6	Develop action plans to respond to recommendations arising from internal (and external) reviews with regard to safeguarding in order to improve and strengthen safeguarding arrangements across all services.
2.7	Raise awareness of all Council staff and all elected members of their responsibilities in relation to safeguarding and of key issues / developments with regard to the safeguarding of children, young people and adults who are at risk.
2.8	Support the delivery of relevant and effective safeguarding training in line with the relevant frameworks.
2.9	Provide an Annual Corporate Safeguarding Report, setting out the performance of all services in relation to the action plan/requirements.

Membership:

Designated Corporate Safeguarding Officers	
Adult Services	Rachel Williams
Children's Services	Llŷr ap Rhisiart
Council's Democratic and Business Services	Rhys Hughes
Economic Development and Regulatory Services	Nonn G Hughes
Education and Lifelong Learning	Gwyneth Môn Hughes

Finance	Sioned Rowlands
Highways, Waste and Property	Gwyndaf Parry
Housing	Arwel Jones Llinos Williams
Transformation and Human Resources including Training and Workforce Development	Miriam Williams /Caroline Williams /Non Meleri Hughes
Specialist Safeguarding Support	
Service Manager Quality and Improvement	Anwen Huws
Adults at Risk Manager	Ann Postle
Lisa Capper Lead Independent Safeguarding Officer for Child Protection and chair of the Channel Panel	Lisa Capper
Community Safety Delivery Manager	Daron Owens
Community Cohesion Co-ordinator	Tony Jones

Others with relevant expertise/contribution will be co-opted as required.

Accountability:

The Designated Safeguarding Officers are accountable to their Heads of Service regarding the safeguarding arrangements that exist within their service.

The Corporate Safeguarding Delivery Board is accountable to the Corporate Safeguarding Board

The role of members will be to scrutinise the impact of the work of the Corporate Safeguarding Boards and therefore they will not sit as members of these boards.

Frequency of Meetings:

Every 6 week – with at least one immediately before the Corporate Safeguarding Board

Task Groups:

Establish specific task to focus on specific policy areas and procedures.

Chairing and Administration

The Chair will be appointed from the Designated Officers on a 3 year tenure.

Business management [i.e. drawing up a schedule of meetings, 'secretariat', through Social Services

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1	Ymddiheuriadau	Apologies
2	Cofnodion o'r cyfarfod a gynhaliwyd .. a. Cywirdeb b. Materion yn codi	Minutes from meeting held on a. Accuracy b. Matters arising
3.	Penderfyniadau'r Bwrdd Diogelu Corfforaethol	Decisions from the Corporate Safeguarding Board
4	Crynodeb gan bob gwasanaeth o'r hyn sydd wedi ei gyflawni yn erbyn y cynllun gweithredu	Summary by each service of what they have achieved against the Action Plan
5	Diweddarau'r Cynllun Gweithredu Diogelu Corfforaethol	Update the Corporate Safeguarding Action Plan
6	Materion Llywodraethu a Sicrhau Ansawdd	Governance and Assurance Matters
7	Materion Hyfforddiant	Training Matters
8	Derbyn adroddiadau:-	Any reports to be tabled:-
9	Materion Penodol:-	Specific Matters:-
10	Unrhyw Fater Arall	Any Other Business
11	Negeseuon i'w cyfathrebu	Message to be communicated
12	Cyfarfod nesaf	Next Meeting

Appendix 2

Term/ Board	Purpose/Explanation	Regional/Sub Regional/Local
Contest Strategy	<p>This is the UK government’s overall counterterrorism strategy which is organised around four workstreams, each comprising a number of key objectives</p> <ul style="list-style-type: none"> ▪ Pursue: to stop terrorist attacks. ▪ Prevent: to stop people becoming terrorists or supporting terrorism. ▪ Protect: to strengthen our protection against a terrorist attack; and ▪ Prepare: to mitigate the impact of a terrorist attack. 	
Prevent duty.	<p>The Counter-Terrorism and Security Act 2015 (s26) contains a duty on specified authorities which includes the Local Authority to have due regard to the need to prevent people from being drawn into terrorism. This is part of the overall Contest Strategy. In complying with the duty the local authority, should</p> <ul style="list-style-type: none"> ▪ establish or use existing mechanisms for understanding the risk of radicalisation ▪ ensure staff understand the risk and build the capabilities to deal with it ▪ communicate and promote the importance of the duty; and ▪ ensure staff implement the duty effectively. <p>Expectations on the Local authority include</p> <ul style="list-style-type: none"> ▪ Working in partnership to agree risk and co-ordinate Prevent activity. ▪ Using the existing counter-terrorism local profiles (CTLPs), produced for every region by the police, to assess the risk of individuals being drawn into terrorism. ▪ Develop a Prevent action plan to enable the local authority to comply with the duty and address whatever risks have been ▪ Increase awareness of staff of the duty including our Contractors ▪ Ensure that publicly-owned venues and resources do not provide a platform for extremists and are not used to disseminate extremist views. 	

	<ul style="list-style-type: none"> ▪ Ensure that the principles of the duty are written into our contracts in a suitable form. <p>The Home Office does scrutinise local Prevent action plans as does the Angelsey and Gwynedd Community Safety Partnership</p>	
Part 5	<p>Part of the Wales safeguarding Procedures. They are used when there is an allegation that a person who works with children or adults at risk has: -</p> <ul style="list-style-type: none"> • Behaved in a way that has harmed or may have harmed a child or adult at risk. • May have committed a criminal offence against a child or adult at risk or that has a direct impact on the child or adult at risk • Behaved towards a child, children or adults at risk in a way that indicates they are unsuitable to work with either/ or children and adults 	
Domestic Homicide Review (DHR)	<p>A Domestic Homicide Review (DHR) is a multi-agency review of the circumstances in which the death of a person aged 16 or over has, or appears to have, resulted from violence, abuse or neglect by a person to whom they were related or with whom they were, or have been in an intimate personal relationship, or a member of the same household as themselves.</p>	
Corporate Safeguarding Board	<p>Operates at a strategic level to provide assurance to Members and the Statutory Director of Social Services, as the senior officer within the Council who is ultimately accountable for safeguarding children and adults at risk, that appropriate arrangements and procedures are in place at a corporate level to ensure the safeguarding of children, young people and adults meets statutory requirements.</p>	Local Authority
Corporate Safeguarding Delivery Board	<p>The Corporate Safeguarding Delivery Board is responsible for achieving the strategic direction set by the Corporate Safeguarding Board</p>	Local Authority
Safeguarding Children Boards established under section 134(4) of the Social Services and Well-being (Wales) Act 2014 ("the Act") and Safeguarding Adults	<p>A multi-agency forum which brings together representatives of each of the main agencies and professionals who are responsible for helping to prevent and protect Children and Adults from abuse and neglect: with the objectives to promote, inform and support multi-agency</p>	North Wales Multi Agency

Boards established under section 134(5) of the Act.	<p>safeguarding for Children and Adults across North Wales</p> <p>The regional purpose is to co-ordinate the strategic direction, collaboration, consistency and improvement of practice across the region. making sure that arrangements work effectively in bringing about better outcomes for Children and Adults.</p>	
Contest Board	<p>The strategic lead in addressing the regional threat, risks and vulnerabilities in relation to counterterrorism across the Contest strategy. The board looks across the Contest strategy,</p>	<p>North Wales</p> <p>Multi Agency</p>
Prevent Board	<p>The Prevent Board works to</p> <ul style="list-style-type: none"> ▪ Provide a consistent and coordinated response to the ideological challenge of terrorism and the threat posed by those who promote it. ▪ Provide leadership and direction across the area on Prevent issues including the development and publication of a regional action plan. 	<p>North Wales</p> <p>Multi Agency</p>
Gwynedd and Anglesey Community Safeguarding Partnership	<p>The Community Safety Partnership is a group of organisations working together to look at how best we can tackle crime and disorder across both counties. The requirement to have such a partnership in place on a local level is enshrined in law, within the Crime and Disorder Act of 1998. This includes responsibility for overseeing Prevent programmes within the partnership's services.</p>	<p>Gwynedd and Anglesey</p> <p>Multi Agency</p>
Vulnerability and Exploitation Board	<p>The purpose of the Vulnerability and Exploitation Board in is to:</p> <ul style="list-style-type: none"> ▪ Provide leadership, governance and strategic direction to meet nationally and regionally driven priorities relating to vulnerability and exploitation including Violence Against Women, Domestic Abuse and Sexual Violence; Criminal Exploitation and Modern Slavery. ▪ Ensure the effective delivery of national, regional and local priorities for protecting and preventing vulnerability and exploitation. 	<p>North Wales</p>



Corporate Safeguarding

Action Plan 2022 – 2024

Final Version

Rag rated

November 2022

Introduction

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

Structure of the Action Plan

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

Theme	Objective Number	Outcome
Corporate Leadership and governance	Objective 1	High-level support, policies and reporting procedures within the Organisation
Communication and Awareness: Training and Staff Skills	Objective 2	A workforce equipped to discharge their safeguarding duties effectively –through safeguarding awareness and training at a level commensurate with their roles and responsibilities
Safe Workforce	Objective 3	A workforce recruited and managed in full compliance with statutory requirements and with the Isle of Anglesey County Council's Recruitment and Selection Policy, DBS Policy and Safer Recruitment Policy.

Effective Support and Interventions	Objective 4	Relevant Processes, Procedures and Systems in place that reflect current legislation, statutory guidance and expectations and accepted best practice so that officers are clear what must or may be done in specified circumstances and define the limits of professional discretion
Partners, volunteers and commissioned services	Objective 5	Procurement Strategy and Contract Management Strategy aligns with the Welsh Government's Code on Ethical Employment in Supply Chains Ensuring safe practices in commissioned services and that all providers exercise their safeguarding responsibilities effectively.

RAYG Status Indicators referring to progress of Programmes/Projects

	RED	Overdue Delays against actions/objectives or critical success factors of more than four weeks Significant issues/risks that may prevent the project from being completed on time or within budget.
	AMBER	Behind Schedule Delays against actions/objectives or critical success factors of more than two weeks Decisions required by SRO/Director and/or Board

	YELLOW	On Track Project is on track and expected to be completed on time
	GREEN	Completed Completed action/task/project
	BLUE	NOT STARTED

Corporate Leadership and governance					
Objective 1 - High-level support, policies and reporting procedures within the Organisation					
	Key Task	Who	By When	Progress	RAYG
1.1	Channel, as a local authority statutory function (Section 36 of the CTSA), is included within the local authority's constitution.	Deputy Chief Executive/ Director of Social Services/ Monitoring Officer (Head of Council Business)	31 December 2022		
1.2	Channel (as part of Prevent reporting) is included within the local authority's governance arrangements: Director of Social Services report regularly to members on safeguarding arrangements within the authority and how these arrangements work, and what needs to be improved	Director of Social Services	31 December 2022		

1.3	Strengthen annual self-evaluation for services and reporting to operational and strategic boards- - Role of the Director of Social Services within Service Challenge process.	Programme, Business Planning & Performance Manager	31 March 2023		
1.4	Each Service to report to the Operational Board on progress in implementing this action plan and the Corporate Safeguarding Policy	Corporate Safeguarding Delivery Board members	Ongoing	Not all services report but this is gaining momentum. To date Housing: Learning Services: Economic and Regulation: Highways, Property and Waste reported.	
	Adopt the required Information sharing protocols developed by the regional boards – Contest Board and V & E Board			Requires direction whether these remain required.	
1.5	The Services carry out dip sample/ assurance activity to ensure that services are consistently implementing safeguarding policies and practices:- Suggested areas:- Ask and Act Training	Director of Social Services	31 March 2023	Currently considering which area to focus on this time.	

	Risk Assessments – Safe workforce				
2	Communication and Awareness				
	A workforce equipped to discharge their safeguarding duties effectively –through safeguarding awareness and training at a level commensurate with their roles and responsibilities				
	Key Task	Who	By When	Progress	
2.1	Ensure that all staff complete the policy acceptance of the revised Corporate Safeguarding Policy	Directors and Heads of Service	31 December 2022	85% - 100% 65% - 84% 0 – 64%	94% @ 10.10.22
2.2	Ensure that all staff complete Basic Awareness – Modern Slavery	Directors and Heads of Service	31 December 2022	85% - 100% 65% - 84% 0 – 64%	73% @ November 2022
2.3	Ensure that all staff complete Basic Awareness – Prevent	Directors and Heads of Service	31 December 2022	85% - 100% 65% - 84% 0 – 64%	66% @ November 2022
2.4	Coordinate a programme of activities for National Safeguarding Week.	Independent Safeguarding and Reviewing Officer Lisa Capper – and task and finish group.	31 December 2022		

2.5	Complete and Launch the Corporate Safeguarding section of Monitor.	Task Group established	31 December 2022		
2.6	Review the external facing information on Safeguarding on the Local Authority's web site	Task Group	30 September 2023		
2.7	Complete the review of and implement the Corporate Safeguarding Training Framework	Directors and Heads of Service	31 March 2023		
	VAWDASV & National Training Framework				
2.8	Senior leaders of the Local Authority – Members and Senior Officers – complete the Level 6 of the National Training Framework Ask and Act – via a series of video clip.	Senior Leadership Team Heads of Service Members	30 September 2022	Newly appointed Senior Officers and Members to complete	
2.9	Ensure that all staff complete the Level 1 National Training Framework VAWDASV via ELearning or the booklets – including those staff new to the authority	Directors and Heads of Service	31 March 2023	80%	
2.10	Roll out Level 2 Ask and Act <ul style="list-style-type: none"> Services will have to identify those who are in a position to ask and act 	Directors and Heads of Service with the support of the Workforce Development Unit	31 March 2023	Group 2 being rolled out In Learning Services 198 people have attended over	

	<ul style="list-style-type: none"> Establish a plan for roll out of Level 2 across services in priority groups to inform regional plan 			<p>11 sessions.</p> <p>Other council employees – 444 over 20 sessions</p>	
<p>3 Safe Workforce</p> <p>Objective 3 - A workforce recruited and managed in full compliance with statutory requirements and with the Isle of Anglesey County Council’s Recruitment and Selection Policy, DBS Policy and Safer Recruitment Policy.</p>					
	Key Task	Who	By When	Progress	
3.1	<p>Heads of Service must ensure robust arrangements to</p> <ul style="list-style-type: none"> Maintain a central record of posts that require a DBS check: including sufficient check and control to provide a trigger in the case of non-compliance. Obtaining and checking of references in relation to regulated activity posts Take up of safeguarding training Whether formal risk assessments are completed and measures in place before an employee starts work in exceptional circumstances where a DBS disclosure is not to hand Whether formal risk assessments and measures are in place when safeguarding concerns are 	Directors and Heads of Service	31 March 2023	Service representatives on the Operational Board have not reported concerns around the implementation of this action within their service	

	suspected or known in relation to existing employees				
3.2	<p>Support for staff working in child and adult safeguarding following a critical event</p> <p>Mapping out relevant arrangements in each service against the requirements in the guidance, and identifying any actions required.</p>	Corporate Safeguarding Delivery Board to set up a task and finish group	31 March 2023		
<p>Effective Support and Interventions</p> <p>Objective 4 - Relevant Processes, Procedures and Systems in place that reflect current legislation, statutory guidance and expectations and accepted best practice so that officers are clear what must or may be done in specified circumstances and define the limits of professional discretion</p>					
	Key Task	Who	By When	Progress	
4.1	<p>Maintaining Professional knowledge</p> <ul style="list-style-type: none"> - Remind Practitioners - resources available on the NWSCB website - Staff should sign up for the weekly newsletter from the NWSB - Wales Safeguarding App downloaded on PCs/laptop <p><i>MAPF Wrexham</i></p>	Corporate Safeguarding Delivery Board to remind their services of the need to comply	31 September 2022	<p>Dolen Message sent out week commencing 13 10 22</p> <p>Operational board members asked to promote within their service</p>	

4.2	<p>Raise awareness and understanding of the Multi-Agency Protocol – Working with Families Who Display</p> <p>Disguised Compliance - NWSCB</p> <p>During Safeguarding Week</p> <p><i>MAPF Wrexham</i></p>	<p>Corporate Safeguarding Delivery Board</p> <p>Children and Families Service: Adults Services</p> <p>:Housing Services:</p> <p>Learning Service</p>	31 December 2022	<p>Staff signposted to NWSB offer for safeguarding week. May need to consider local awareness raising event also.</p>	
4.3	<p>Raise awareness of the NWSCB Safeguarding Disabled Children Policy</p> <p>During Safeguarding Week</p> <p><i>MAPF Wrexham</i></p>	<p>Corporate Safeguarding Delivery Board</p>	31 December 2022	<p>Not part of the NWSB offer for this year – will need to consider local awareness raising event.</p>	
4.4	<p>Hoarding</p> <p>Promote the awareness of the NWSCB Hoarding Protocol.</p> <p>During Safeguarding Week</p> <p><i>MAPF Wrexham</i></p>	<p>Corporate Safeguarding Delivery Board</p>	31 December 2022	<p>A session with Michael Preston Shoot – who is an authority in this area – is being arranged for IOACC</p>	
4.5	<p>Raise awareness of the North Wales Safeguarding Board's, Supporting Children, Supporting Parents; A North Wales Multi Agency protocol – Parents with</p>	<p>Corporate Safeguarding Delivery Board</p>	31 December 2022	<p>Staff signposted to NWSB offer for safeguarding week. Sessions are full – may need to consider local offer also</p>	

	<p>severe mental health problems and/or substance misuse.</p> <p>During Safeguarding Week</p> <p><i>MAPF Wrexham</i></p>				
4.6	<p>Learning Service</p> <p>Protocol for managing attendance plans and the handover process to ensure a seamless transition of responsibility between the school and the EW service</p> <p>Protocol for recording absences</p> <p>EW should monitor children absent from school and those recorded as present but with approved educational activity</p> <p>Home tutors should receive supervision and attend safeguarding training</p> <p><i>MAPF Wrexham</i></p>	<p>Director of Education</p>	<p>31 March 2023</p>	<p>Each catchment area has a named EWO who supports schools to identify and support pupils with attendance issues. Strong partnership working is robust and in line with attendance policy which is reviewed at least every two years</p> <p>The recording absence protocol is included in the attendance policy</p> <p>Home Tutors have access to safeguarding training in line with other inclusion staff</p>	
4.7	<p>Raise awareness through training of the referral pathways and a good practice guidance to raise awareness regarding modern</p>	<p>Practice Improvement Officer</p> <p>Social Services</p>	<p>31 March 2023</p>	<p>Regional pathway agreed November 2022. Training to follow</p>	

	slavery and the duty to refer through to the NRM where there is concern of trafficking for the purpose of exploitation.				
4.8	Corporate Restraint Policy requires review	Corporate Safeguarding Delivery Board to set up Task and Finish Group	30 June 2023		
4.9	<p>Good Practice Guidelines for the non-specialist Public Services in Wales on working with adults that commit offences against women and perpetrators of domestic violence and sexual violence. – Each</p> <p>Service to consider the obligations of the Guidelines for them. Whilst some matters are specific to some services, others are relevant to the whole organisation – Health and Safety Issues; Workforce Domestic Abuse Policy issues; Training and raising awareness.</p>	Corporate Safeguarding Delivery Board	31 December 2023		

Partners, volunteers and commissioned services

Objective 5 Ensuring safe and ethical practices in procurement and contract management in commissioned services so that safeguarding requirements are met.

	Key Task	Who	By When	Progress	
5.1	Produce an annual written statement to ensure that slavery and human trafficking are not taking place in the organisation and supply chain,	Deputy Chief Executive	30 September 2023		
5.2	Provide training on the Code of Practice to relevant officers to improve their knowledge and practice in terms of ensuring that we are not employing, or using contractors who are not acting lawfully	Corporate Safeguarding Delivery Board	31 December 2022	Training being sourced This action may not be delivered by the milestone in the previous column. Aim to deliver in q3 and q4	
5.3	Following adoption of the Safeguarding Standards for Procurement and Contract Management all Services to put in place a programme for the review of existing contracts to ensure that they meet the standards/requirements identified, including how they propose to monitor compliance by the providers with the requirements	Directors and Heads of Service	31 March 2023	Service representatives on the Operational Board have discussed the challenge in this action as the contract management arrangements and resources within each service area is varied.	

CONTEXT

<p>Prevent Duty</p>	<p>Legal duties under the Counter Terrorism and Security Act 2015. We aim to: -</p> <ul style="list-style-type: none"> ▪ Prevent people from being drawn into terrorism’, whilst exercising our various functions. ▪ Identify and support vulnerable people as part of our broader safeguarding responsibilities. ▪ Have appropriate policies and procedures in place. ▪ Ensure that staff are well-informed about what they are required to do in the event that they should encounter or become aware of a people being drawn into or planning a terrorist act ▪ Maintaining full and proper records of action taken are maintained that will withstand scrutiny. <p>The North Wales Contest Board has in place a Regional Action Plan: and the action contained in this plan supports the Local Authority to meet the relevant requirements of the Regional Plan.</p> <p>The Deputy Chief Executive does receive and review the Counter Terrorism Local Profile and will inform the SLT of any new/increased risk of radicalisation or extremism so that the corporate risk register can be updated</p>
<p>Modern Slavery</p>	<p>Legal Duties under the Modern Slavery Act 2015. We aim to: -</p> <ul style="list-style-type: none"> ▪ Publish an Annual Statement, that slavery and human trafficking is not taking place in the organisation or in our supply chain ▪ Appoint an Anti- slavery and Ethical Employment Champion, ▪ Identify and support vulnerable people as part of our broader safeguarding responsibilities. ▪ Notify the Home Office of Potential Victims of Modern Slavery. ▪ Refer potential victims as a first responder to a competent authority, (the Modern Slavery Human Trafficking Unit – MSHTU), via the National Referral Mechanism, (NRM ▪ Refer any potential child victims of trafficking to the Independent Child Trafficking Advocates, (ICTAs). ▪ Have appropriate policies and procedures in place. ▪ Ensure that staff are well-informed about what they are required to do in the event that they should encounter or become aware of a people being drawn into or planning a terrorist act ▪ Maintaining full and proper records of action taken are maintained that will withstand scrutiny. <p>In undertaking these duties, we will also be mindful of the links to the County Lines (organised drug gangs) agenda, which requires joint working to tackle the issues related to County Lines activity, such as Human trafficking, CSE, criminality, violent</p>

	<p>crime, drug crime, financial crime, exploitation of vulnerable adults. As this agenda develops, additional duties can be mainstreamed into these safeguarding standards/activity</p> <p>The North Wales Vulnerability and Exploitation Board has in place a Regional Action Plan: and the action contained in this plan supports the Local Authority to meet the relevant requirements of the Regional Plan.</p> <p>Deputy Chief Executive is the Anti-Slavery and Ethical Employment Champion</p>
<p>Child sexual exploitation (CSE)</p>	<p>We aim to: -</p> <ul style="list-style-type: none"> ▪ Protect children and adults in our area who may be experiencing, or at risk of abuse, neglect and other kinds of harm and; - ▪ Prevent children and adults in our area from becoming at risk of abuse, neglect and other kinds of harm. ▪ Ensure safeguarding practice, strategic planning and commissioning of services across all partner agencies continuously improves and promotes good outcomes for children and adults who may be at risk in the local area. ▪ Robustly safeguard children and young people through a multi-agency approach with partners and communities. <p>This Action Plan reflects the requirements of the North Wales CSE Strategy. Isle of Anglesey County Council is committed to playing a full part within the North Wales CSE Executive Group, and supporting regional and national working groups to cascade and develop models of best practice in respect of tackling CSE.</p> <p>In undertaking these duties, we will also be mindful of the links to the County Lines (organised drug gangs) agenda, which requires joint working to tackle the issues related to County Lines activity, such as Human trafficking, CSE, criminality, violent crime, drug crime, financial crime, exploitation of vulnerable adults. As this agenda develops, additional duties can be mainstreamed into these safeguarding standards/activity</p>
<p>Violence against Women, Domestic Abuse and</p>	<p>Legal Duties - Violence against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015</p> <ul style="list-style-type: none"> ▪ Ask and Act - National targeted enquiry across Public Authorities in Wales for violence against women, domestic abuse and sexual violence. Organisational duty to encourage relevant professionals to “Ask” potential victims in certain circumstances (targeted enquiry); and to “Act” so that harm as a result of the violence and abuse is reduced ▪ Delivery of the National Training Framework for Violence against Women, Domestic Abuse and Sexual Violence

<p>Sexual Violence</p>	<ul style="list-style-type: none"> ▪ Involves communications, training, policy development, info sharing, referral pathways to specialist services, data collection & review <p>The North Wales Violence against Women, Domestic Abuse and Sexual Violence Board is the regional partnership board: providing a partnership approach to preventing serious harm caused by violence against women, domestic abuse and sexual violence in the North Wales. They lead and support the implementation of the act; develop, approve and monitor the regional strategy; ensure that matters are effectively and strategically addressed in North Wales.</p> <p>This Action Plan reflects the regional strategic priorities in terms of awareness and delivery of the National Training Framework</p> <p>Statutory Director of Social Services is the Lead role for Ask and Act</p>
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Everybody’s Responsibility

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

Communication within the Organisation

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

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

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

Training

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