



Cwm Taf Morgannwg Bwrdd Diogelu Safeguarding Board



Annual Plan 2020-2021



GIG
CYMRU
NHS
WALES | Bwrdd Iechyd Prifysgol
Abertawe Bro Morgannwg
University Health Board



Gwasanaeth Prawf
Cenedlaethol
National Probation
Service



VOLUNTARY ACTION
MERTHYR TYDFIL
GWETHREDU GWIRFODDOL
MERTHYR TYDFIL

Table of Contents	Page
SAFEGUARDING IN CWM TAF MORGANNWG	3
WHAT ARE THE OUTCOMES THAT WE PROPOSE TO ACHIEVE THIS YEAR?	5
1. Enhance and promote a learning culture where the Board can evidence the difference it is making to safeguarding practice	6 – 8
2. To have in place a fully integrated, functioning regional Safeguarding Board	8 – 10
3. Improve communication and strengthen structural links with other Partnerships in the region in relation to areas of common concern	10 - 12
4. Improve the way in which we engage and promote participation with our communities	12 - 13
WHO DO WE INTEND TO COLLABORATE WITH TO ACHIEVE OUR OBJECTIVES?	14
OUR BUDGET	15
ARE YOU CONCERNED ABOUT SOMEONE?	16
APPENDIX 1 - BOARD MEMBERSHIP	17 – 19
APPENDIX 2 - BOARD STRUCTURE	20

SAFEGUARDING IN CWM TAF MORGANNWG

The area of Cwm Taf Morgannwg covers the local authority areas of Bridgend, Merthyr Tydfil and Rhondda Cynon Taf with a total population of almost 440,000.

The **Cwm Taf Morgannwg Safeguarding Board (CTMSB)** is a statutory partnership made up of the agencies that are responsible for safeguarding children and adults at risk in the Cwm Taf Morgannwg area. The Board ensures that agencies in the region have effective arrangements in place to ensure that people of all ages, living in the region, are protected from abuse, neglect or other kinds of harm. This also involves preventing abuse, neglect or other kinds of harm from happening.

Keeping children and adults who may have needs for care and support safe is everyone's responsibility. This means feeling safe and being safe within their home or in their community, school, work place or anywhere else they go.

The two key **safeguarding** objectives around **protection** and **prevention** underpin the work of the Safeguarding Board and inform the priorities that we have agreed in this Annual Plan for 2020/2021.

What is Abuse and Neglect?

- Abuse means physical, sexual, psychological, emotional or financial abuse.
- Neglect means a failure to meet a person's basic physical, emotional, social or psychological needs, which is likely to result in an impairment of the person's well-being.

Safeguarding for All People

The Cwm Taf Morgannwg Safeguarding Board carries out its objectives in line with the national statutory guidance as set out in Part 7 of the Social Services and Wellbeing (Wales) Act 2014. Our aim is to improve safeguarding arrangements for everyone. Collaboration between children and adults safeguarding arrangements in the area has resulted in a number of joint functions,

including a joint Safeguarding Board. The Board continues to take every opportunity to collaborate across children and adults safeguarding to support joint working and the sharing of information and learning.

Multi Agency Safeguarding Hubs

In the Cwm Taf Morgannwg region there are two Multi Agency Safeguarding Hubs (MASH):

The **Cwm Taf Multi Agency Safeguarding Hub (MASH)** and the **Bridgend Multi Agency Safeguarding Hub (MASH)**.

The purpose of the MASH is to act as the single point of contact for all professionals to report safeguarding concerns. MASH provides the opportunity for a higher standard of safeguarding by providing all professionals with more information on which to make better, more informed decisions. This has significantly improved the sharing of information between agencies, helping to protect the most vulnerable children and adults from harm, neglect and abuse.

Who are the Members of the Safeguarding Board?

The Lead Partner for the Board is Rhondda Cynon Taf County Borough Council and the membership complies with the statutory guidance issued under Part 7 of the Social Services and Well Being Act 2014. A list of members is attached as Appendix 1.

What are the Core Functions of the Safeguarding Board?

Every Regional Safeguarding Board has a statutory responsibility to carry out core functions in relation to multi-agency safeguarding. The Cwm Taf Morgannwg Safeguarding Board carries out these day to day functions via specific committees and sub groups (see Appendix 2). These include:

- Contributing to the development, implementation and monitoring of protocols and procedures that support the protection of adults and children and to prevent abuse

- Raising awareness of the Board's objectives to protect and prevent adults and children from becoming at risk of abuse, neglect and other forms of harm, and to provide information about how this might be achieved
- Reviewing the efficacy of measures taken by agencies to implement the objectives of the Board and to make and monitor recommendations
- Undertaking child practice reviews, adult practice reviews, audits, investigations and other reviews as are required in pursuance of its objectives and to disseminate learning and information arising from these reviews
- Reviewing the performance of the Board and its partners and bodies represented on the Board in carrying out its objectives
- Facilitating research into protection from, and prevention of, abuse and neglect of children and adults at risk of harm
- Review the training needs of practitioners working in the area of the Board in order to identify training to assist in the protection and prevention of abuse and neglect of children and adults at risk of harm

WHAT ARE THE OUTCOMES THAT WE PROPOSE TO ACHIEVE THIS YEAR?

In addition to carrying out the core statutory safeguarding functions, the Cwm Taf Morgannwg Safeguarding Board has agreed a number of key priorities for improvement in the coming year. These specific areas will enhance and support the Board in achieving its objectives and are as follows:

- 1. Enhance and promote a learning culture where the Board can evidence the difference it is making to safeguarding practice**
- 2. To have in place a fully integrated, functioning regional Safeguarding Board**
- 3. Improve communication and strengthen structural links with other Partnerships in the region in relation to areas of common concern**
- 4. Improve the way in which we engage and promote participation with our communities**

A detailed work plan for the Board and its sub groups will sit underneath this strategic Annual Plan. The work plan will include the actions required to achieve the improvements required, who is responsible, timescales and measures of success.

The progress of the work plan will be monitored and reviewed on a quarterly basis and will form the basis of the Annual Report for 2020-2021.

An overview of what the Board intends to do to achieve its priorities for the coming year is provided below.

Strategic Priority 1: Enhance and promote a learning culture where the Board can evidence the difference it is making to safeguarding practice

- Achieving improvement in safeguarding policy, systems and practice is a core function of a Safeguarding Board. We need to focus on learning from the experience of professionals working in our partner agencies.
- An important part of reviewing the effectiveness of safeguarding measures is through the findings of case audits undertaken on an inter-agency basis, as well as through the learning from multi-agency professional forums and child and adult practice reviews.
- As part of developing a positive culture of learning and development, we should ensure that information is widely disseminated within the workforce to share best practice and learning arising from reviews, audits and other Board activities.
- The Board is required to monitor the extent to which any recommendations are implemented, that effective action is taken and that the outcomes are monitored. Ultimately, we need to be assured that the learning has made a difference to safeguarding practice.
- This learning should also be reflected in safeguarding training activities to help build a more confident and knowledgeable multi-agency workforce.

Priority Area	What do we need to do?	Outcome Indicators
Sharing the Learning from Audits and	<ul style="list-style-type: none"> ▪ Ensure that the learning that we identify is clear, concise and relevant to practice 	<ul style="list-style-type: none"> ▪ Increase in traffic to the Board’s website.

Reviews	<ul style="list-style-type: none"> ▪ Make use of a variety of methods for communicating to practitioners and managers, such as the use of '7 minute briefings', multi-agency events and monthly updates ▪ Develop a system to ensure that partner agencies are reporting on how they disseminate the learning within their organisations. ▪ Develop a database of learning to identify any regular occurring themes ▪ Ensure that the learning that we identify is incorporated into safeguarding training, as appropriate 	<ul style="list-style-type: none"> ▪ Increase in different methods of sharing learning ▪ Evidence from partner agencies that learning is disseminated appropriately within their organisations ▪ Database of learning and themes in place ▪ Safeguarding training reflects the learning identified.
Monitoring the Actions arising from Audits and Reviews	<ul style="list-style-type: none"> ▪ Revisit the format of our Action Plans to include the background on the case and the rationale for the recommendations made ▪ Implement improved mechanisms for the monitoring of our action plans, including appropriate means of escalating outstanding actions to the Board ▪ Ensure that each organisation takes responsibility for implementing the learning and actions identified from audits and reviews. 	<ul style="list-style-type: none"> ▪ Increase in SMART action plans to implement recommendations from audits and reviews ▪ Increase in the number of actions completed within agreed timescales
Evaluating New Protocols and Processes	<ul style="list-style-type: none"> ▪ The Board's Protocols and Procedures Group need to consider any recommended new protocols and processes arising from the learning identified from audits and reviews ▪ Ensure that any new/updated protocols are evaluated after a 6 month period, involving appropriate staff from all partner agencies 	<ul style="list-style-type: none"> ▪ Practitioners are consulted and evidence the dissemination of policies.
Evidencing the Impact of Learning	<ul style="list-style-type: none"> ▪ Ensure that the relevant Sub Group/Review Panel is clear on what the intended outcome is that we expect to achieve from the learning identified. 	<ul style="list-style-type: none"> ▪ Re-audits will evidence that learning has taken place. ▪ Partner agency reports and

	<ul style="list-style-type: none"> ▪ Develop a system of re-audit to monitor how learning has been embedded into practice ▪ Ensure that partner agencies report to the Board on how they have implemented the learning and how it has impacted on practice ▪ Seek the views of service users/families, where appropriate, on how changes to policies/practice have made a positive impact to them 	<p>self-evaluations demonstrate a positive impact on practice</p> <ul style="list-style-type: none"> ▪ Service users will have a positive impact of the embedding of learning.
--	--	---

Strategic Priority 2: To have in place a fully integrated, functioning regional Safeguarding Board

- On 1 April 2019, the regional footprint for safeguarding changed and the Safeguarding Board assumed responsibility for the Bridgend area in addition to Rhondda Cynon Taf and Merthyr Tydfil.
- The membership and remit of the Board and its Sub Groups have been reviewed to reflect this change and we have begun to adopt common processes, protocols and templates.
- Consistent quality assurance and performance data have been developed to support the measurement of safeguarding effectiveness in the region.
- As we enter our second year as a new regional Board, we want to further harmonise the arrangements currently in place to ensure that there is a consistent and joined-up approach to regional safeguarding.
- The effectiveness of the Board relies on the skills and contribution of its members and we need to be confident in challenging and scrutinising our safeguarding arrangements.

Priority Area	What do we need to do?	Outcome Indicators
Board Structure	<ul style="list-style-type: none"> ▪ Ensure that there is a fully integrated Board structure, maximising opportunities to make all meetings regional, with a focus on both children and adults, where appropriate ▪ Ensure that Board members are accountable for their agencies 	<ul style="list-style-type: none"> ▪ A fully integrated Board structure is in place ▪ Regional Performance Framework is established

	and have the appropriate skills to effectively challenge safeguarding measures across the region	<ul style="list-style-type: none"> Board Member role profiles reviewed
MASH Governance	<ul style="list-style-type: none"> Align the existing governance arrangements for the Cwm Taf and Bridgend MASH to reduce duplication and share good practice. Develop consistency in working practices and performance management arrangements across both MASH 	<ul style="list-style-type: none"> Consistent performance data and reporting arrangements in place for both MASH.
A regional approach to tackle Child Sexual Abuse	<ul style="list-style-type: none"> Develop a regional response to the Welsh Government's National Action Plan on Child Sexual Abuse Align the existing governance arrangements for tackling Child Sexual Exploitation (CSE) across Cwm Taf and Bridgend to reduce duplication and share intelligence 	<ul style="list-style-type: none"> CSA Actions for 2020/21 are all completed A consistent approach to tackling CSE is adopted across the region
A regional response to Self Neglect and other Complex Cases in Adults	<ul style="list-style-type: none"> Set up a multi-agency Task Group to develop a regional approach to Complex Cases (including Self Neglect) in adults Develop a multi-agency protocol to support practitioners in addressing the challenges involved in working with complex cases 	<ul style="list-style-type: none"> A regional approach to complex cases is in place and implemented
The Secure Estate	<ul style="list-style-type: none"> Develop effective reporting arrangements to the Board from the Secure Estate (Parc Young Offenders Institute and Prison) Fully embed the work of the Secure Estate into Board functions and activities 	<ul style="list-style-type: none"> A memorandum of understanding is in place between the Board and the Prison Reporting arrangements in place to the Board
Dealing with Critical Incidents (including suicides)	<ul style="list-style-type: none"> Develop a common approach to addressing critical incidents across the region, combining the Cwm Taf Immediate Response Group and the Bridgend Rapid Response Group processes 	<ul style="list-style-type: none"> A regional approach to critical incidents and suicides is in place

Strategic Priority 3: Strengthen the links with other Partnerships in the region in relation to areas of common concern

- Working with other Partnerships in the region is integral to the work of the Board to carry out its functions more effectively.
- We have identified a number of areas of common concern that ‘cut across’ the responsibilities of both the Safeguarding Board and other Partnerships. These include:
 - County Lines
 - Human Trafficking
 - Modern Slavery
 - Domestic Abuse
 - Suicide and Self Harm
 - Substance Misuse

Priority Area	What do we need to do?	Outcome Indicators
Serious and Organised Crime Board	<ul style="list-style-type: none"> ▪ Establish the remit of the Serious and Organised Board in relation to areas of common interest, to include: <ul style="list-style-type: none"> ○ County Lines ○ Modern Slavery ○ Human Trafficking ▪ Identify and agree what information the Board needs in relation to these areas of concern and what collaborative work can be undertaken 	<ul style="list-style-type: none"> ▪ Agreement on reporting arrangements on county lines, modern slavery and human trafficking ▪ Collaborative work undertaken on these areas of common concern
Western Bay Modern Slavery Steering Group	<ul style="list-style-type: none"> ▪ Establish the remit of this Group in relation to Bridgend Local Authority ▪ Identify the need for a separate forum for the Cwm Taf Morgannwg region 	<ul style="list-style-type: none"> ▪ There are effective mechanisms in place to manage the Modern Slavery agenda across the region

Community Safety Partnerships	<ul style="list-style-type: none"> ▪ Agree on a collaborative response across the region in relation to key areas of common concern, namely: <ul style="list-style-type: none"> ○ The Prevention/Reduction of Suicide and Self Harm ○ Tackling Domestic Abuse (building on the collaborative work undertaken in 2019/2020). This will also include: <ul style="list-style-type: none"> ▪ Violence Against Women and Sexual Violence ▪ The MARAC process ○ Substance Misuse ▪ Continue to support with the Domestic Homicide Review (DHR) process and establish systems for monitoring the actions coming out of these reviews 	<ul style="list-style-type: none"> ▪ Collaboration work achieved in relation to areas of common concern ▪ Enhanced training and communication activities delivered ▪ Agreement in place on how DHR actions are monitored and learning shared (see Priority 1)
Together for Mental Health Partnerships	<ul style="list-style-type: none"> ▪ Identify the existing responsibilities of the Together for Mental Health Partnerships in relation to Suicide and Self Harm so that a co-ordinated response is agreed across the region 	<ul style="list-style-type: none"> ▪ A co-ordinated response to suicide and self harm is agreed
Chairs of Partnerships	<ul style="list-style-type: none"> ▪ Propose that a 'Chairs of Partnerships' group is established to address cross-cutting concerns, reduce duplication and enhance safeguarding activity in the region 	<ul style="list-style-type: none"> ▪ The responsibilities of the Board in relation to partnership working are embedded into all Sub Group functions ▪ Involve Partnership representatives in Board events and activities, as appropriate

Strategic Priority 4: Improve the way in which we engage and promote participation with our

communities

- The Board must ensure that children and adults are given the opportunity to participate in its work. We want to ensure that people are better informed about the work of the Board and are able to challenge openly.
- We need to creatively engage with children, young people and adults to improve participation in the work of the Board and raise the profile of safeguarding.
- This will involve increasing the amount of engagement events held for the public, improving links with local forums and activity groups to ensure the voices of the people we support are thoroughly embedded into our work.

Priority Area	What do we need to do?	Outcome Indicators
<p>Participation and the Voice of the Child/ Adult</p>	<ul style="list-style-type: none"> ▪ Review the Board’s Participation Strategy, on a multi-agency basis to ensure that it provides an effective framework to engage with our communities and encourage participation in the work of the Board ▪ Consider and adopt different methods whereby the public can be more engaged in the work of the Safeguarding Board ▪ Consider and agree the key topics/areas of work, linked to this Annual Plan, that we want people to be involved in ▪ Maximise the opportunities that National Safeguarding Week brings to improve participation ▪ Identify the key points of contact within our partner agencies who have already well-established links in the community to maximise opportunities for community involvement ▪ Establish a ‘Junior’ Safeguarding Board and agree its scope and areas of responsibility, in line with the Children’s and Young people’s National Participation Standards. 	<ul style="list-style-type: none"> ▪ An increase in the number of participation activities ▪ An improved understanding by communities of the Safeguarding Board and the work it does. ▪ A positive progression on the ladder of participation ▪ An increase in the level of involvement from the selected hard to reach groups with the Safeguarding Board.

	<ul style="list-style-type: none"> ▪ Consider ways of engaging with the ‘seldom heard’ or ‘harder to reach’ groups. ▪ Consider the development of a ‘promise to child and adults’ which can be embedded into the work of the Board ▪ Utilise a ‘Ladder of Participation’ to assess and measure the progress of the Board in moving towards co-production with service users/families ▪ Ensure that hearing the voice of the child/adult is central to all functions of the Safeguarding Board 	<ul style="list-style-type: none"> ▪ The 2021/2022 plan to be informed by coproduction with the public
--	---	---

WHO DO WE INTEND TO COLLABORATE WITH TO ACHIEVE OUR OBJECTIVES?

Effective collaboration with other partnerships and agencies, whether it be on a regional or national basis, is key to the effective delivery of the Board functions. For this reason, we have identified this as a stand-alone priority for the coming year (see Strategic Priority 3).

In addition to the partnerships we have already identified, we will develop and/or build on collaborative activities as follows:

Who will we collaborate with?	Areas to collaborate?
Welsh Government	<ul style="list-style-type: none"> ▪ Policies and legislation ▪ Practice Guides for safeguarding ▪ New Unified Review Process
National Inspectorates	<ul style="list-style-type: none"> ▪ Receive reports and act on inspections in relation to partner agencies

Third Sector	<ul style="list-style-type: none"> ▪ Encourage their participation in the Regional Safeguarding Board ▪ Safeguarding Training
Other Regional Safeguarding Boards	<ul style="list-style-type: none"> ▪ Consistent policies and processes across Wales ▪ Sharing learning and best practice ▪ Implementation of the Wales Safeguarding Procedures
National Independent Safeguarding Board	<ul style="list-style-type: none"> ▪ Seeking advice on national safeguarding issues

OUR BUDGET FOR 2020-2021

The Board budget for the year will be resourced by financial contributions from the statutory partner agencies. The budget set will enable the Board to delivery its priority outcomes as set out in this Annual Plan and will be allocated as follows:

Business Management Unit Staff Costs and Accommodation:	£230,025
Advertising and Translation:	£6,090
General Expenditure:	£9,850

Are You Concerned About Someone?

If you suspect that a **child or young person** is being harmed or is at risk of being harmed then you have a duty to report it immediately. All calls concerning worries about children are treated seriously. Contact your local Safeguarding Team on the numbers provided below:

In Rhondda Cynon Taf: 01443 425006
In Merthyr Tydfil: 01685 725000
In Bridgend: 01656 642320

Opening Hours:
Monday - Thursday 8.30am - 5.00pm
Friday - 8.30am - 4.30pm

If you suspect that an **adult** is being harmed or is at risk of being harmed then you have a duty to report it immediately. All calls concerning worries about vulnerable adults at risk are treated seriously. Contact your local Safeguarding Team on the numbers provided below:

In Rhondda Cynon Taf: 01443 425003
In Merthyr Tydfil: 01685 725000
In Bridgend: 01656 642477

Opening Hours:
Monday - Thursday 8.30am - 5.00pm
Friday - 8.30am - 4.30pm

To contact Children or Adults Services outside office hours, at weekends and bank holidays, ring the Cwm Taf Morgannwg Emergency Duty Team on 01443 743665.

If you suspect that a child, young person or an adult is at immediate risk of harm call 999 and speak to the Police.

If you would like to report a non-urgent incident, or have a problem or general query, you can call 101, the 24 hour non-emergency number for the police. **Use 101 when the incident is less urgent than 999.**

Remember - safeguarding is everybody's business!

For more information and advice visit: www.ctmsb.co.uk

APPENDIX 1 - BOARD MEMBERSHIP

TITLE	AGENCY
<p>Director of Community and Children's Services (Co-Chair)</p> <p>Head of Public Protection</p> <p>Adult Safeguarding Service Manager</p> <p>Service Director, Adult Services</p> <p>Head of Safeguarding and Support (Children)</p> <p>Director of Education and Lifelong Learning</p> <p>Service Director, Children Services</p>	<p>Rhondda Cynon Taf County Borough Council</p>
<p>Chief Officer, Social Services (Co-Chair)</p> <p>Safeguarding Principal Manager</p> <p>Chief Officer, Community Regeneration</p> <p>Chief Officer, Education</p> <p>Head of Children Services</p> <p>Head of Adult Services</p>	<p>Merthyr Tydfil County Borough Council</p>
<p>Director of Social Services and Wellbeing (Co-Chair)</p> <p>Head of Children's Social Care</p>	<p>Bridgend County Borough Council</p>

Head of Adult Social Care	
Head of Education and Family Services	
Named Doctor for Safeguarding Director of Nursing, Midwifery and Patient Services Assistant Director for Quality and Safety	Cwm Taf Morgannwg University Health Board
Superintendent, Northern BCU Independent Protecting Vulnerable Person Manager	South Wales Police
Assistant Chief Officer	National Probation Service
Head of Young Person's Unit Interim Deputy Director	Her Majesty's Prison and Young Offenders Institute, Parc
Director	Bridgend Association of Voluntary Organisations
Chief Officer	Voluntary Action Merthyr Tydfil
Third Sector Representative	Interlink
Head of Service	Cwm Taf Youth Offending Service
Designated Doctor (National Safeguarding Team)	Public Health Wales

APPENDIX 2 - BOARD STRUCTURE

