

## ISLE OF ANGLESEY COUNTY COUNCIL

<b>REPORT TO :</b>	<b>Partnerships and Regeneration Scrutiny Committee</b>
<b>DATE:</b>	<b>14 January 2015</b>
<b>SUBJECT :</b>	<b>Corporate Safeguarding (Children)</b>
<b>PORTFOLIO HOLDER(S):</b>	<b>Ken Hughes</b>
<b>REPORT AUTHOR:</b> <b>Tel:</b> <b>E-mail:</b>	<b>Anwen Huws, Head of Service</b> <b>01248751811</b> <b>AnwenMHughes@ynysmon.gov.uk</b>

### **1.0 RECOMMENDATIONS**

R1- That the Scrutiny Committee notes the corporate arrangements to implement its Safeguarding Policy

R2 - That the Scrutiny Committee notes the conclusion of the self-evaluation presented to the Regional Safeguarding Board and the proposed actions

R3 – That the Scrutiny Committee notes the establishment of the Corporate Safeguarding Board

R4 - That the Scrutiny Committee scrutinize corporate safeguarding arrangements on an annual basis

R5 – That the Scrutiny Committee notes that we await the final report of the Wales Audit Office review of the Councils' assurance and accountability arrangements for ensuring that safeguarding policies and procedures are in place and are being adhered to.

### **2.0 REASONS**

2.1 The Local Authority is required on an annual basis to undertake a self-evaluation of its safeguarding children arrangements, and to report its findings to the Regional Safeguarding Board. Appendix 1 contains this report. The report identifies the agreed objectives, progress against these objectives and further areas that require attention. The report includes an analysis of our contribution to the multi-agency context and to the work of the Regional Safeguarding Children Board, the Local Delivery Group and associated regional sub groups. The report identifies the following main achievements and the following priorities for the coming year:-

#### **2.2 Main Achievements**

The Local Authority has achieved improvements in both its Children Services and its Education services, and is currently moving to a phase of developing and improving safeguarding arrangements more generally. The Local Authority has a Corporate

Safeguarding Board in place whose role is to ensure that the Local Authority's key duties in relation to safeguarding children and vulnerable adults are being adequately discharged. The Local Authority's policy on safeguarding and the associated safeguarding action plan has been adopted. Whilst progress on the action plan, has suffered some delays against original target dates, some key actions have been achieved:-

- There has been progress in relation to the Council's arrangements for Safe Recruitment and the HR service has developed and reviewed a number of key safe recruiting policies and included regular checks on DBS compliance for new starters with the Local Authority.
- There is a whistle blowing policies in place for all employees and elected members
- The Corporate Induction Policy ensures that all staff are aware of their responsibilities in relation to safeguarding children and adults.
- In terms of monitoring staff awareness and competence in relation to safeguarding, the Council's training log shows that staff take specific safeguarding training sessions and that the corporate induction session, includes time on safeguarding
- Member involvement in 'rota visits' was introduced where Members visit workplaces across Children Services to meet front line staff and gain a better understanding of how the service operates
- Training was delivered for Heads of Service, Portfolio and Shadow Portfolio Holders, other Key Members and designated safeguarding officers in each service so that they are supported to understand their safeguarding responsibilities and are accountable for their safeguarding responsibilities. Training will also be delivered for those members and officers who were unable to attend the delivered sessions. During 2015/16 it is planned that each Head of Service receives individual support to implement their safeguarding objectives.
- During 2013/14 we made improvements to our arrangements for managing allegations against professionals. At our request the LSCB commissioned a number of seminars on managing allegations against professional which were attended by a range of professionals and agencies. An independent audit carried out during the year confirmed our progress.

In response to the Deputy Minister for Children and Social Services intention to reduce the number of LSCBs in Wales the Local Authority participated in the establishing of the Regional Safeguarding Board. We remain active members and contributors to the safeguarding agenda both on a local and regional basis. Extended Child Practice Reviews are currently underway in respect of two Anglesey cases. The learning from these cases will be reported to the Corporate Safeguarding Board.

In November 2012, further allegations of historical child abuse led to the establishment in North Wales of Operation Pallial and the Macur review. We have satisfied ourselves that we do comply with the recommendations of previous inquiries and, with other North Wales authorities, are ensuring appropriate support and counselling services are available for victims coming forward as a result of the recent investigations

We have seen partnership work across agencies to develop the safeguarding work in Anglesey during the year. We have been working with North Wales Police to examine the business case to set up a co-located Multi-Agency Safeguarding Hub (MASH) in Ynys Môn to receive and risk assess referrals regarding child protection, child sexual exploitation, domestic violence and vulnerable adults. This would allow for relevant information to be shared between agencies in a timely manner before deciding the intervention required by existing teams within agencies. We have successfully worked with Gwynedd Council & partners to deliver the IFSS service on a collaborative basis.

### 2.3 Priorities going forward

There are a number of arrangements in place to ensure the organization that services are discharging their safeguarding duties - an annual appraisal of each school using a standard safeguarding report card and at a Children's Services level comprising the reporting of statutory performance indicators. This needs to be rolled out on a corporate basis. Therefore for 2015/16 each head of service will set safeguarding objectives and measures and this will be accompanied by the setting up of a Corporate Safeguarding Scorecard. Achieving the objectives of the Safeguarding Policy and Action plan will help introduce more effective scrutiny of safeguarding issues. Safeguarding will be embedded in each services objective setting, business planning and risk management arrangements.

The new post of Service Manager (Safeguarding) will be appointed and tasked with reviewing and corporate action plan, and driving achievements against the revised timescales and establishing the Safeguarding People Service bringing together the Independent Officers for Safeguarding within Children and adult services.

The Local Authority intends to develop its Safeguarding Training Framework by 2015/16. Our strategy has been to ensure that the Members and Key Senior Officers, and designated Safeguarding officers were provided with a consistent level of safeguarding awareness training. The safeguarding training programme will be finalised and applied across the Council with full of monitoring of attendance

Author: Anwen Huws

Job Title: Head of Service

Date: 05.01.15

Appendix 1

## ANNUAL REPORT TO THE NORTH WALES SAFEGUARDING CHILDREN BOARD

**AGENCY/ SERVICE AREA** Isle of Anglesey County Council

**BOARD MEMBER** Anwen Huws, Head of Service on behalf of IOACC

**CONTACT OFFICER:** Anwen Huws, Head of Service on behalf of loacc

**DATE OF BOARD MEETING:**

**Text to be supported with appendices of relevant statistics and evidence where possible.**

1	SUMMARY / ISSUES FOR NWSCB'S ATTENTION
1.1	<p>What were the key safeguarding children priorities which have been identified for the current year and why have these been identified as priorities?</p> <ul style="list-style-type: none"> <li>• On a Local Authority basis – implement the Safeguarding policy to ensure safeguarding people at risk from harm and neglect and raise awareness that safeguarding is everyone's business. Action Plan in place monitored by the Corporate Safeguarding Group</li> <li>• Consider options for improved regional working through the Regional LSCB</li> <li>• Have systems in place to ensure that children are protected from harm and abuse wherever possible and offered timely support and protection in compliance with National Policy, Statutory Guidance and Regulations.</li> <li>• Make improvements to the arrangements to manage child protection concerns for children with disabilities</li> <li>• We will work with Gwynedd Council &amp; partners to deliver the IFSS service on a collaborative basis</li> <li>• Respond to any implications from the current Head of Service Review of the Local Authority for the management of the safeguarding function</li> </ul>
1.2	<p>Key areas of progress/achievements in relation to these safeguarding children priorities (and others which may have emerged during the year) with evidence of improved outcomes</p> <p><b>Corporate Safeguarding</b></p> <p>During 13/14, the Local Authority brought together the responsibility for safeguarding children and adults under one head of service. The intent is to set up a Safeguarding People Service. The plan was for this service to be operational by September 2014. This has been delayed due to the need to complete a restructuring process within social services. We have in place a Council Safeguarding Policy, and associated Corporate Action Plan to ensure the effective implementation of the Corporate Safeguarding policy on consistent basis across the Local Authority. During the year we have ensured that:-</p> <ul style="list-style-type: none"> <li>✓ There are effective safe recruitment and a whistle blowing policies in place for all employees and elected members</li> <li>✓ The Corporate Induction Policy ensures that all staff are aware of their responsibilities in</li> </ul>

relation to safeguarding children and adults

- ✓ Training was commissioned for all Heads of Service, Portfolio and Shadow Portfolio Holders, other Key Members and designated safeguarding officers in each service so that they are supported to understand their safeguarding responsibilities and are accountable for their safeguarding responsibilities
- ✓ Member involvement in 'rota visits' was introduced where Members visit workplaces across Children Services to meet front line staff and gain a better understanding of how the service operates

A Safeguarding Board, chaired by the Leader of the Council will be established by March 2015 and all Heads of Service will include Safeguarding priorities in their Annual Objectives. We have established three key areas of focus:-

- Safe workforce
- Training Strategy
- Corporate Restraint

Once the Service Manager (Safeguarding and Quality) is approved we expect progress against our action plan to accelerate. We await the final report of the Wales Audit Office review of the Councils' assurance and accountability arrangements for ensuring that safeguarding policies and procedures are in place and are being adhered to.

A number of relevant policies have been approved or are in the process of approval or have been revised during the reporting period:-

- Safe Recruitment Policy
- Domestic Abuse, Violence Against Women & Sexual Violence
- DBS Policy (revised)
- Recruitment & Selection Policy (revised) to include guidance on completion of references
- Lifelong Learning Child Protection Policy
- DBS policy for Schools
- Housing Services Domestic Abuse Policy

**Safeguarding and care planning of looked after children and care leavers who exhibit vulnerable or risky behaviour, within Isle of Anglesey County Council**

CSSIW undertook an inspection of safeguarding and care planning of looked after children and care leavers who exhibit vulnerable or risky behaviour, within Isle of Anglesey County Council. The inspection was carried out as part of a national thematic inspection programme, and focussed on the work undertaken with looked after children over 11 years of age and care leavers who were identified as being vulnerable and/or involved in risky behaviour. The inspection also considered the extent to which the corporate parenting, management and partnership arrangement acted to promote improved outcomes to Looked after children and care leavers.

Areas judged to be positive specific to Safeguarding:-

- Children services were recognised as a corporate priority.
- The Children's Safeguarding Board (CSB) was in early stages of moving to regional footprint.
- Stabilising the children's social services workforce had been a priority for the authority over a number of years. The social work establishment was now described as stable but

needing to grow in experience.

- Referrals and information sharing processes between professionals were understood and operational relationships between staff helped support communication social workers and their managers had an understanding of the young people they worked with including their presenting vulnerabilities and risky behaviours.
- The authority had introduced a Risk Model to provide staff with a clear risk assessment framework. This suite of tools included a means of routinely screening cases, to inform decision-making, also a structured approach to the detailed assessment of risk of significant harm.
- Staff had access to key policies and there information systems in place to support oversight of compliance in respect of statutory child protection procedures. All workers were clear that safeguarding was a priority and there was heightened awareness of the vulnerabilities of looked after children and care leavers. Child protection processes were being used to manage risk for this group of young people.
- The Local Anglesey/Gwynedd Safeguarding Children Board had undertaken work on child sexual exploitation, missing children involved in sexually harmful behaviour. The regional partnership arrangements across North Wales in relation to these issues had been strengthened.
- Children's Social Services staff had also led work on improving the recognition of child trafficking.
- The authority were in the process of reconfiguring its service and creating a Safeguarding and Quality Assurance team including the child protection coordinator, quality assurance officer and the independent reviewing officer.

**Performance in relation to Key systems and processes to ensure that Children are protected from harm**

The Local Authority has maintained and consolidated its performance in relation to key PIs – as indicated in the following areas:-

- All children with a child protection plan have an allocated social worker
- Improvement in our figures in relation to the holding of a core group meetings following on from the initial child protection conference. During the year 91.46% of required meetings were held within timescale, which is an improvement on our 2012-13 performance (82.66%) and the all Wales average (88.50%) for the same year
- Maintained our key focus on seeing children during their assessments. During 2013/14 the percentage of initial assessments carried out where there is evidence of a child being seen by social worker was 91.63%, which is again an improvement on our 2012-13 performance (89.91%) and the all Wales average (75.40%) for the same year
- Maintained performance in excess of the Welsh average (based on 2012-13 data) in relation to the timeliness of holding child protection conferences. During 2013/14 the percentage of Initial Child Protection Conferences held within timescale was 92.66%, compared to the Welsh average of 87.40%: and during the same year 98.49% of Review Child Protection Conferences were held within timescales compared to the Welsh average of 96.10%
- Improvements within the Specialist Children' Services (SCS) to further improve the case management process to achieve better alignment to the Framework for Assessment.

In terms of the effectiveness of our child protection plans one way of measuring this is whether children's names are reregistered within certain periods. We continue to perform well in this area

**SUMMARY / ISSUES FOR NWSCB'S ATTENTION**

- Only 4 children were re-registered within 12 months, and another 1 child within two years. Another consideration in the effectiveness of our child protection plans is the time the children's names remain on the register. The majority of plans are successfully implemented and the risk to children reduced within 6 months

	2013/14
Less than 6 months	43
Between 6 – 12months	14
Between 12 months and 24 months	12
Over 2 years	2

**Improvements through quality assurance**

Audits undertaken during the year are leading to practice improvements. For example audits identified the need to improve assessments of risk. As a consequence we have been piloting the incorporation of a specific risk tool within the supervision process and within our reports to Child Protection Conference Report. The intention of this is to ensure the consistency of approach towards risk management and to provide an evidence based approach to the measurement, improvement, and/ or escalation of risk. The Workforce Development Unit has incorporated the Risk Model within their staff training program and will disseminate this to all staff, including multi-disciplinary colleagues.

During 2013/14 we made improvements to our arrangements for managing allegations against professionals. At our request the LSCB commissioned a number of seminars on managing allegations against professional which were attended by a range of professionals and agencies. An independent audit carried out during the year confirmed our progress.

**IFSS**

The Gwynedd and Môn IFSS has been established and is operational.

**Child Sexual Exploitation and Trafficking**

The Local Authority lead on the multi-agency Gwynedd and Môn Missing from Home/Child Sexual Exploitation Task Group which aims to prevent Child Sexual Exploitation and safeguard children by reducing the number of episodes of children and young people going missing. This will be achieved by way of strategic interventions and identification of good working practices which can be shared across a multi-agency forum. The work of this group will be strengthened by the CSE Practitioner Project - a 3 year project to raise awareness amongst professionals and young people from all communities about Child Sexual Exploitation (CSE) and to improve the outcomes for young people identified as being at risk of CSE. This project is led by North Wales Police and Barnardos. The benefits to the children and young people are that they are receiving appropriate interventions tailored to their individual needs. The Chief Executive, Isle of Anglesey County Council is the Chair of the North Wales Anti-Human Trafficking Project. We are working closely with Key partners including Barnardos on the trafficking of children, an important issue for Anglesey as we have the Holyhead port in our area.

The Local Authority's children and education service has introduced the use of the SERAF tool and is working with Barnardos Cymru, to deliver

1	SUMMARY / ISSUES FOR NWSCB'S ATTENTION
	<ul style="list-style-type: none"> <li>▪ Awareness training</li> <li>▪ Training to staff in the use of the SERAF tool. Education have delivered four training sessions during summer term which were offered to health and children's services.</li> </ul> <p><b>Children who behave in a sexually harmful way</b></p> <p>We have worked on a regional basis to develop the approach towards working with children who behave in a sexually harmful way. Gwynedd and Ynys Môn LSCB adopted the preferred option of using AIM model of working with children and young people demonstrating sexually harmful behaviour and funded cross county multi-agency training for agencies, in order to implement a consistent and evidenced approach to working with children and young people who demonstrate sexually harmful behaviour. A multi-agency Practitioners Forum group has been established to assist with ongoing practice development of staff in this area of safeguarding. Turnover of staff has seen key skills in this area of work lost.</p>
1.3	<p>Remaining safeguarding children challenges and issues (including risks)</p> <ul style="list-style-type: none"> <li>• Whilst there is clear commitment to improvement, and evidence that changes are being implemented, for progress to be accelerated specific capacity is required. We have identified resources for this.</li> <li>• Conference Process – Reports by the Child Protection Coordinator indicates that we require to ensure the child's voice is heard consistently, direct work and communication with the children requires being central to the process, advocacy service for children going through this process requires further development. The review of Child Protection Plans during Supervision, Core Group and Review Child Protection Conferences requires demonstrating progress in the plan to ensure effective and timely safeguarding and care planning for the children.</li> <li>• Whilst there has been an improvement, through the training provided to Social Workers, in the use of risk assessment tools, we need to ensure that there is a shared understanding of the risk framework and a consistent approach across children service and the multi-agency partnership. There are a number of areas which practice audits has identified as requiring improvements in multi-agency working:- <ul style="list-style-type: none"> <li>1) Better assessment of parenting capacity based on full parental history and a clear focus on risk</li> <li>2) Core Groups should focus on delivering a multi-agency plan focus on achieving safety for the child.</li> <li>3) Re launch of the Managing Professional Differences Protocol – this relates to differences of professional opinion</li> <li>4) Review multi agency collaboration in cases of unborn babies</li> <li>5) Use of S20 Children Act 1989 and threshold for managing significant harm,</li> </ul> </li> <li>• A workforce equipped to discharge their safeguarding duties effectively – Supporting staff and managers working with vulnerable children and young people /adults in their continuous professional development by providing safeguarding training at a level commensurate with their roles and responsibilities</li> <li>• Robust contractual arrangements in operation where the Isle of Anglesey County Council commissions or regulate work with vulnerable children and young people / adults from other organisations / agencies</li> </ul>
1.4	<p>Safeguarding children issues to be raised with the NWSCB (eg. where NWSCB support, direction or action may be needed)</p>



<b>1</b>	<b>SUMMARY / ISSUES FOR NWSCB'S ATTENTION</b>
	<ul style="list-style-type: none"> <li>• We are spending considerable staff time responding to contacts that do not meet our service threshold. There is a clear need to work with professionals to reach a mutual understanding of the thresholds and to ensure that all agencies take responsibility for their safeguarding decisions.</li> <li>• An evaluation of the risk model and ownership of the model – so that we are focusing on managing risk on a multi-agency basis.</li> <li>• Many of the parental characteristics which have been shown to impact upon parenting. Social Services cannot commission the range of services needed to deal with all the presenting issues. There are significant indications that Adult Mental Health and Substance Misuse services need to have significant input into child protection cases.</li> <li>• The RSCB should consider establishing a Dual Protection Policy to guide decision making in relation to children who are looked after and on the child protection register.</li> <li>• RSCB to review the arrangements to manage private fostering in both Local Authorities</li> <li>• Training on the impact of neglect and assessing neglect should be delivered to all workers and supervisors and refreshed regularly.</li> <li>• Training should be provided to the multi-agency network and specifically social workers to enable them to manage cases where parents exhibit hostility and to develop a better understanding of disguised compliance</li> </ul>
1.5	Any significant issues on safeguarding children or for the NWSCB e.g. serious incidents, messages from inspection, re-organisation, etc See 1.4 above

<b>2</b>	<b>SAFEGUARDING CHILDREN GOVERNANCE &amp; ACCOUNTABILITY ARRANGEMENTS:</b>
	<b>How the organisation ensured it operated effectively on safeguarding children during the year</b>
2.1	<p><b>Role, function and structure of safeguarding children within the organisation</b></p> <p>The Local Authority has adopted its Safeguarding policy which identifies that whilst social services are the lead agency for undertaking enquires into allegations/concerns that children and vulnerable adults may be suffering significant harm, everyone shares a responsibility for safeguarding and promoting the welfare of children, young people and vulnerable adults, irrespective of individuals' roles. The Local Authority is committed to working to the All Wales Child Protection procedures and Working Together in the Safeguarding of Children.</p> <p>Roles and Responsibilities are detailed in our Safeguarding policy. The Chief Executive has the overall responsibility for ensuring the implementation of an effective child protection &amp; vulnerable adult policy and procedures, for the development of corporate governance and for meeting all statutory requirements. The Director of Community is the Council's lead officer in relation to the Vulnerability Agenda and is a member of the RSCB. She is responsible for ensuring that the authority has proper safeguards to protect vulnerable children and young people, adults and older people, and reporting at a corporate level and to Councillors on their effectiveness. Whilst all staff have a responsibility to safeguard and promote the welfare of children, the Director of Community remains the senior officer within the Council with final and indivisible accountability for this.</p> <p>The Children's Service is responsible for undertaking enquires into allegations/concerns that children and vulnerable adults may be suffering significant harm, and discharging the Local Authority's various duties under Children's Act 1989. These are carried out by its 4 field work teams.</p>

2

**SAFEGUARDING CHILDREN GOVERNANCE & ACCOUNTABILITY  
ARRANGEMENTS:**

**How the organisation ensured it operated effectively on safeguarding children during the year**

Designated Safeguarding Officers within each directorate are responsible for:

- Attending relevant training for designated officers
- Acting as a source of advice on all safeguarding matters for other staff within the directorate
- Being familiar with the Safeguarding procedures of the All Wales Child Protection Procedures, the Protection of Vulnerable Adults Procedures and the Isle of Anglesey County Council to ensure that systems are in place for effective record keeping
- Ensuring that there are effective internal procedures to handle concerns and to involve referral agencies (e.g. Children and Young People Services, Protection of Vulnerable Adults)
- Ensuring that records are kept and that they are safe and secure at all times
- Ensuring that compliance with this Policy & Procedure is monitored and reported on a regular basis to their Management Team and through this to the Director Community and Members

All Heads of Service must ensure that their staff are subject to appropriate Independent Safeguarding Authority (ISA) and DBS checks and that their staff comply with the Safeguarding Children and Vulnerable Adults Policy and Procedures. Each Head of Service must establish arrangements to ensure that they are compliant with the requirements of this policy and the Council's Criminal Records Policy. Each Head of Service must arrange that records are undertaken and kept of all Independent Safeguarding Authority (ISA) and DBS checks.

Corporate Safeguarding Board will ensure the Authority's key duties in relation to Safeguarding Children and vulnerable adults are being adequately discharged. The Management Team within each service is collectively responsible for ensuring all statutory requirements relating to safeguarding and promoting the welfare of children and young people and vulnerable adults are in place and upheld by staff. This includes the quality, content and frequency of training provided and the maintenance of adequate staff training records. Responsibility to include the central monitoring and reporting of compliance with Safeguarding requirements to provide necessary assurances to senior management, the Director for Community and Members on a regular basis.

All Line and Contract Managers are responsible for ensuring that staff they are responsible for receive the training they need, commensurate with their responsibilities. Guidance on which members of staff should receive training and at what level is available from HR staff. Contractors, sub-contractors or other organisations funded by or on behalf of the Council are responsible for applying to appropriate Independent Safeguarding Authority (ISA) and DBS checks and that their staff comply with their appropriate Safeguarding Children and Vulnerable Adults Policy and Procedures. They are also responsible for informing relevant Council managers of any concerns they encounter and refer in relation to safeguarding issues.

**Safeguarding Action Plan**

An Annual Safeguarding Action Plan is put in place, which clearly outlines actions to be taken by Isle of Anglesey County Council, and those acting on behalf of the council, to ensure the full implementation of this policy. This action plan will be reviewed on an annual basis in line with the review of the Council's corporate priorities. This will be reported to the Corporate Scrutiny Committee

<b>2</b>	<p align="center"><b>SAFEGUARDING CHILDREN GOVERNANCE &amp; ACCOUNTABILITY ARRANGEMENTS:</b></p> <p><b>How the organisation ensured it operated effectively on safeguarding children during the year</b></p>
2.2	<p>Relationship to NWSCB</p> <p>Member</p> <p>Isle of Anglesey County Council will work in cooperation with other agencies; it will comply with the Regional Safeguarding Children Board protocols and procedures and will respond positively to any recommendations regarding the improvement of its safeguarding policies and procedures.</p>
2.3	<p>Membership and attendance (including sub groups)</p> <p>The Local Authority has committed membership to both the RSCB and the Local Delivery Groups – and are members or chairs of a number of the sub groups. Local Authority Officers have taken part in a number of practice reviews, contributing to the learning and improvement on a regional basis.</p>
2.4	<p>Relationship to agency's Board</p> <p>Member</p>
2.5	<p>Financial and other resources given to support the NWSCB</p> <p>The Local Authority provides financial support and resources in kind to the work of the Board.</p>
2.6	<p>Any governance / resource issues that could impact upon the ability to safeguard children that need to be brought to the attention of the NWSCB</p> <p>None</p>

<b>3</b>	<p align="center"><b>SAFEGUARDING CHILDREN MONITORING AND EVALUATION/ QUALITY ASSURANCE ACTIVITY</b></p>
3.1	<p>What has the organisation done during the year to monitor and evaluate its safeguarding children arrangements?</p> <p>We have in place a Council Safeguarding Policy, and associated Corporate Action Plan to ensure the effective implementation of the Corporate Safeguarding policy on consistent basis across the Local Authority. The action plan includes a number of audits to test the compliance against the Safeguarding Policy. During the year we have ensured that:-</p> <ul style="list-style-type: none"> <li>▪ There are effective safe recruitment and a whistle blowing policies in place for all employees and elected members</li> <li>▪ There is a regular check of DBS compliance in relation to new starters</li> <li>▪ The Corporate Induction Policy ensures that all staff are aware of their responsibilities in relation to safeguarding children and adults</li> <li>▪ Training has been commissioned for all Heads of Service, Portfolio and Shadow Portfolio Holders, other Key Members and designated safeguarding officers in each service so that they are supported to understand their safeguarding responsibilities and are accountable for their safeguarding responsibilities.</li> </ul>

3	<p align="center"><b>SAFEGUARDING CHILDREN MONITORING AND EVALUATION/ QUALITY ASSURANCE ACTIVITY</b></p>
	<ul style="list-style-type: none"> <li>▪ Member involvement in 'rota visits' was introduced where Members visit workplaces across Children Services to meet front line staff and gain a better understanding of how the service operates</li> <li>▪ We have satisfied ourselves that we do comply with the recommendations of previous inquiries</li> <li>▪ During 2013/14 we made improvements to our arrangements for managing allegations against professionals. At our request the LSCB commissioned a number of seminars on managing allegations against professional which were attended by a range of professionals and agencies. An independent audit carried out during the year confirmed our progress.</li> </ul> <p>Achieving the objectives of the Safeguarding Policy and Action plan will help introduce more effective scrutiny of safeguarding issues. This will be accompanied by the setting up of a Corporate Safeguarding Scorecard for 2015/16</p> <p>Within Children Services there is a comprehensive Performance management and Quality Assurance Framework in place. Targets, service and business plans drive improvements in performance and in the quality of services provided. Audits carried out by internal officers and external parties have been carried out on a regular basis within the service. These included Specific Practice Audits, Planned Thematic Audit programme (undertaken by the children's service management team), Specific Case Reviews and Themed audits e.g. Part IV Strategy meetings, Child Protection Conferences (CPC) Gwynedd and Mon undertaken by external persons. It has become apparent that there is a consensus in findings of both internal and external quality assurance advices.</p>
3.2	<p>What were your safeguarding children audit priorities which were agreed for the year and why they were identified as priorities</p> <p>Audit is driven by themes of our Corporate Safeguarding Action Plan. We prioritised the theme of Safe Workforce during the year as this is crucial in establishing robust safeguarding arrangements. Within Children Services the QA activity is driven by our self-assessment processes, which informs Service Delivery Plan and Risk register: and whilst we do strive to adopt a proactive approach we also maintain capacity to be reactive – so that we can respond to practice issues as they arise.</p>

3	<b>SAFEGUARDING CHILDREN MONITORING AND EVALUATION/ QUALITY ASSURANCE ACTIVITY</b>
3.3	<p>Please provide a summary of safeguarding children quality assurance activity undertaken during the year (to include, for example, in relation to safeguarding children; use of data, findings of audit, equality/diversity, views of service users and staff, complaints)</p> <p>A number of quality assurance activity has been undertaken on a corporate and service basis. Refer to 3.1 above.</p> <p>Within Children Services these include:-</p> <ul style="list-style-type: none"> <li>• Audit of meetings held under Part IV of the All Wales Child Protection Procedures in Isle of Anglesey, during 2013 (Author: Sue Maskell, 2014)</li> <li>• Child Practice Review, Concise Review, Gwynedd and Anglesey LSCB (Authors, John Tate and Glyn Hughes, August 2013)</li> <li>• Audit Report, Isle of Anglesey Child Protection Register, Sue Maskell, 2014)</li> <li>• Morning Lane: Review of Impact of Practice and Systems on the Child's Journey (May 2014)</li> <li>• National Inspection Safeguarding and Care Planning of looked after children and care leavers, who exhibit vulnerable or risky behaviours (CSSIW August 2014)</li> <li>• Regulatory Inspections by CSSIW (Adoption Service) (Fostering Service)</li> <li>• Specific Case Review: (Anwen Huws HoS, 2014)</li> <li>• Extended Child Practice Reviews: (Child Practice Review Group, 2014) Ongoing</li> <li>• External Audit of Isle of Anglesey Section 20 cases (Sue Maskell, 2014)</li> <li>• A number of internal audit reports</li> <li>• Case Audits under the Local Delivery Board and Audit and Quality Assurance multi-agency subgroup.</li> </ul>
3.4	<p>Summary of Section 28 audit outstanding actions: See attached audit</p>
3.5	<p>What did this safeguarding children auditing, monitoring, evaluation and activity tell the organisation about the effectiveness of arrangements to safeguard children and what has been done as a result of the findings?</p> <p>The conclusions/finding, lessons learnt and recommendations of the reports; identify and prioritise the common themes in relation to the safeguarding practice; thus the identification of such themes should enable the Local Authority to identify strengths within the service areas in need of improvement and the change required to enables effective engagement with partners and families to better manage risk. This in turn helps us achieve the Implementation plan to support achieving improvement into the programme.</p>
3.6	<p>Has your agency implemented any relevant actions/action plans arising from Serious Case Reviews/ Child Practice Reviews or Internal Management Reviews?</p> <p>Yes – this feeds into our regular cycle of improvement.</p>
3.7	<p>What are your organisation's areas of strength and areas requiring improvement in relation to safeguarding children, and how will improvements be achieved?</p> <p><b>a)</b> The Council has achieved improvements in both its Children Services and its Education services, and is currently moving to a phase of developing and improving safeguarding arrangements more generally.</p> <p><b>b)</b> The Council has a Corporate Safeguarding Board in place whose role is to ensure that the Council's key duties in relation to safeguarding children and vulnerable adults are being adequately discharged.</p> <p><b>c)</b> Many policies and associated procedures have been reviewed, managers have received training. During 2015/16 it is planned that each Head of Service received individual</p>

3	<b>SAFEGUARDING CHILDREN MONITORING AND EVALUATION/ QUALITY ASSURANCE ACTIVITY</b>
	<p>support to implement their safeguarding objectives.</p> <p><b>d)</b> The Council's policy on safeguarding of children has been adopted The Council has a Safeguarding Policy Action Plan to ensure the full implementation of the policy. However, progress on the action plan, has suffered some delays against original target dates.</p> <p><b>e)</b> There is an annual appraisal of each school on safeguarding using a standard report card. Performance reporting is also taking place at a Children's Services level and comprises the reporting of statutory performance indicators. For 2015/16 each service will set safeguarding objectives and measures.</p> <p><b>f)</b> Achieving the objectives of the Safeguarding Policy and Action plan will help introduce more effective scrutiny of safeguarding issues. This will be accompanied by the setting up of a Corporate Safeguarding Scorecard for 2015/16</p> <p><b>g)</b> There has been progress in relation to the Council's arrangements for Safe Recruitment and the HR function has developed and reviewed a number of key policies. Achieving the objectives of the Safeguarding Action plan will help introduce more effective scrutiny of these policies in practice.</p>
3.8	<p>What have you done to assess staff training and development needs in relation to safeguarding children? What were the results and issues arising from this assessment?</p> <p>The Local Authority intends to develop its Safeguarding Training Framework by 2015/16. Our strategy has been to ensure that the Members and Key Senior Officers, and designated Safeguarding officers were provided with a consistent level of safeguarding awareness training. In terms of monitoring staff awareness and competence in relation to safeguarding, the Council's training log shows that staff take specific safeguarding training sessions and that the corporate induction session, includes time on safeguarding. The safeguarding training programme will be finalised and applied across the Council with full monitoring of attendance</p>
3.9	<p>What internal and external consultation has taken place over the year in relation to safeguarding children, and what were the key issues arising from it?</p> <p>No specific activity</p>

4	<b>PROGRESS ON PRIORITY POLICY AREAS</b>
4.1	<p>What has been progressed locally during the year in response to national expectations and local need in relation to safeguarding children:</p> <p>In response to the Deputy Minister for Children and Social Services intention to reduce the number of LSCBs in Wales the Local Authority participated in the establishing of the Regional Safeguarding Board. We remain active members and contributors to the safeguarding agenda both on a local and regional basis.</p> <p>In November 2012, further allegations of historical child abuse led to the establishment in North Wales of Operation Pallial and the Macur review. We have satisfied ourselves that we do comply with the recommendations of previous inquiries and, with other North Wales authorities, are ensuring appropriate support and counselling services are available for victims coming forward as a result of the recent investigations</p>

4	<b>PROGRESS ON PRIORITY POLICY AREAS</b>
	<p><b>Implementation of the Public Law Outline</b>            In October 2013 we implemented the new guidance in relating to court proceedings, called the Public Law Outline, and the need to have them completed within 26 weeks. 16 of our staff have received the nationally recognised core training for undertaking work within the revised Public Law Outline and we are currently reviewing our processes in light of the practice experience over the year.</p> <p><b>Partnership working</b>            We have seen partnership work across agencies to develop the safeguarding work in Anglesey during the year. We have been working with North Wales Police to examine the business case to set up a co-located Multi-Agency Safeguarding Hub (MASH) in Ynys Môn to receive and risk assess referrals regarding child protection, child sexual exploitation, domestic violence and vulnerable adults. This would allow for relevant information to be shared between agencies in a timely manner before deciding the intervention required by existing teams within agencies. We have successfully worked with Gwynedd Council &amp; partners to deliver the IFSS service on a collaborative basis.</p> <p>Refer also to 1.1</p>
4.2	<p>What impact has this activity had on arrangements and outcomes for children and young people            Children will be able to be assured that</p> <ul style="list-style-type: none"> <li>- The Local Authority has undertaken suitable checks before employing people to work for them</li> <li>- The Local Authority is focusing in working within the relevant statutory requirements and aims to make timely and robust decisions about their safety</li> <li>- The Local Authority ensures that all children with a child protection plan have an allocated social worker</li> <li>- Most children will have the risk to them reduced within 6 months of the first conference</li> <li>- They will be helped if they are at risk of being sexually exploited and that agencies will work together to achieve this</li> <li>- The Local Authority is clear that safeguarding is a priority and that the additional needs of looked after children and care leavers are recognised.</li> </ul>
4.3	<p>What is your organisation's contribution to progressing the NWSCB's priorities for the previous financial year, and what is your contribution to progressing the NWSCB's priorities for the current year:</p> <p>The Local Authority has committed membership to both the RSCB and the Local Delivery Groups – and are members or chairs of a number of the sub groups. Local Authority Officers have taken part in a number of practice reviews, contributing to the learning and improvement on a regional basis.</p>

5	<b>YOUR ORGANISATION'S IDENTIFIED PRIORITIES</b>
5.1	<p>What are your identified safeguarding children priorities for the next year and how do you intend to progress them?</p> <ul style="list-style-type: none"> <li>▪ We will finalise and implement the arrangements for the process of effectively scrutinising all aspects of the safeguarding of children</li> <li>▪ Safeguarding will be embedded in each services objective setting, business planning and risk management arrangements. The Corporate Safeguarding Score card will be</li> </ul>

<b>5</b>	<b>YOUR ORGANISATION'S IDENTIFIED PRIORITIES</b>
	<p>established</p> <ul style="list-style-type: none"> <li>▪ The new post of Service Manager (Safeguarding) will be appointed and tasked with reviewing and corporate action plan, and driving achievements against the revised timescales and establishing the Safeguarding People Service</li> <li>▪ The safeguarding training programme will be finalised and applied across the Council with full of monitoring of attendance</li> <li>▪ The establishment of regular formal scrutiny of safeguarding is a priority</li> <li>▪ Maintain and consolidate performance achieved during 2013-14 in relation to Key Pis that ensure children will have up to date good child protection plans that ensure their needs are met</li> </ul>

<b>6. APPENDICES OF DATA/ PERFORMANCE INDICATORS</b>

<b>BACKGROUND PAPERS</b>	<b>LOCATION</b>	<b>WEBSITE INFO.</b>