

ISLE OF ANGLESEY COUNTY COUNCIL Scrutiny Report Template

Committee:	Partnership and Regeneration Scrutiny Committee
Date:	14 th January 2025
Subject:	Corporate Safeguarding - update
Purpose of Report:	To update the Committee on corporate safeguarding matters during the past 12 months.
Scrutiny Chair:	Councillor Dylan Rees
Portfolio Holder(s):	Councillor Alun Roberts, Adults' Services and Community Safety Councillor Dyfed Wyn Jones, Children Young People and Families
Head of Service:	Fon Roberts, Director of Social Services, & Head of Children & Families Service
Report Author: Tel: Email:	Siân Peacock, Safeguarding and Practice Quality Service Manager sianpeacock@ynysmon.llyw.cymru
Local Members:	Relevant to all Elected Members

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1 - Recommendation/s

The Committee is requested to:

R1 – By examining the information shared and reviewing developments over the past 9 months, seek assurance that the Council is fully meeting it's Corporate Safeguarding obligations.

2 – Link to Council Plan / Other Corporate Priorities

Linked to the Councils Six strategic Objectives, Prevention & Safeguarding is listed in the Corporate Plan 2023-28 as one of the Councils key General Principles - ***“Safeguarding is everyone’s responsibility. All Council Services and employees, regardless of their role or title, have a responsibility to safeguard people. The Council believes that every child and adult has the right to be safe from harm”.***

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

1. What assurances can be given that we as a Local Authority are meeting our Corporate Safeguarding obligations?
2. What measures are in place to ensure full compliance with Corporate Safeguarding training requirements? How is this monitored?
3. What strategies will you use to ensure comprehensive responses when consulting with children and young people, to understand their experiences in a child-centered approach to safeguarding?
4. How will you ensure local businesses and services actively participate in sharing information and developing interventions to support corporate safeguarding, as outlined in the report?

5 – Background / Context

The Wales Safeguarding Procedures (WSP) define safeguarding as:

“Preventing and protecting children and adults at risk from abuse or neglect and educating those around them to recognise the signs and dangers”

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 2015.

The Wales Safeguarding Procedures help staff across agencies and across Wales to apply safeguarding legislation and guidance to their practice. They provide advice about identifying and responding to concerns about individual children at risk and adults at risk. As well as ensuring that we can respond to safeguarding concerns about individual children and adults, work is needed to ensure that services, places and spaces in Wales prevent risk and promote safety.

Councils play a crucial, statutory role in safeguarding children and adults and have a key responsibility to lead in preventing the abuse of children and promoting their well-being. Safeguarding can only be truly effective if it is embedded across all Directorates, Departments and Teams within Cyngor Sir Ynys Môn. Everyone – employees, contractors, volunteers and Elected Members have a role to play in protecting children and vulnerable adults from harm, whether this is inside or outside the home.

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

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

6.1 Potential impacts on protected groups under the Equality Act 2010

N/A

6.2 Potential impacts on those experiencing socio-economic disadvantage in their lives (strategic decisions)

N/A

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

N/A

7 – Financial Implications

N/A

8 – Appendices:

Appendix 1 - Safeguarding Week Training Plan – November 2024.

Appendix 2 - Review of Corporate Safeguarding Plan – 2022 – 2024

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

None

1. Corporate Safeguarding

This report aims to explain what arrangements the Isle of Anglesey County Council has in place to ensure that all of its Directorates and employees play their part in safeguarding and promoting the well-being of children and adults who may be risk of harm.

The Corporate Safeguarding Action Plan 2022 – 2024 is attached and has been updated. Out of the 26 actions 11 have been completed and 15 are ongoing and will therefore form part of the new Action Plan 2024 – 2028 which will be launched on 1st April 2025.

It is the Isle of Anglesey County Council’s responsibility to ensure that staff, volunteers and contractors are aware of safeguarding in their day-to-day work for the Council and know how to raise concerns.

2. Leadership and Culture

There is clear corporate safeguarding leadership in all layers within the Council. The Strategic Corporate Safeguarding Board, which consists of the Senior Leadership Team meet on a quarterly basis. This board is chaired by the Statutory Director for Social Services.

The Director of Social Services has recently visited each Service to promote how “*safeguarding is everyone’s business*”. Each of the Services are aware of their safeguarding duties and how they should respond to safeguarding matters. Staff are encouraged to forward any safeguarding enquires to Teulu Môn in the first instance. This model enables us to have a clear infrastructure for staff to raise safeguarding concerns through the appropriate channel.

Matters that arose from the session and work plan below:

Action	By who	When
Staff wanted more information about Teulu Môn. Teulu Môn producing a short animation about “what is Teulu Môn.	Service Manager – Early Intervention and Prevention	Teulu Môn stand in Foyer during Safeguarding Week 2024 and ongoing events to raise its profile.
Council Contracts to have a statement included to highlight	Director of Social Services	End of Q4

expectations of contractors when coming across Safeguarding Issues and a duty to report.		
Training for School Governors to be reviewed.	Director of Social Services & Director of Education, Skills and Young People	During Q4
Increase Communication to be filtered down to staff in Y Ddolen/Staff Newsletter in relation to safeguarding matters.		Discussions started to consider best way to achieve this.

3. Neighbourhoods and Communities

Councils have a crucial role in understanding their local community and acting in a leadership capacity to support communities to respond to challenges that they may face at different times.

The Isle of Anglesey County Council ensures that children, young people and adults live, learn, work, play and visit in a wide range of settings, which include home, in schools and other learning environments, neighbourhoods, communities and online spaces. Whilst these interactions, activities and interplays are part of growing up and learning to manage risk, the risks within those environments may often be more serious. Parents will have very little influence over these contexts and young people’s experiences of harm outside the home. Children and Families Services chair monthly Child exploitation panels, this is an example of how we work effectively with our partners from both voluntary and statutory settings to develop and implement a co-ordinated activity, using local evidence and information.

The Isle of Anglesey County Council’s staff need to be well equipped with a good basic understanding of exploitation and what to do if they observe or are concerned about a potential safeguarding risk, in the course of their day-to-day work.

4. Local Businesses and Services

The ability to work with, share information and develop interventions across partnership is crucial and involves working in places and context that are not

traditionally associated with children or adult social care. Hotels, bar and restaurants, late night takeaways, off licences, cinemas or other licenced premises may come into contact with children and adults at risk of harm. The Isle of Anglesey County Council believe that people who work in these industries are in a unique position to spot the signs of exploitation and other forms of abuse.

Over the next 12 months, The Isle of Anglesey County Council wishes to work collaboratively with North Wales Police to deliver a programme to raise awareness of child exploitation in the business communities, such as hotels, licensed premises, taxi companies, shops and care homes. We will aim to incorporate all forms of child exploitation which includes sexual and criminal exploitation.

We aim to empower businesses and organisations by upskilling their staff to tackle exploitation to protect both vulnerable children and adults through increased awareness and training.

5. Procurement

The Isle of Anglesey County Council will continue to ensure that effective practice, that includes setting clear and effective standards and robust contract compliance requirements with all external providers of services to the public. When commissioning services we ensure that all contractors who are likely to come into contact with children, young people or adults at have safeguarding measures in place which consists of:

- DBS checks are undertaken at the appropriate level (basic and enhanced level)
- Safeguarding policies
- Safeguarding training
- Ethical supply chain practice
- Modern Slavery policy.

All tendering documentation will now include the following paragraph.

“The Service Provider shall ensure that their staff understand that every practitioner has a responsibility to safeguard children and adults at risk and that they have a duty

to report any concerns about suspected abuse and neglect in these situations, including when the abuse is only suspected”

6. Governance, Scrutiny and Performance Management

The corporate safeguarding arrangements within The Isle of Anglesey County Council consists of: -

Strategic Corporate Safeguarding Strategic Board which consists of the Senior Leadership Team and Heads of Service which is chaired by the Director of Social Services on a quarterly basis.

Below is a list of some of the topics discussed during 23/24:

- Increase in the reports of Domestic Violence across the North Wales region
- Corporate Safeguarding Training
- Safeguarding within the Education setting
- Procurement and Safeguarding
- The Isle of Anglesey County Council’s Corporate Safeguarding Policy.

The Corporate Operational Safeguarding Board, currently chaired by Service Manager, Community Housing consists of officers from various departments within the Council. This group is responsible for drafting the corporate safeguarding action plan and ensuring that actions within this action plan are completed. The operational safeguarding board is also responsible for ensuring that the Council is fulfilling its statutory corporate safeguarding duties.

The Isle of Anglesey County Council continue to be active members of the North Wales Safeguarding Board. The Board has overall responsibility to ensure that there is effective inter-agency co-operation planning and delivering protection services, promote effective multi agency support services and using inter- agency training and dissemination of learning and research to help build a more confident and knowledgeable multi agency workforce.

The Isle of Anglesey County Council is also represented at the North Wales Safeguarding Board and a variety of sub groups, these consists of the Local Delivery Group (Môn and Gwynedd) Policy and Procedure Group, Single Unified Safeguarding Review, which has recently replaced the Child/Adult Practice Review. This process is now the framework to review domestic homicide cases,

Offensive Weapon Homicide and Mental Health Homicide. The Training Officer responsible for corporate Safeguarding training attends the Workforce Development sub-group.

Vulnerability and Exploitation Board:

The Isle of Anglesey County Council is also represented at the Vulnerability and Exploitation Board which takes place every quarter and chaired by the North Wales Office of Police and Crime Commissioner. One of the main purposes of this board is to provide strategic leadership of national strategies including Violence Against Women, Domestic Abuse and Sexual Violence, Criminal Exploitation and Modern Slavery. This board also maintains oversight of the statutory Serious Violence Duty, and the North Wales Serious Violence response strategy to ensure they underpin any relevant key projects included within the board's programme of work.

Corporate Safeguarding Action Plan 2025-2028:

The corporate safeguarding action plan 2025 – 2028 will ensure that information gathered at these various meetings are disseminated to members of the corporate operational safeguarding board and to the Senior Leadership Team.

The corporate Safeguarding plan 2025- 2028 will also ensure that safeguarding will be a cross-cutting theme across performance management that will ensure that the safeguarding is embedded across the whole council. Self-assessment audit tools will be introduced to enable each department to capture the effectiveness of their corporate safeguarding arrangements. This will assist us to analyse information from each of its directorates from workforce training, departmental reporting regarding concerns identified and emerging thematic or council wide challenges.

7. Workforce Development

A corporate safeguarding approach is embedded to workforce development.

- DBS checks are always carried out for certain roles to protect children and adults at risk
- A robust system is in place to ensure pre employment checks are carried out
- There is a dedicated training officer to deal with corporate safeguarding training

Social Care Wales have developed the National Safeguarding Training Standards. The Corporate Safeguarding Operational Group are currently in the process of updating the safeguarding policy to ensure that these training standards becomes mandatory training for all employees. This item will be discussed at the Strategic Corporate Safeguarding Board in February 2024.

Violence against Women, Domestic Violence and Sexual Violence:

The Isle of Anglesey County Council is committed to the Violence against Women, Domestic Violence and Sexual Violence strategy. It is a requirement for all staff to undertake the basic violence against women online training as part of their induction. Front line staff are required to participate in Level 2 or/and Level 3 Ask and Act Training. In addition to this, Elected Members are required to undertake Level 6 training.

Prevent Training:

All staff are given basic Prevent training during the induction. We will need to ensure that all employees are aware of the duty the local authority has under the Counter Terrorism and Security Act 2015, we need all employees to be confident in recognising the signs of radicalisation and know how to report this. The training plan will be presented to the Senior Leadership Team in February 2025, this plan will also include a briefing to Elected Members by the Home Officer and Counter terrorism on the counter terrorism local profile and the situational risk assessment.

Modern Slavery:

Modern slavery is a heinous and often hidden crime. It includes slavery, servitude, forced and compulsory labour and human trafficking. The impact can be devastating for the victims. We need to ensure that all employees complete the newly developed online training available from the Home Office. We are currently liaising with the North Wales Resilience Forum in relation to a Modern Slavery exercise that will be staged early in 2025.

National Safeguarding Week:

National Safeguarding Week is seen as a good opportunity for The Isle of Anglesey County Council to promote safeguarding amongst staff and contractors. Please see attached details of the training offered during safeguarding week in November 2024.

The data below highlights the number of staff who have completed mandatory safeguarding training during 2023 - 2024

Service	VAWDASV	Prevent	Modern Slavery	GDPR	Cyber Awareness
ADULTS	100%	100%	100%	100%	98%
CHILDREN'S	92%	91%	91%	92%	91%
CORPORATE TRANSFORMATION	97%	97%	96%	97%	93%
COUNCIL BUSINESS	100%	100%	100%	100%	100%
HIGHWAYS, WASTE AND PROPERTY	87%	78%	78%	79%	98%
HOUSING	91%	89%	91%	91%	86%
LEARNING	77%	76%	76%	76%	74%
PROVIDER UNIT	85%	82%	83%	83%	79%
REGULATION AND ECONOMIC DEVELOPMENT	90%	89%	90%	90%	90%
RESOURCES	99%	96%	99%	99%	97%
SCHOOLS	62%	46%	55%	53%	46%
SENIOR MANAGEMENT	100%	89%	89%	89%	67%
<u>Grand Total</u>	<u>76%</u>	<u>68%</u>	<u>72%</u>	<u>72%</u>	<u>66%</u>

8. A Child Centred Approach to Safeguarding

Over the next 12 months, we want to strengthen the relationship we have with children and young people of Mân to ensure that they are listened to and that their voices are heard. By consulting with children and young people the Council will be in a better position to understand their perspective and experiences in terms of what practical steps that The Isle of Anglesey County Council can take to keep them safe from harm outside the home. We aim to do this by consulting with children and young people through:

- School councils
- Looked After Children participations groups
- Local consultation events.

9 Next Steps.

- Revise the Terms of Reference for the Corporate Safeguarding Operational Group and ensure that all departments are represented.
- Corporate Safeguarding Action Plan for 2025 – 2026 to be presented to the Senior Leadership Team for sign off during Q4
- Corporate Safeguarding Policy and Safeguarding Training Plan to be reviewed and presented to the Senior Leadership Team for sign off during Q4.



NORTH WALE SAFEGUARDING BOARDS

Safeguarding Week 2024 – Table of Events

#safeguardingwales #DiogeluCymru

Date	Agency	Event Title	Location	Description
Monday 11 th November 2024	NWSB	SUSR Panel Chair and Reviewer Training	Coed Pella, Colwyn Bay	To extend skills and competence and build confidence in undertaking the role of Reviewer or Panel Chair in SUSR Reviews.
Monday 11 th November 2024	NWSB	Complex Safeguarding	On-line	Nina Maxwell the workshop will highlight the research findings identified from speaking to young people who have been criminally exploited in Wales, parents of children who have been exploited, and professionals working with children and families in local authority and voluntary services across Wales.
Tuesday 12 th November 2024	NWSB	Cultural Diversity & Harmful Practices Training - BAWSO	On-line	The workshop will focus on the way individuals and systems should respond respectfully and effectively to people of all cultures , languages, classes, races, ethnic backgrounds, religions, and other diversity factors.
Wednesday 13 th November 2024	NWSB	Professional Curiosity	Online	With Paul Jones, Y Bont
Wednesday 13 th November 2024	NWSB	Engaging with Fathers	Online	With Paul Jones, Y Bont

Wednesday 13 th November 2024	NWSB	Self-Neglect, Hoarding and the Law	Online	With Laura Pritchard Jones
Thursday 14 th November	NWSB	Drug trends in North Wales and safeguarding Implications	Online	Adferiad
Thursday 14 th November 2024	NWSB	Herbert Protocol	Online	Bite size session
Thursday 14 th November 2024	NWSB	Self-Neglect Workshop	Online	Practitioners to bring cases for discussion with Michael Preston Shoot
Friday 15 th November 2024	NWSB	SUSR Panel Member Training	Coed Pella, Colwyn Bay	To extend skills and competence and build confidence in undertaking the role of Panel Member in SUSR Reviews.
Wednesday 20 th November 2024	NISB	NISB APR research findings	Online	



Corporate Safeguarding

Action Plan 2022 – 2024

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	Requires Strategic Board action to ensure completion	
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	Requires Strategic Board action to ensure completion	
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	11.09.2024 review This action is carried forward into our next action plan	
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	More services reporting and this action is gaining momentum. To date Housing: Learning Services: Highways, Property and Waste: Regulation: Community Safety and Transformation have reported. 11.09.2024	

				This action is carried forward into our next action plan and will encourage annual reports from each service rather than quarterly reports	
1.5	<p>The Services carry out dip sample/ assurance activity to ensure that services are consistently implementing safeguarding policies and practices:-</p> <p>Suggested areas:-</p> <p>Ask and Act Training Risk Assessments – Safe Workforce</p>	Director of Social Services	31 March 2023	<p>Currently considering which area to focus on this time.</p> <p>Cyswllt Mon staff all complete Ask and Act Training as well as additional staff within HR.</p> <p>11.09.2024 This action is being carried forward in the new action plan ensuring all Management are operating the safe workforce policy alongside encouraging attendance to Ask and Act</p>	
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 including Modern Slavery and Prevent.	Directors and Heads of Service	On going	The Policy Portal has not been operational since 2022 due to an operational matter, therefore has been difficult to obtain accurate data. The Coporate Safeguarding	Data presented in main report.

				<p>Policy has been uploaded on Monitor.</p> <p>The issue with the policy portal has now been resolved.</p>	
2.2	<p>Coordinate a programme of activities for National Safeguarding Week.</p>	<p>Independent Safeguarding and Reviewing Officer Lisa Capper – and task and finish group.</p>	<p>31 December 2022</p>	<p>Programme in place/being coordinated</p> <p>Focus areas for 2024 need to be confirmed – Most of the Safeguarding Week 2023 sessions had to be cancelled due to low numbers. This needs to be taken into consideration when arranging this years safeguarding week events.</p> <p>11.09.2024 This action is ongoing as the National Safeguarding Week is an annual event. We have agreed to reduce the number of events occurring during the week to allow for improved attendance numbers.</p> <p>All Corporate safeguarding board members can support and contribute to the Safeguarding week arrangements.</p>	
2.3	<p>Complete and Launch the Corporate Safeguarding section of Monitor.</p>	<p>Task Group established</p>	<p>31 December 2022</p>	<p>Site built and live. Will review and amend before we sign off this action</p>	

				<p>Much of the information within these pages needs updating.</p> <p>11.09.2024 This action is complete</p>	
2.4	Review the external facing information on Safeguarding on the Local Authority's web site	Task Group	30 September 2023	<p>Much of the information within these pages needs updating.</p> <p>11.09.2024 The action is complete, however there is a need for ongoing updates</p>	
2.5	Complete the review of and implement the Corporate Safeguarding Training Framework	Senior Manager, Safeguarding and Training Officer	31 March 2023	<p>Work is underway to complete a workforce mapping exercise to establish the appropriate group training for each role across the local authority</p> <p>11.09.2024 This action is being transferred to the new action plan</p>	
	VAWDASV & National Training Framework				
2.6	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	
2.7	Ensure that all staff complete the Level 1 National Training Framework	Directors and Heads of Service	31 March 2023	80%	

	VAWDASV via ELearning or the booklets – including those staff new to the authority			100% within the transformation service. Mandatory module data reviewed and reported on quarterly.	
2.8	<p>Roll out Level 2 Ask and Act</p> <ul style="list-style-type: none"> ▪ Services will have to identify those who are in a position to ask and act ▪ Establish a plan for roll out of Level 2 across services in priority groups to inform regional plan 	Directors and Heads of Service with the support of the Workforce Development Unit	31 March 2023	<p>Group 2 being rolled out</p> <p>Services still need to identify those in roles who are in a position to Ask and Act. This will enable accurate reporting and identification of those who still need to complete L2 training.</p> <p>11.09.2024 This action will transfer over to the new action plan</p>	
3	<p>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.</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 	Directors and Heads of Service	31 March 2023	<p>Service representatives on the Operational Board have not reported concerns around the implementation of this action within their service</p> <p>11.09.2024 This action is being transferred to the new action plan</p>	

	<p>exceptional circumstances where a DBS disclosure is not to hand</p> <ul style="list-style-type: none"> - Whether formal risk assessments and measures are in place when safeguarding concerns are 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>11.09.2024</p> <p>This action is being transferred to the new action plan</p>	
<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>Will ask NWSB in a week or so whether the registrations from IOACC has increased.</p> <p>Operational board members asked to promote within their service</p> <p>11.09.2024</p> <p>New IOACC Safeguarding bulletin/ newsletter to be shared with all staff – frequency and author to be</p>	

				agreed within new action plan.	
4.2	Raise awareness and understanding of the Multi-Agency Protocol – Working with Families Who Display Disguised Compliance - NWSCB During Safeguarding Week <i>MAPF Wrexham</i>	Corporate Safeguarding Delivery Board Children and Families Service: Adults Services :Housing Services: Learning Service	31 December 2022	Staff signposted to NWSB offer for safeguarding week 11.09.2024 This action is being transferred to the new action plan	
4.3	Raise awareness of the NWSCB Safeguarding Disabled Children Policy During Safeguarding Week <i>MAPF Wrexham</i>	Corporate Safeguarding Delivery Board	31 December 2022	Not part of the NWSB offer for this year – will need to consider local awareness raising event. 11.09.2024 This action is being transferred to the new action plan	
4.4	Hoarding Promote the awareness of the NWSCB Hoarding Protocol. During Safeguarding Week <i>MAPF Wrexham</i>	Corporate Safeguarding Delivery Board	31 December 2022	A session with Michael Preston Shoot – who is an authority in this area – is being arranged for IOACC and details will be announced during safeguarding week. 11.09.2024 This action is being transferred to the new action plan	
4.5	Raise awareness of the North Wales Safeguarding Board's, Supporting Children, Supporting Parents; A North Wales Multi Agency protocol – Parents with severe	Corporate Safeguarding Delivery Board	31 December 2022	Staff signposted to NWSB offer for safeguarding week. Sessions are full – may need to consider local offer also	

	<p>mental health problems and/or substance misuse.</p> <p>During Safeguarding Week</p> <p><i>MAPF Wrexham</i></p>			<p>11.09.2024</p> <p>This action is being transferred to the new action plan</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>	Director of Education	31 March 2023	<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 slavery and the duty to refer through to the NRM where there is concern of trafficking for the purpose of exploitation.</p>	Practice Improvement Officer Social Services	31 March 2023	<p>Regional pathway to be agreed by November 2022. Training can follow NRM training sessions were offered during safeguarding week.</p> <p>11.09.2024</p>	

				This action will be transferred to the new action plan.	
4.8	Corporate Restraint Policy requires review	Corporate Safeguarding Delivery Board to set up Task and Finish Group	30 June 2023	Physical intervention models are under review. 11.09.2024 This action has not been discussed at the Corporate Safeguarding Board as it is a matter for the Social Services Department only and a policy in already in existence which complies with Care Inspectorate Wales regulations.	
4.9	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 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.	Corporate Safeguarding Delivery Board	31 December 2023	11.09.2024 The VAWDASV agenda is strong and we will continue to provide ASK AND ACT training to relevant officers as part of our workforce development plan. Learning from DHR’s and other formal reviews	

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	Deputy Chief Executive	30 September 2023	11.09.2024	

	statement to ensure that slavery and human trafficking are not taking place in the organisation and supply chain,			This is a statutory requirement and will not form part of the new action plan. Action owned by IOACC Deputy CEO	
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	<p>Training being sourced This action may not be delivered by the milestone in the previous column. Risk is low. Aim to deliver in q3 and q4</p> <p>11.09.2024 This action is being transferred to our new action plan</p>	

CONTEXT

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

	<ul style="list-style-type: none"> ▪ 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 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>
Child sexual exploitation (CSE)	<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>
Violence against	<p>Legal Duties - Violence against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015</p>

<p>Women, Domestic Abuse and Sexual Violence</p>	<ul style="list-style-type: none"> ▪ Ask and Act - National targeted enquiry across Public Authorities in Wales for violence against women, domestic abuse and sexual violence. Organisational duty to encourage relevant professionals to “Ask” potential victims in certain circumstances (targeted enquiry); and to “Act” so that harm as a result of the violence and abuse is reduced ▪ Delivery of the National Training Framework for Violence against Women, Domestic Abuse and Sexual Violence ▪ Involves communications, training, policy development, info sharing, referral pathways to specialist services, data collection & review <p>The North Wales Violence against Women, Domestic Abuse and Sexual Violence Board is the regional partnership board: providing a partnership approach to preventing serious harm caused by violence against women, domestic abuse and sexual violence in the North Wales. They lead and support the implementation of the act; develop, approve and monitor the regional strategy; ensure that matters are effectively and strategically addressed in North Wales.</p> <p>This Action Plan reflects the regional strategic priorities in terms of awareness and delivery of the National Training Framework</p>
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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.