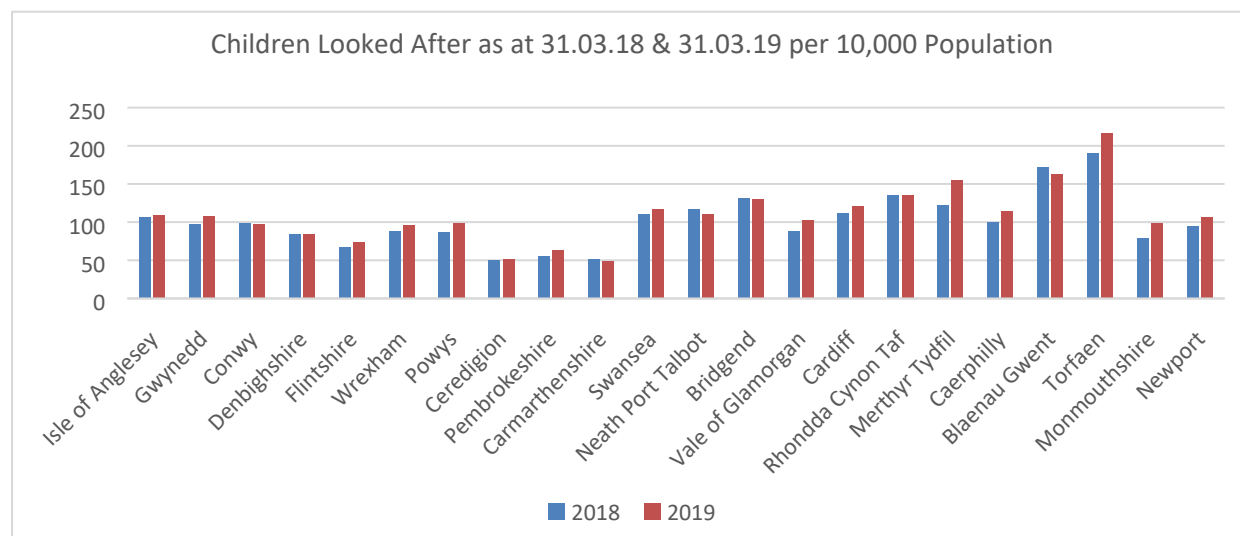


What are we trying to achieve, the outcome	Strengthened corporate arrangements for Safeguarding Children and Adults at risk.
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Why we need to do it:

Children

During 2018/2019, RCT’s CLA numbers dropped per 10,000 of the population (from 135.43837 in 2018 to 134.83236 in 2019), which as the graph below demonstrates, saw us bucking the general trend across Wales.



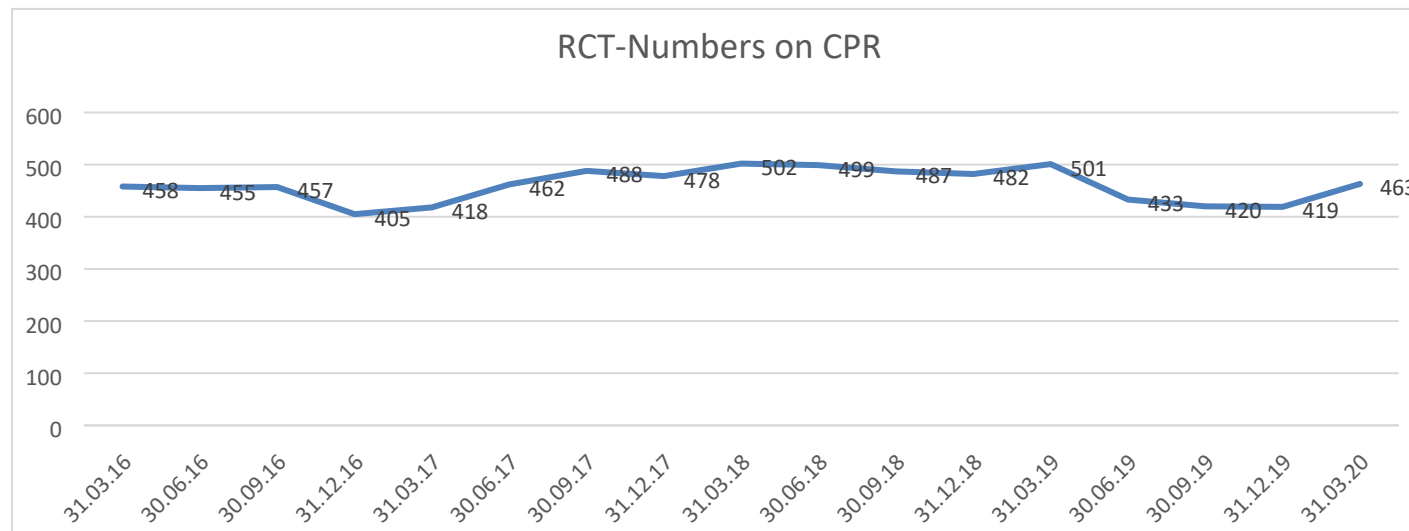
As detailed below, in 2019/20 RCT has seen a 9.1% increase in CLA admissions compared with 2018/19. Once WAG release the 2019/20 All Wales Comparison Data in October 2020, we will be able to see whether the increase we have experienced is specific to RCT, or something being replicated across Wales.

2019/20	Q1	Q2	Q3	Q4
	684	693	702	717

22% of our CLA admissions are for children aged under 1 year old and this age group continues to have the highest number of admissions, although there has been a decrease in the overall number of admissions for this age group compared with the previous year. Comparisons to the same period last year show the highest number are brought into care within the first week after birth. The second highest age group are those babies aged 3 months +.

Based on current CLA numbers the highest number are in the 10-15 age group with 263 children in care (36%). This age group is consistently the highest percentage.

For RCT, whilst the number of children on the CPR at 31/03/2020 has decreased overall by 8% since March 2019, we have seen an increase of 11% in the period between December 2019 and March 2020.



In RCT, the % of children on CPR under category of Emotional increased from 47% at 31/12/19 to 50% at 31/03/20, and in respect of Neglect decreased from 37% to 33%.

Out of the 155 CLA admissions in 2019/20; 121 (78%) children were on the CPR at the point of coming into care. The highest number on the CPR are the under 1 age group. 100% under the age of 1 were on the CPR at the point of entering care.

47% of children aged 12 to 15 were on the CPR at the time of going into care, and 20% of 16+ were on the CPR.

Adults

In 2019-20, there were 4,378 adult at risk reports made to RCT's Adult Safeguarding Team at the Multi-Agency Safeguarding Hub (MASH). Of these, 989 reports (23%) were made by Council staff, elected Members or commissioned service providers.

The average timescale for the initial evaluation of Safeguarding Reports was 0.9 days and Section 126 enquiries under Part 7 of the Social Services & Well-Being (Wales) Act 2014 were completed in 569 cases (13%). The percentage of enquires completed within 7 days was 85%, although the average time for the completion of enquiries was 4 days.

248 people in 2019-20 were found to be in need of protection on the completion of Enquiries, resulting in further action under Adult Safeguarding Procedures.

Which of the Council's Priorities, as outlined in the Council's Corporate Plan, will this plan support?	People – promoting independence and positive lives for everyone
Which of the current Cwm Taf Well-being Objectives will this support	<i>Healthy People</i>
How will this contribute to the seven national Well-being goals	A Healthier Wales, Cohesive Communities, a more Equal Wales, a Prosperous Wales
What difference will delivery of this objective make to Service Users/ residents of RCT	Children and adults at risk across RCT are protected from harm.
Risks – extracted from the Corporate Safeguarding Risk Register	<ol style="list-style-type: none"> 1. If robust performance monitoring and management arrangements in respect of corporate safeguarding are not in place then the ability to track progress, ensure on-going review and scrutiny could be hindered. 2. If staff do not possess the relevant skills and knowledge in respect of identifying and reporting a potential safeguarding issue then the safety of a child and/or an adult at risk may be compromised. 3. If the Council cannot demonstrate delivery of training to all relevant staff then its ability to evidence robust and adequate training in respect of corporate safeguarding is hindered. 4. If safeguarding concerns are not reported to an appropriate central service then the consistency in respect of these are assessed and managed could be compromised which could result in the safety of a child and/or an adult at risk being compromised.

<i>How will we measure our progress against the outcome</i>		2020/2021	Owner
Description			
PI	<i>% of new staff completing mandatory Safeguarding induction training within 6 months</i>		
PI	<i>%/Number of staff trained in Corporate Safeguarding</i> <ul style="list-style-type: none"> • <i>Basic Level</i> • <i>Management Level</i> 		
PI	<i>%/number of people who are aware of their responsibilities in respect of Safeguarding</i> <i>Found it easy to access information if they had reason to report</i> <i>eg I know what to do if I have concerns about.....</i> <i>data sourced from staff survey</i>		
PI	<i>Number of DBS checks carried out (%)</i>		
PI	<i>Develop a new PI in respect of Contract Monitoring action in line with WAO CACS 03</i>		
PI	<i>Develop a new PI in respect of training for taxi drivers and night time economy in line with action WAO CACS 04</i>		
Inspection Feedback	<i>Extract from WAO Report 2019</i> <i>Overall, we found that: The Council has met, or partially met, most of our previous recommendations and proposals for improvement, but we have identified some further proposals for improvement to strengthen aspects of the Council's corporate safeguarding arrangements.</i>		

PROPOSALS FOR IMPROVEMENT	ACTIONS	TARGET DATE	RESPONSIBLE OFFICER	PROGRESS
<p>WAO CASC 1</p> <p>Strengthen the Corporate Safeguarding Policy in the following ways:</p> <p>Provide information on topics that have safeguarding implications such as modern day slavery, trafficking, child sexual exploitation, counter terrorism and the risk of radicalisation, the Violence Against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015 and self-harm;</p> <p>Cross-refer to the Council's Disclosure and Barring Service (DBS) Policy; and</p> <p>Clarify the role and status of the Corporate Safeguarding Working Group</p>	Interim amends to the Policy to reflect the management changes were made in early 2019. This revised policy was made available on the Council's intranet and internet.	Consideration of draft by SLT prior to Cabinet/ Scrutiny Feb 19	GI	Complete
	Additional desk top review completed and good practice documents identified	September 2019	GI	Complete
	Policy to be revised take account of desk top review of national best practice and recommendations arising from the Wales Audit Office report	January 2020	NK	Complete
	Develop and agree the terms of reference for the Corporate Safeguarding Group	December 2019	NK	Complete
	Approval of Policy at Cabinet	July 2020	GI	July 2020
	Put in place a new Comms programme to raise awareness of the effect of Policy changes with staff and elected Members. Include update to webpage	September 2020	NK/LL	To be actioned following the approval of Cabinet

PROPOSALS FOR IMPROVEMENT	ACTIONS	TARGET DATE	RESPONSIBLE OFFICER	PROGRESS
	SLT Corporate Safeguarding session to be arranged to raise awareness	September 2020	GI	Date revised to September 2020
WAO CASC 2 Strengthen the Recruitment and Selection Procedures in the following ways: <ul style="list-style-type: none"> ▪ Refer to safeguarding as a key commitment in the opening section of the procedures; ▪ The job descriptions section could refer to safeguarding for relevant posts; ▪ Specify that job adverts for posts that require a DBS check will contain an explicit statement on safeguarding; ▪ The induction section could refer to safeguarding; and ▪ The Corporate Safeguarding Policy and the DBS Policy should be referenced in the 'Related Policies' section. 	Review and revise the Recruitment and Selection Procedures to deliver the WAO proposals for improvement Updated version to be hyperlinked	February 2020	RE	Confirmation received that the Procedures have been revised to incorporate all the recommendations identified by the WAO – February 2020 - Complete
	Develop an audit/review system to establish whether: <ul style="list-style-type: none"> ▪ Job Descriptions are referring to safeguarding ▪ Job Adverts that require DBS checks include a statement on safeguarding 	August 2020	RE	All JDs have the following incorporated and have for a number of years: <i>Protecting children and vulnerable adults is a core responsibility of all staff. Staff are expected to alert their line manager to any concerns they may have regarding the abuse or inappropriate treatment of a child or young person, or vulnerable adults.</i> All adverts now have the following statement: <i>Protecting children and vulnerable adults (need to change to adults at risk – RE) is a core responsibility of all staff appointed to the Council. In addition to this safeguarding</i>

PROPOSALS FOR IMPROVEMENT	ACTIONS	TARGET DATE	RESPONSIBLE OFFICER	PROGRESS
				<p><i>responsibility, the successful applicant for this role will also be subject to an enhanced disclosure and barring service check (last sentence included for roles requiring a DBS)</i> Awaiting update on the planned audit/review</p>
<p>WAO CASC 3</p> <p>The Council should gather contractual monitoring information from across all Council Directorates to ensure they are all robustly monitoring safeguarding related actions.</p>	<p>Using the list of current contracts, identify those contracts where:</p> <ul style="list-style-type: none"> ▪ Safeguarding is currently monitored. ▪ Safeguarding monitoring is not required/applicable. For these contracts, provide reasons/rationale. ▪ Monitoring of safeguarding is not in place currently, but needs to be. 	<p>February 2020</p>	<p>MC</p>	<p>A full review of the Council's Contracts Register was completed prior to the Lockdown. It was the intention to identify those contracts where corporate safeguarding would and would not apply. However, it became apparent that it was difficult to filter out specific contracts, as lots could be in environments where their staff could observe something and need to know how to report it (a delivery driver for example). It is therefore important that staff across all of our contracts are able to identify and know where to report potential concerns.</p> <p>New actions to address this have been identified below</p>

PROPOSALS FOR IMPROVEMENT	ACTIONS	TARGET DATE	RESPONSIBLE OFFICER	PROGRESS
	<p>For all contracts the following key issues need to be considered:</p> <ul style="list-style-type: none"> • Are staff aware of how to identify a potential concern? • Would staff know where to report concerns to? <p>How can we address this? <u>CURRENT CONTRACTS</u> Issue communications to all suppliers where the contracted value is in excess of £15k. Note: That some of these contracts are already covered in respect of safeguarding contract monitoring (Adult Services for example).</p> <p>We will raise awareness by:</p> <ul style="list-style-type: none"> ▪ Consider using the link to the YouTube Video used for Refuse Collectors previously ▪ Issue a clear and easy to read leaflet asking contractors / suppliers to put on notice boards / in vehicles etc. ▪ Put the leaflet on our website 	December 2020	MC	<p>Updated actions June 2020 – to be implemented with suggested completion date of December 2020 (to be approved by CSG)</p> <p>Monitoring to be carried out by asking service areas to select a sample of contracts each year, and to make contact with the relevant contractor / supplier to establish if their staff are aware of how to spot any concerns, and then if they know how to report concerns.</p>

PROPOSALS FOR IMPROVEMENT	ACTIONS	TARGET DATE	RESPONSIBLE OFFICER	PROGRESS
	<ul style="list-style-type: none"> ▪ Issue a set / pack of business card sized documents to all contractors / suppliers, to be provided to their staff. <p><u>NEW CONTRACTS</u> Update our standard contract clauses, and standard letter of award which will make specific reference to the safeguarding clauses.</p> <ul style="list-style-type: none"> • Potentially use the link to the YouTube Video used for Refuse Collectors previously. <p>Upon contract award:</p> <ul style="list-style-type: none"> • Provide the leaflet referred to above asking contractors / suppliers to put on notice boards / in vehicles etc. Issue a set / pack of business card sized documents to all contractors / suppliers, to be provided to their staff. 			
<p>WAO CASC 4</p> <p>The Council should improve its approach to safeguarding training in the following ways:</p> <ul style="list-style-type: none"> ▪ Accelerate the rate of 	<p>Set up a Cross Council working group to strengthen the training compliance for both Safeguarding and Violence Against Women, Domestic Abuse and Sexual Violence.</p>	<p>January 2020</p>	<p>JC/JN/DH</p>	<p>Complete.</p>

PROPOSALS FOR IMPROVEMENT	ACTIONS	TARGET DATE	RESPONSIBLE OFFICER	PROGRESS
<p>compliance with the completion of its mandatory safeguarding training and the Violence Against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015 training;</p>	<p>Clarify the remit of this group to determine which of the improvement priorities are being addressed</p>	<p>July 2020</p>	<p>JC/JN/DH</p>	<p>Draft Safeguarding Training Competency Framework developed; which details level of safeguarding knowledge expected of staff groups from level 1 to 5.</p> <p>Agreed mandatory and optional training levels for staff groups (with timescales for completion), and training delivery method.</p> <p>This work has been delayed due to COVID. Working Group to meet to finalise the Framework – completion date revised</p>
	<p>Develop and start to roll out refresher training for all staff and monitor compliance</p>	<p>December 2020</p>	<p>CSG</p>	<p>Update June 2020 – delays due to COVID.</p> <p>HR has secured funding for a graduate officer to start in October 2020 to look at compiling a framework for the delivery of mandatory training to general council staff (which we would aim to include the safeguarding level 1 under).</p> <p>Since lockdown, 636 new school based users have been created in</p>

PROPOSALS FOR IMPROVEMENT	ACTIONS	TARGET DATE	RESPONSIBLE OFFICER	PROGRESS
				<p>the RCTSource. 215 staff have accessed Safeguarding training with 59 completing the module. 340 school based staff have accessed VAWDASV training with 288 completing the training.</p> <p>Refresher training for all staff to be rolled out after the revised Policy has been approved.</p> <p>Completion date revised to reflect this</p>
<ul style="list-style-type: none"> Clarify when mandatory safeguarding training needs to be refreshed; 	This needs to be included in the remit of the Working Group and the work of the HR graduate officer	October 2020	JC/JN/DH	See above – working group will be looking at this
<ul style="list-style-type: none"> Consider ways in which it could extend its safeguarding training offer, for example to taxi drivers and to those working in the night time economy; 	<p>Complete and evaluate the pilot for ICT access to Hard to Reach staff</p> <p>Complete a review of additional training/induction delivery methods to access harder to reach staff and report back to the CSG.</p>	March 2021	DH	<p>Work is ongoing to support service areas with harder to reach employees to address induction and training compliance issues.</p> <p>We are currently reviewing additional training/ induction delivery methods.</p> <p>We have created a booklet as an alternative to the e learning safeguarding module, and offered</p>

PROPOSALS FOR IMPROVEMENT	ACTIONS	TARGET DATE	RESPONSIBLE OFFICER	PROGRESS
				<p>facilitated group sessions for non-ICT users.</p> <p>We are also working with communities and children’s services to ensure all induction content including mandatory training is completed as part of AWIF.</p> <p>Also, a training pilot utilising ICT equipment has been set up for catering, cleansing and school crossing patrol service teams as they have been identified as having harder to reach employees The pilot will provide ICT equipment such as tablets to the three teams. The equipment will allow access for employees to complete mandatory and ongoing training.</p> <p>Work is ongoing to support service areas with harder to reach employees to address induction and training compliance issues.</p> <p>Update –this work is ongoing with catering, cleansing and school crossing patrols. In February 2020 we provided 22 tablets which</p>

PROPOSALS FOR IMPROVEMENT	ACTIONS	TARGET DATE	RESPONSIBLE OFFICER	PROGRESS
				<p>were shared across the three service areas.</p> <p>Service areas use the tablets to provide training including the mandatory and induction elements. Managers can loan the tablet to employees to complete at home, team meetings or 121s etc</p> <p>We also provided a range of support such as coaching and digital training sessions to support the rollout of the compliance training.</p> <p>We are aiming to complete a progress review in December 2020</p>
	Determine whether the above actions include training for taxi drivers and night time economy	September 2020	CSG	<p>Provision to new taxi drivers has been discussed. This could potentially be offered when new applicants undertake the online knowledge tests. This is a decision for licensing. Date to be amended to reflect delays due to COVID</p>
<ul style="list-style-type: none"> Improve its monitoring of safeguarding training 	Introduce a new monitoring mechanism through the Council's	2021	DH	<p>This information will identify the target audiences for future training at the various training levels across</p>

PROPOSALS FOR IMPROVEMENT	ACTIONS	TARGET DATE	RESPONSIBLE OFFICER	PROGRESS
compliance;	payroll system Vision. The system will record: <ul style="list-style-type: none"> ▪ the level of training required per post held within the Council. ▪ the level of training completed per employee. 			the Council including refresher training. Current employee training records for Safeguarding and Violence Against Women, Domestic Abuse and Sexual Violence held by the Council will be consolidated and uploaded into the employee record on Vision. Update Feb 2020 – the new system will not be in place for at least 18 months
	Due to the timescales involved in implementing a new system, alternative options need to be identified	August 2020	RE	New integrated HR/ Payroll system due to be in place by April 2021. Covid 19 has potentially delayed the introduction of the new system. HR are currently working on a revised plan with Developers. As the new HR / Payroll system was agreed before Covid a decision has been made that HR would carry on reporting as was and not use VISION to upload the safeguarding data. There were a couple of reasons behind this, the amount of cleansing we would need to do to the existing data to have it an

PROPOSALS FOR IMPROVEMENT	ACTIONS	TARGET DATE	RESPONSIBLE OFFICER	PROGRESS
				upload format and also migrating this to the new system may not be straightforward – the less migration the better.
<ul style="list-style-type: none"> Clarify how soon new starters must complete the mandatory safeguarding training. 	<p>HR Response:</p> <p>As part of the new Council induction program all new employees must complete all of their induction programme including mandatory modules such as Safeguarding and Violence Against Women, Domestic Abuse and Sexual Violence within six months of beginning employment. An employee's induction is part of an employee's successful probation sign off.</p>	December 2019	DH	<p>New policy and process implemented in September 2019.</p> <p>New starters have 6 months from their start date to complete their mandatory safeguarding training</p> <p>An information flyer is provided as part of the new starter contract pack to guide the employee on their induction process.</p> <p>The induction checklist has been reviewed to guide the manager on induction content.</p> <p>Complete</p>
	<p>Carry out an audit/review of new employee inductions to identify compliance with mandatory safeguarding training requirements. This will establish whether the system is fit for purpose.</p>	December 2020	DH	<p>HR are reviewing the safeguarding completion data</p>

PROPOSALS FOR IMPROVEMENT	ACTIONS	TARGET DATE	RESPONSIBLE OFFICER	PROGRESS
<p>WAO CASC 5</p> <p>The Council should consider producing performance measures (for example in respect of DBS check compliance) to enhance the performance information that goes to scrutiny and aid transparency.</p>	Measures have been agreed by the CSG and are set out on page 3 above	2020/21 reporting	NK/LL	Complete
<p>WAO CASC 6</p> <p>The Corporate Safeguarding Strategic Working Group should have oversight of corporate safeguarding risks from across the Council</p>	Identify the safeguarding risks arising from the Service Delivery Plans for 2019/20 as a baseline.	January 2020	LL	These risks were considered by the Corporate Safeguarding Group in January 2020. Complete
	CSG to consider whether current process for identifying operational risk in respect of safeguarding is fit for purpose.	July 2020	CSG	A review of all risks contained within delivery plans was due to take place during March and April 2020. Due to the lockdown, this did not take place. It is suggested that this piece of work takes place by the end of July with the aim of reporting the findings into a meeting of the CSG. Date revised to reflect this.
	Arising from considerations above, identify how safeguarding risk can be better identified and managed.	August 2020	CSG	Subject to the update above being accepted, the outcomes of the delivery plans will be reported into

PROPOSALS FOR IMPROVEMENT	ACTIONS	TARGET DATE	RESPONSIBLE OFFICER	PROGRESS
				the CSG once the work is complete. Date revised to reflect this.
	Continue to monitor the Corporate Safeguarding Strategic Risks currently in place	Ongoing	MC	All strategic safeguarding risks remain relevant with no changes to the risk ratings.