



# Cwm Taf Morgannwg Bwrdd Diogelu Safeguarding Board



## Annual Plan 2021-2022



**GIG  
CYMRU  
NHS  
WALES**  
Bwrdd Iechyd Prifysgol  
Cwm Taf Morgannwg  
University Health Board



Gwasanaeth Prawf  
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National Probation  
Service



**VOLUNTARY ACTION  
MERTHYR TYDFIL  
GWETHREDU GWIRFODDOL  
MERTHYR TYDFIL**

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# FOREWORD FROM THE CHAIR OF THE CWM TAF MORGANNWG SAFEGUARDING BOARD

## ***Welcome to the Annual Plan of the Cwm Taf Morgannwg Safeguarding Board.***

As the new Chair of the Regional Safeguarding Board, I have acknowledged the difficulties and challenges our partner agencies have faced over the past year. This year's Annual Plan recognises those challenges and we are all keen to learn the lessons from a year of unprecedented demands on services.

This Plan identifies what the Board will be focusing on during 2021/22, in pursuit of our aim to ensure that the people of Cwm Taf Morgannwg are safeguarded from abuse, neglect or other forms of harm.

Members of the Board met in March 2021 to agree the key priority areas that needed to be focussed on in the coming year. This decision was based on a detailed review of the lessons learned by partner agencies over the past year and an analysis of the current and prevalent safeguarding issues affecting the region. These priorities will be carried out alongside and in addition to the Board's core statutory safeguarding functions.

We continue to place a strong emphasis on partnership working and collaboration, as we have recognised the amount of work that is being undertaken by various organisations and groups, in relation to safeguarding and wellbeing throughout the region. By working together on common themes and objectives, we will be in a stronger position to deliver on what is needed to help to keep our communities safe.

This year, the Board will ensure that we continue to seek opportunities to engage with children, adults at risk, families and professionals in its work. We would encourage anyone who would like to be involved to contact our Regional Safeguarding Board Business Unit on 01443 490122 or email: [ctmsafeguarding@rctcbc.gov.uk](mailto:ctmsafeguarding@rctcbc.gov.uk)

**Paul Mee, Chair of the Cwm Taf Morgannwg Safeguarding Board**



## 1. 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 Board and inform the priorities that we have agreed in this Annual Plan for 2021/2022.

### 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 Regional 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 Regional 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 Regional 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

## **2. WHAT ARE THE OUTCOMES THAT WE PROPOSE TO ACHIEVE THIS YEAR?**

In 2021/2022, the Board will:

- 1. Ensure an Effective Response to the Impact of the COVID-19 Pandemic**
- 2. Strengthen Safeguarding Links to other Partnerships in the Region**
- 3. Improve our Approach to Public Protection Concerns**

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 2021-2022.

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

## Strategic Priority 1: Ensure an Effective Response to the Impact of the COVID-19 Pandemic

### What does this mean for the Regional Safeguarding Board?

The COVID-19 Pandemic and subsequent lockdowns undoubtedly had a major impact on the work of the Board and its partner agencies. During these unprecedented and challenging times, the Board needed to ensure that those most at risk continued to be protected from abuse, neglect and other kinds of harm.

Interim measures were established to ensure that critical safeguarding work continued and the pressure on partner agencies was managed and supported. This involved standing down any non-essential work and introducing local Bronze and regional Silver Command meetings to ensure that a co-ordinated response to safeguarding concerns continued.

The Board recognises, as we slowly emerge from this period of challenge, that there are lessons that can be learned for the future, that some work deemed as non-essential at such a critical time should now be re-introduced and that we need to manage the impact that the pandemic has inevitably had on our partner agencies, our staff and the people that we have a responsibility for protecting.

Priority Area	What improvements do we need to make?	How will we measure success?
<b>Learning Lessons to Improve Multi-Agency Safeguarding</b>	<p>The Board will build upon our enhanced, blended approach to multi-agency working that has been put in place over the past year. This will include:</p> <ul style="list-style-type: none"> <li>▪ Maximising opportunities to deliver virtual safeguarding training and E-Learning.</li> <li>▪ A new approach to Practice Review Learning Events using virtual platforms.</li> <li>▪ Using different methods of engaging with children, adults at risk and their families through virtual means and a hybrid approach to meetings.</li> </ul>	<p>The Board will continue to monitor and review these arrangements by:</p> <ul style="list-style-type: none"> <li>▪ Regular reports to the Safeguarding Board from Sub Groups and partner agencies</li> <li>▪ Communicating with staff on a regular basis using electronic methods as well as face to face briefings where this is possible</li> <li>▪ Carrying out a Section 135 partner agency safeguarding</li> </ul>

		compliance audit and benchmarking this against 2019/2020 data.
<b>Finalise the Outstanding Actions from 2020-2021</b>	<p>We have acknowledged that there remains work that needs to be finalised this year, as follows:</p> <ul style="list-style-type: none"> <li>▪ The development of a Regional Safeguarding Board Learning Framework with an aim to embed a culture of learning in all aspects of the work of the Board</li> <li>▪ The implementation of a Self-Neglect protocol and process for adults</li> <li>▪ Ensuring that all of our Child and Adult Protection protocols and guidance are regionalised and are compliant with the Wales Safeguarding Procedures</li> <li>▪ The completion of outstanding audits to ensure that outcomes and learning are disseminated appropriately</li> </ul>	<p>By March 2022 the Board will have in place:</p> <ul style="list-style-type: none"> <li>▪ A Learning Framework which will be embedded into the work of the Board.</li> <li>▪ A regional approach to managing Self-Neglect in adults</li> <li>▪ All Regional Adult and Child Protection protocols updated and approved</li> <li>▪ At least 5 completed audits where learning can be shared with partner agencies across the region</li> </ul>
<b>Give People their Voices Back</b>	<p>The lockdowns will have inevitably had an impact on how children, but especially adults at risk, will have been able to engage with services. We need to make sure that those most at risk are able to re-engage with agencies and their voices heard. This will include:</p> <ul style="list-style-type: none"> <li>▪ Domestic Abuse victims</li> <li>▪ Vulnerable people who may have been shielding for a considerable amount of time</li> </ul>	<p>We will identify the most appropriate methods of engagement and communication and measure effectiveness through:</p> <ul style="list-style-type: none"> <li>▪ The use of surveys, questionnaires and evaluations</li> <li>▪ Seek opportunities to work with a range of agencies to support with our engagement, including providers of advocacy</li> </ul>



	<ul style="list-style-type: none"> <li>Parents involved in Child Protection Conferences and Core Groups to give them more choice on how they interface with agencies</li> </ul>	
<b>Safeguarding People living in Care Homes</b>	<p>Following the devastating impact of the pandemic, we want to ensure that we continue to safeguard people living in Care Homes by maximising opportunities as lockdown eases. This will include:</p> <ul style="list-style-type: none"> <li>Ensuring that professionals and family members are safely going back into the Care Homes, in person, to support and enhance safeguarding practice.</li> <li>In line with the above, putting in place face to face contact to support the wellbeing of our residents</li> <li>Ensuring that we respond to any government guidance and initiatives to support the above</li> </ul>	<p>The Board will receive reports, via its Adult Quality Assurance and Performance Sub Group, on:</p> <ul style="list-style-type: none"> <li>The number of contract monitoring visits taking place</li> <li>Safeguarding reports linked to Care Homes</li> <li>The number of DoLS<sup>1</sup> assessments being completed in Care Homes</li> </ul>
<b>The Wellbeing of the Workforce</b>	<p>The past year has brought significant challenges to the workforce, with changes to working arrangements, shifts in priorities and staff sickness/isolation being key features of working practice. We want to continue to ensure that staff are supported and their wellbeing prioritised by:</p> <ul style="list-style-type: none"> <li>Regular and enhanced communications from the Board to partner agencies on issues that matter to staff</li> <li>Ensuring that our partner agencies have robust staff support services in place, including access to training and development via virtual platforms and face to face as lockdown eases</li> </ul>	<p>The Board will receive reports, via its multi-agency Sub Groups, on:</p> <ul style="list-style-type: none"> <li>Training and Learning activity</li> <li>Communication and Engagement activity</li> <li>Workforce Development issues</li> </ul>

<sup>1</sup> Deprivation of Liberty Safeguards

<b>Managing Demand</b>	<p>The true impact of the pandemic on the safety and wellbeing of individuals is yet to be seen. However, as we return to some degree of normality, we need to be prepared for increasing demand on services and staffing resources. This may involve:</p> <ul style="list-style-type: none"> <li>▪ An increase in incidents of Domestic Abuse being reported.</li> <li>▪ The mental health and wellbeing of children and young people as they return to school.</li> <li>▪ An increase in safeguarding referrals as health and social care services return to face to face visits.</li> </ul>	<p>The Board will seek assurances from partner agencies that they have the resources and capacity to meet any potential increase in demand. This will include:</p> <ul style="list-style-type: none"> <li>▪ Regular data reports to the Board's Quality Assurance and Performance Sub Groups</li> <li>▪ Escalation to the Board on any identified risks that require a response.</li> </ul>
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## Strategic Priority 2: Strengthen Safeguarding Links to other Partnerships in the Region

### What does this mean for the Regional Safeguarding Board?

The partnership landscape in the Cwm Taf Morgannwg region is detailed and complex. Many of our partner agency representatives will sit on multiple Boards and Groups that will have a vast range of responsibilities and functions.

Within the ethos of 'Safeguarding is Everyone's Responsibility', we want to improve and strengthen our links with other Partnerships to maximise any opportunities to work collaboratively to safeguard children and adults in the region.

We have already made good progress on this, particularly in relation to our responses to Domestic Abuse and Suicide Prevention. This year we wish to further enhance and build on our established links and to extend to other areas of commonality and concern.

Priority Area	What improvements do we need to make?	How will we measure success?
<b>Scoping the Partnerships</b>	<p>The Board will identify and scope the role and remit of the partnerships operating in the region in relation to safeguarding. This will support our understanding and to maximise any opportunities for collaboration.</p>	<p>By March 2022 the Board will have completed:</p>

		<ul style="list-style-type: none"> <li>▪ A high-level scoping exercise of the partnership landscape in the region.</li> <li>▪ Identified opportunities to collaborate on existing work and agreed actions to progress with this</li> <li>▪ Agreement on data reports being received from other partnerships on their key safeguarding activities</li> </ul>
<b>Community Safety</b>	<p>The Board already has effective links with the Community Safety Partnerships (CSPs). This year we will work with the CSPs in relation to the following areas:</p> <ul style="list-style-type: none"> <li>▪ The new Single Unified Safeguarding Review (SUSR) process</li> <li>▪ The Area Planning Board, specifically around substance misuse and the links to suicide prevention</li> <li>▪ Anti-Social Behaviour and Hate Crime</li> <li>▪ The Multi Agency Risk Assessment Process (MARAC)</li> </ul>	<p>The Board will monitor progress on this collaborative work through:</p> <ul style="list-style-type: none"> <li>▪ An agreement on the governance and implementation of the SUSR in conjunction with the Welsh Government and the Home Office</li> <li>▪ Increased engagement with Substance Misuse providers in the Board's Sub Groups and Panels</li> <li>▪ Raise awareness of and monitor training activities in relation to ASB and Hate Crime</li> </ul>
<b>Mental Health</b>	<p>In 2020, the Board set up a cross-partnership approach to suicide prevention in the region, in conjunction with the Regional together for Mental Health Partnership. We will continue this work in the coming year by:</p> <ul style="list-style-type: none"> <li>▪ Working with the Welsh Government's Regional Co-ordinator for Suicide Prevention to strengthen the governance and planning framework for the region.</li> </ul>	<p>The Board will monitor the rates of completed suicide through:</p> <ul style="list-style-type: none"> <li>▪ Data reported via the regional Suicide Review Group</li> <li>▪ Reports from the Suicide Prevention Steering Group on progress on the regional strategy</li> </ul>

	<ul style="list-style-type: none"> <li>Fully embed the new cross-partnership arrangements in respect of the Talk to Me 2 strategy for Wales to ensure effective measures are in place to reduce the number of completed suicides in the region.</li> </ul>	
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### Strategic Priority 3: An Improved Approach to Public Protection Concerns

#### What does this mean for the Regional Safeguarding Board?

The world of Safeguarding is increasingly crossing over to the realms of Public Protection which has a wider focus on protecting and improving the health, safety and well-being of the general population of the region.

The Board has, over the past few years, ensured that training and awareness raising for staff across all partner agencies has been delivered in relation to areas of concern. This includes criminal exploitation (also known as County Lines), radicalisation and modern slavery. This year we want to strengthen our approach to Public Protection concerns by further embedding this into safeguarding practice and Board function.

This Priority will link to Priority 2 of this Plan as extended partnership working will be integral to the success of this work.

Priority Area	What improvements do we need to make?	How will we measure success?
<b>Exploitation</b>	<p>Exploitation occurs where an individual or group takes advantage of an imbalance of power to coerce, control, manipulate or deceive a child or adult at risk. This is becoming an increasingly prevalent issue in the region, structures are already in place in relation to child sexual exploitation but there is a need to expand our focus to consider the impact of additional areas of concern, including:</p> <ul style="list-style-type: none"> <li>Criminal exploitation</li> <li>On-line abuse</li> <li>Radicalisation</li> </ul>	<p>The Board will have in place by March 2022:</p> <ul style="list-style-type: none"> <li>An Exploitation Strategy that will set out how we will respond to identified priority areas of concern</li> <li>Monitoring arrangements will be agreed for reporting to the Board on a quarterly basis</li> </ul>

	<ul style="list-style-type: none"> <li>Hidden exploitation and issues emerging from the pandemic</li> </ul>	
<b>Modern Slavery and Human Trafficking</b>	<p>The Board wants to ensure targeted work is carried out with partner agencies and in conjunction with the Community Safety Partnerships to:</p> <ul style="list-style-type: none"> <li>Develop and implement a multi-agency response via a regional Modern Slavery Steering Group</li> <li>Identify the links to radicalisation by linking to the Prevent and Contest processes</li> </ul>	<p>The Board, in conjunction with the Community Safety Partnerships, will ensure that:</p> <ul style="list-style-type: none"> <li>The Modern Slavery Steering Group is set up and is reporting on progress on a quarterly basis</li> <li>Training is delivered on a regional basis and reported on a quarterly basis</li> </ul>
<b>Contextual Safeguarding</b>	<p>Contextual Safeguarding is an approach to understanding and responding to young people's experience of significant harm beyond the family environment. Again, there are strong links with Exploitation and the use of Contextual Safeguarding to manage a response. We will therefore:</p> <ul style="list-style-type: none"> <li>Develop a regional approach in respect of Contextual Safeguarding (link to WSP)</li> </ul>	<p>The Board will ensure that:</p> <ul style="list-style-type: none"> <li>There is a regional approach to Contextual Safeguarding in place and that progress in implementation is reported.</li> </ul>

## **CROSS CUTTING THEME – ENGAGEMENT, PARTICIPATION AND COMMUNICATION**

This year, the Board will ensure that we continue to seek opportunities to engage with children, adults at risk, families and professionals in its work. We will maximise a range of communication methods to share information and invite people to participate in the work of the Board. In addition to what has previously mentioned, the Board will:

- Implement a Participation Strategy to assist with engaging with our communities and encourage participation of all groups, including young people, in the work of the 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 our communications and engagement activities
- Liaise with the identified key points of contact within our partner agencies who have already well-established links in the community, to maximise opportunities for community involvement.
- Consider the use of cross-partnership communication channels to maximise reach.

### 3. 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.

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?
<b>Welsh Government</b>	<ul style="list-style-type: none"> <li>▪ Policies and legislation in relation to safeguarding</li> <li>▪ Sharing Child and Adult Practice Reviews</li> <li>▪ Practice Guides for safeguarding</li> </ul>
<b>National Inspectorates</b>	<ul style="list-style-type: none"> <li>▪ Receive reports and action plans in relation to partner agency inspections</li> </ul>
<b>Third Sector</b>	<ul style="list-style-type: none"> <li>▪ Encourage their participation in the work of the Regional Safeguarding Board</li> <li>▪ Safeguarding Training</li> <li>▪ Suicide Prevention</li> </ul>

	<ul style="list-style-type: none"> <li>▪ Exploitation</li> </ul>
<b>Other Regional Safeguarding Boards</b>	<ul style="list-style-type: none"> <li>▪ Consistent policies and processes across Wales</li> <li>▪ Sharing learning and best practice</li> <li>▪ Sharing Child and Adult Practice Reviews</li> <li>▪ Delivering joint training and communications activities</li> </ul>
<b>National Independent Safeguarding Board</b>	<ul style="list-style-type: none"> <li>▪ Seeking advice on national safeguarding issues</li> </ul>

#### 4. OUR BUDGET FOR 2021-2022

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:	£286,290
General Expenditure:	£16,180

## 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](http://www.ctmsb.co.uk)



## APPENDIX 1 - BOARD MEMBERSHIP

NAME	TITLE	AGENCY
Paul Mee (Chair)	Director of Community and Children's Services	Rhondda Cynon Taf County Borough Council
Lisa Curtis-Jones (Vice Chair)	Chief Officer, Social Services	Merthyr Tydfil County Borough Council
Claire Marchant (Vice Chair)	Director of Social Services and Wellbeing	Bridgend County Borough Council
Cheryl Emery	Head of Public Protection	Rhondda Cynon Taf County Borough Council
Jackie Neale	Adult Safeguarding Service Manager	Rhondda Cynon Taf County Borough Council
Neil Elliot	Service Director, Adult Services	Rhondda Cynon Taf County Borough Council
Julie Clark	Head of Safeguarding and Support (Children)	Rhondda Cynon Taf County Borough Council
Gaynor Davies	Director of Education and Lifelong Learning	Rhondda Cynon Taf County Borough Council
Annabel Lloyd	Service Director, Children Services	Rhondda Cynon Taf County Borough Council
Cara Miles	Head of Legal - Community Care and Children	Rhondda Cynon Taf County Borough Council
Jon Eyre	Safeguarding Principal Manager	Merthyr Tydfil County Borough Council
Alyn Owen	Chief Officer, Community Regeneration	Merthyr Tydfil County Borough Council
Susan Walker	Chief Officer, Education	Merthyr Tydfil County Borough Council
Taryn Stephens	Head of Children Services	Merthyr Tydfil County Borough Council
Angela Edevane	Head of Adult Services	Merthyr Tydfil County Borough Council

Carys Kennedy	Head of Legal and Governance	Merthyr Tydfil County Borough Council
Jacqueline Davies	Head of Adult Social Care	Bridgend County Borough Council
Laura Kinsey	Head of Children's Social Care	Bridgend County Borough Council
Nicola Echanis	Head of Education and Family Services	Bridgend County Borough Council
Greg Dix	Director of Nursing, Midwifery & Patient Services	Cwm Taf Morgannwg University Health Board
Louise Mann	Assistant Director for Quality and Safety	Cwm Taf Morgannwg University Health Board
Karen Thomas	Superintendent, Northern BCU	South Wales Police
Sue Hurley/John Lane	Independent Protecting Vulnerable Person Manager	South Wales Police
Eirian Evans	Assistant Chief Officer	National Probation Service
Sharon Richards	Chief Officer	Voluntary Action Merthyr Tydfil
Maria James	Third Sector Representative, Merthyr Tydfil	Voluntary Action Merthyr Tydfil
Lyndon Lewis	Head of Service	Cwm Taf Youth Offending Service
Virginia Hewitt	Designated Nurse (National Safeguarding Team)	Public Health Wales
Nikki Harvey	Assistant Director Quality, Safety & Patient Experience	Welsh Ambulance Service Trust
Jason Evans	Head of Young Person's Unit	HM Prison & Young Offenders Institute, Parc
Ian Coles	Interim Deputy Director	HM Prison & Young Offenders Institute, Parc

## APPENDIX 2 - BOARD STRUCTURE

