

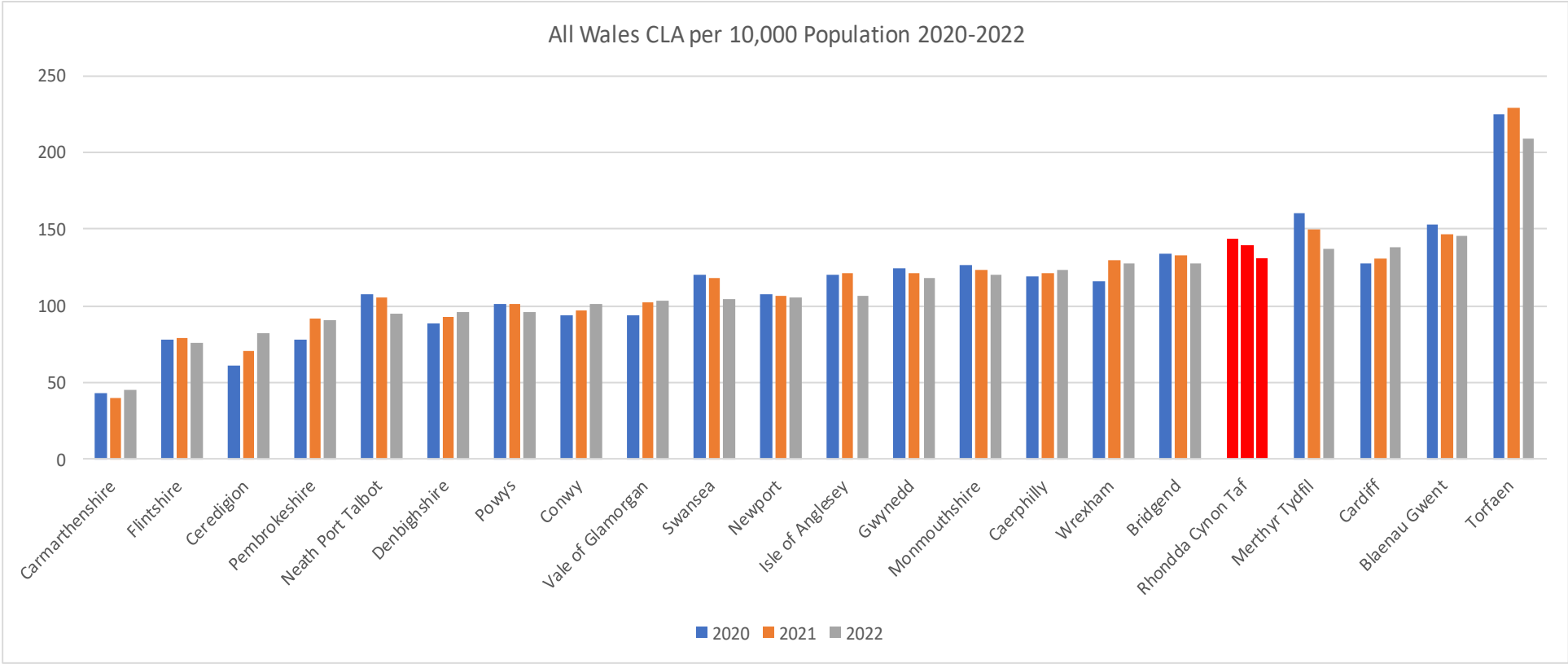
# DELIVERY PLAN - 1<sup>st</sup> April 2024 – 31<sup>st</sup> March 2026

<b>Service</b>	<b>Corporate Safeguarding</b>
<b>Policy Lead</b>	<b>Paul Mee</b>
<b>What are we trying to achieve</b>	Keeping Children and Adults at Risk Safe through strengthened corporate arrangements

## Quarter 2 Update 2023/24

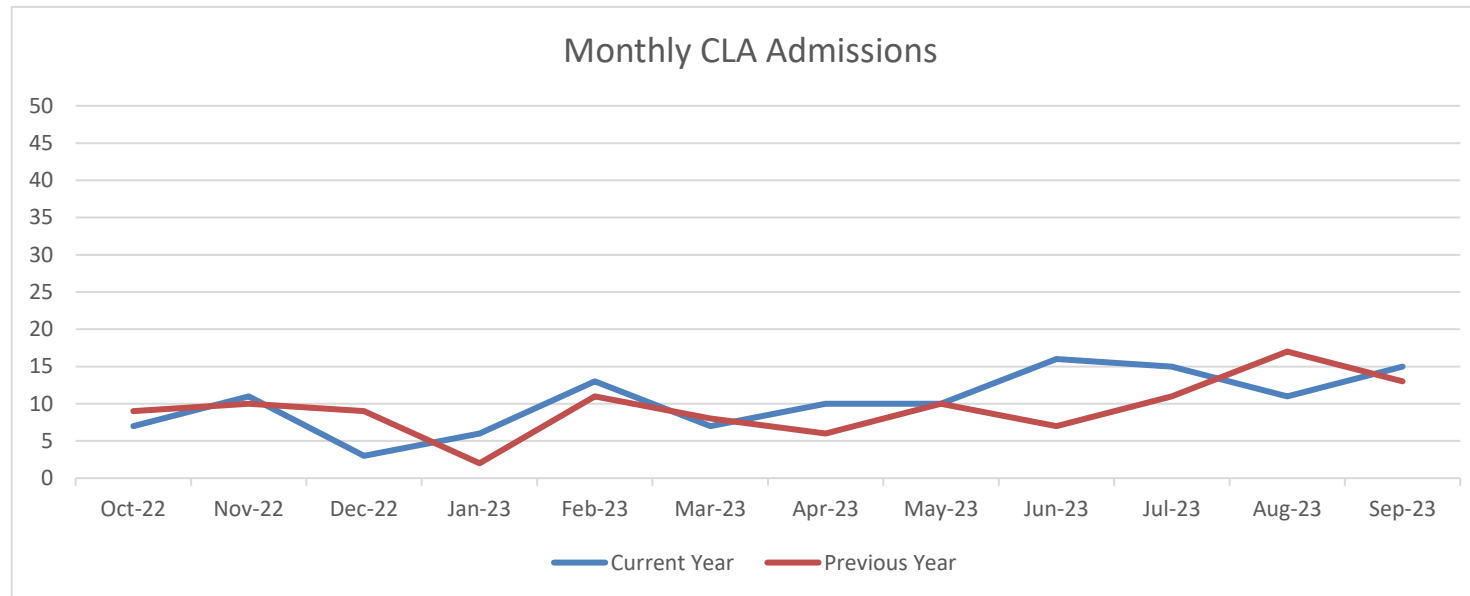
### Children

During 2020, 2021 & 2022, RCT’s Children Looked After (CLA) numbers dropped per 10,000 of the population; from 143 in 2020 ,139 in 2021to 131 in 2022. RCT has the 5<sup>th</sup> highest rates of looked after children out of the 22 Local Authorities in Wales.



## Quarter 2 Update 2023/24

The number of CLA admissions during the period October 2022 to September 2023 increased when compared to the same period in 2021-22, from 113 in 2021-22 to 125 in 2022-23, a **11% increase in admissions**.



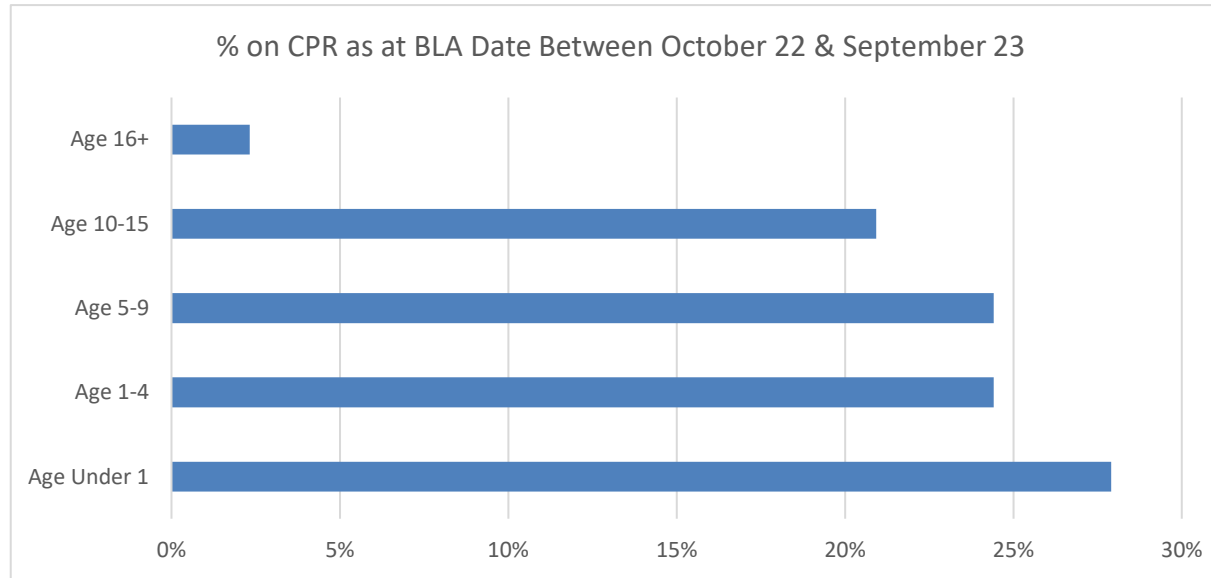
20% of admissions are children aged under 1 year old. The number has decreased from 29 to 25 when compared to the same period in 2021-22 but the trend shows that this age group continues to have the highest number of admissions. More male babies (17/25 admissions) under 1, became looked after compared to female (8/25 admissions).

Comparisons between 21/22 & 22/23 show that the highest number are brought into care within the first week after birth. The second highest age group were for babies aged 2 months +.

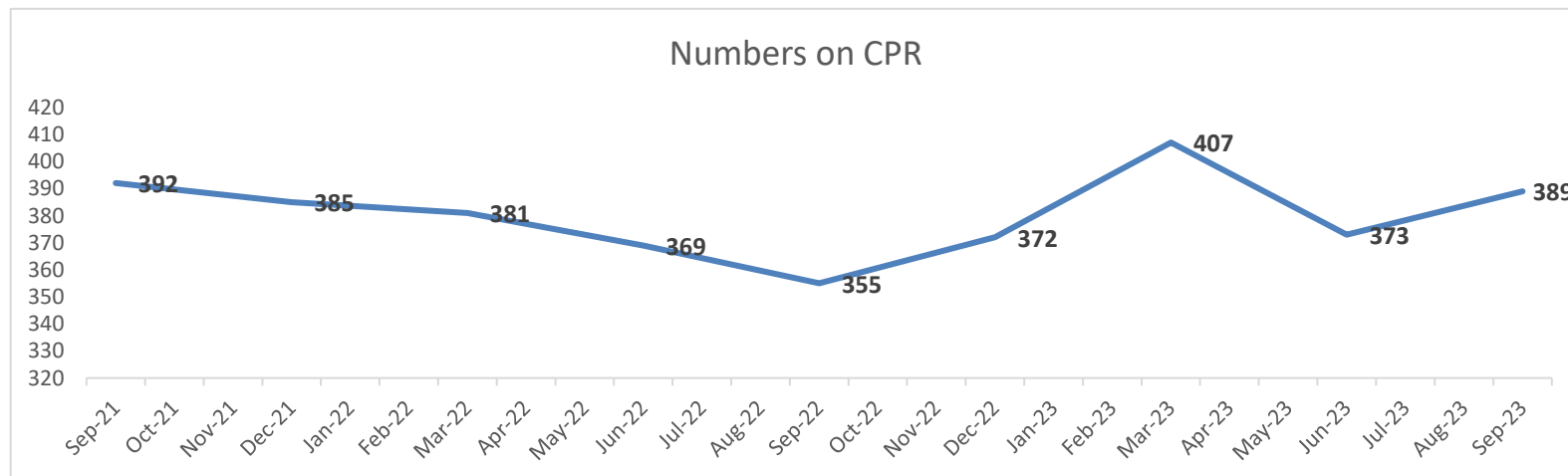
Based on current CLA numbers (636) the highest number are in the 10-15 age group with 278 children in care (44%). This age group is consistently the highest number & percentage.

## Quarter 2 Update 2023/24

Out of the 125 CLA admissions since October 2022, 86 (80%) of the children were on the CPR at the point of coming into care. This percentage excludes the 18 admissions managed by the Enquiry and Assessment teams as these children wouldn't have gone through the CP process.

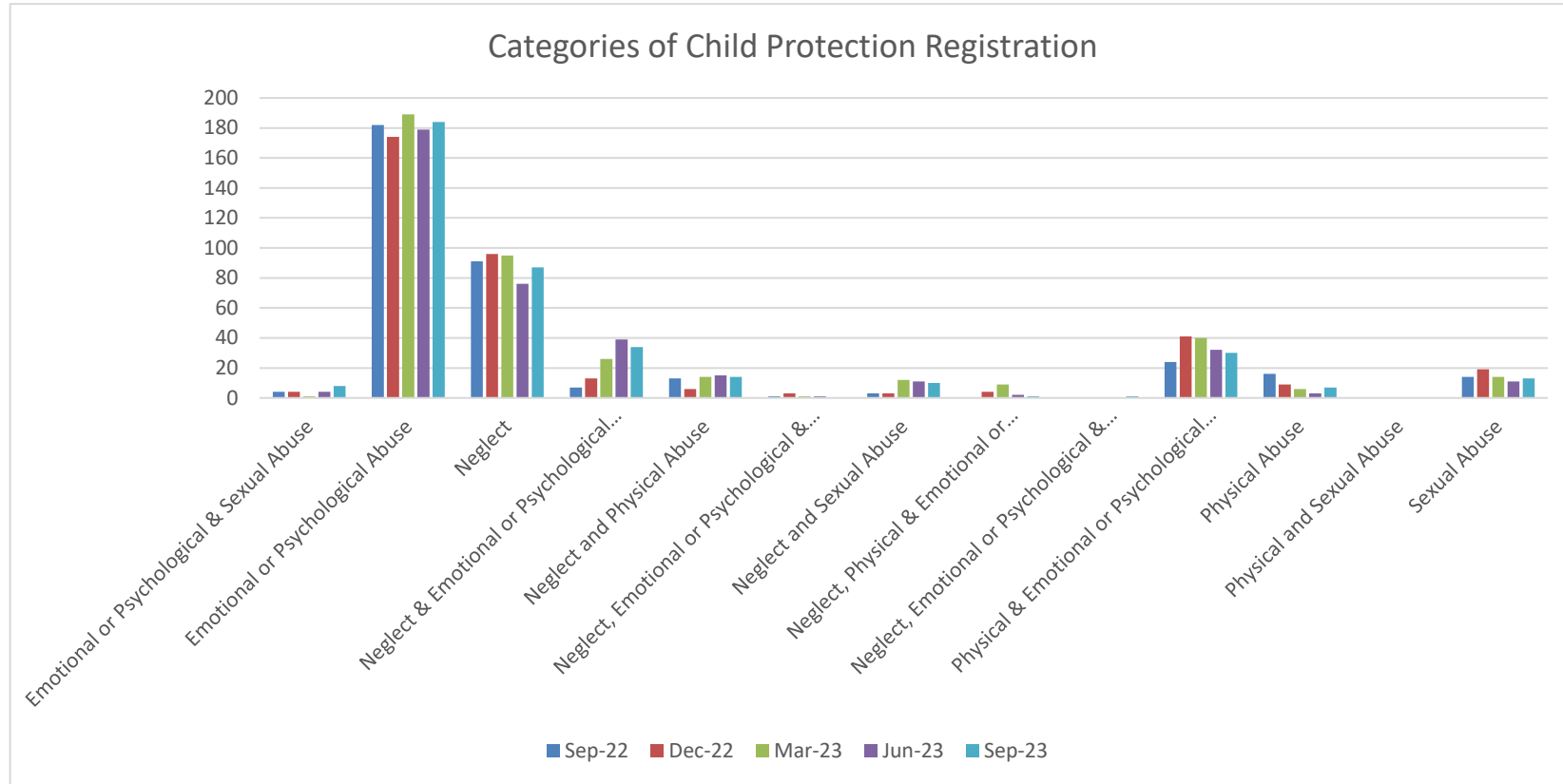


We have seen a rise in our Child Protection Register numbers, from a low of 355 in September 22 to a high of 407 at year end, March 23. Since the start of 2023/24, the numbers have fluctuated, with a fall to 373 in Q1 & an increase to 389 at the end of Q2.



## Quarter 2 Update 2023/24

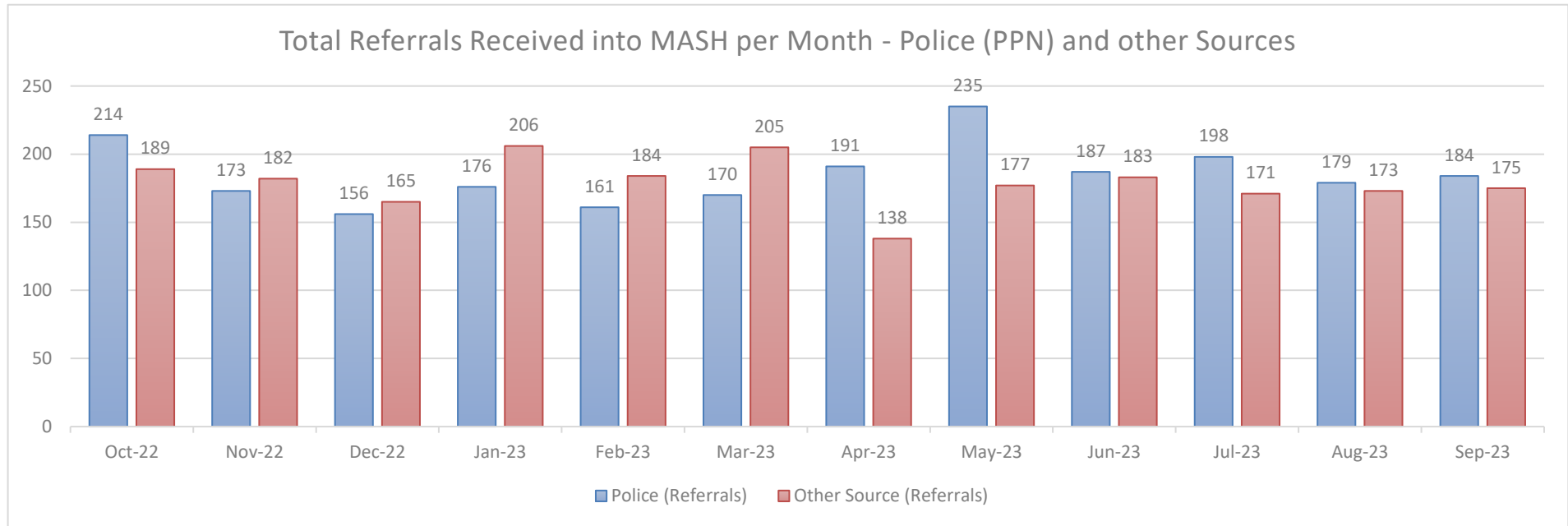
In RCT, the highest percentage of children on the CPR are under the category of Emotional or Psychological, followed by Neglect. Albeit the numbers are small, we also have some children on the CPR due to multiple risk factors.



## Quarter 2 Update 2023/24

### Adults

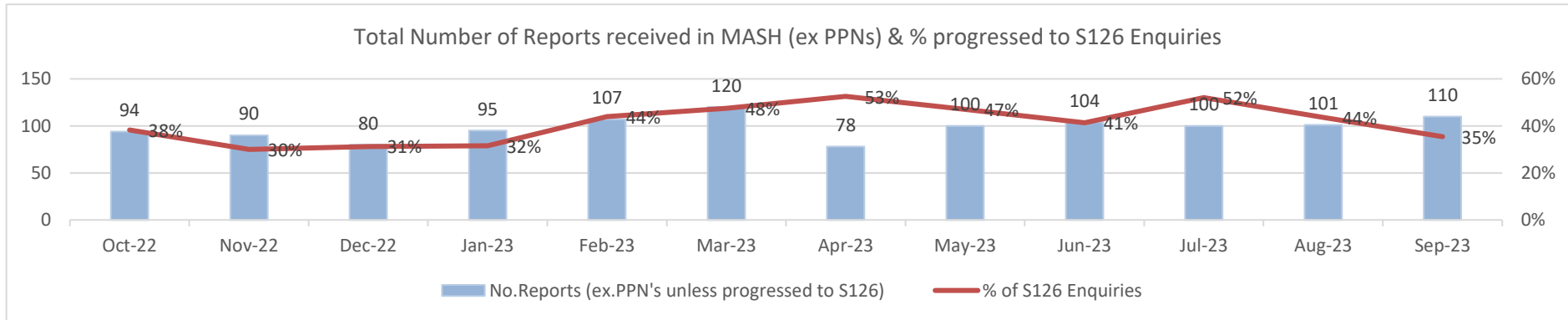
Between October 2022 and September 2023, there were 4,372 Adult at Risk referrals made to RCT's Adult Safeguarding Team at the Multi-Agency Safeguarding Hub (MASH), compared with 4,620 during the same period 2021-22. Of these, 2,224 came from Police and 1,181 reports were made by Council staff, elected Members or commissioned service providers.



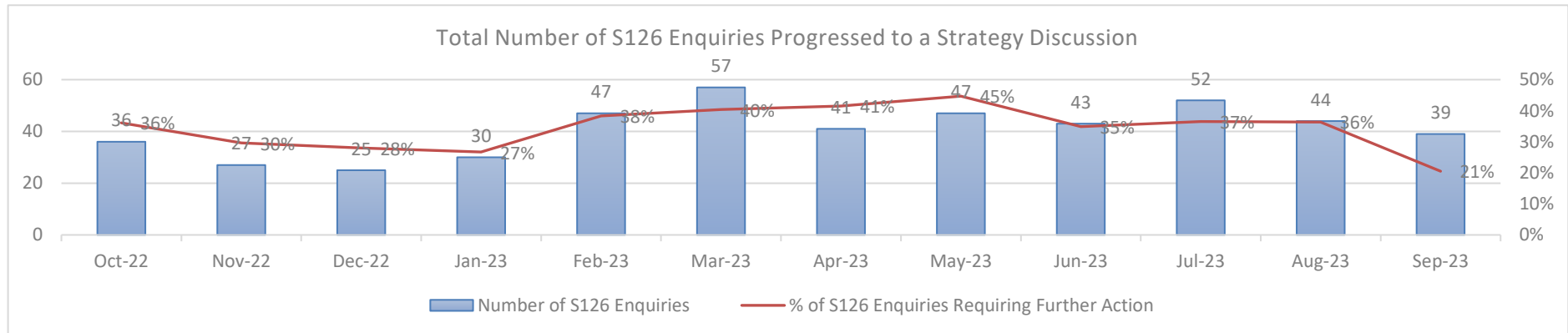
## Quarter 2 Update 2023/24

Of the reports received, 43% were concerns about neglect of Adult at Risk. The next most common form of reported abuse was physical abuse (22%).

Section 126 enquiries were carried out in 493 cases (42%) and, of these cases, 180 (37%) were found to be in need of protection and were progressed to formal strategy discussion and further Safeguarding action.



The average timescale for the initial evaluation of Safeguarding Reports was 0.5 days. The percentage of enquires completed within 7 working days was 83%, although the average time for the completion of enquiries was 5 days.



**CORPORATE SAFEGUARDING DELIVERY PLAN 2023-25**

<b>PURPOSE</b>	<b>Keeping Children and Adults at Risk Safe through by widening and strengthening the organisational approach to delivering the Objectives of the Council's Corporate Safeguarding Policy areas</b>
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Delivery Actions		Ref	Milestones/Sub Actions that will help to achieve overarching Action	Delivery Date	Responsible Officer	Progress to date	Overall progress to date on Action
<b>SAFE PRACTICE</b>							
P1A01	Review the Corporate Safeguarding Policy	M01	Revisit the 'Strap line 'and Vision for the Policy. Be clear about what is safeguarding. Post pandemic legacy and the impact on children and young people. Safe systems as a cross cutting theme	Nov-23	PM with group input	On Target	Task & finish group has met and the policy has been comprehensively reviewed and revised in accordance with the WG/WLGA Good Practice Guidance.
						On Target	<a href="#">Welsh Government/WLGA Good Practice Guidance 2022</a>
		M02	Review the content of the Council's Corporate Safeguarding Policy in the context of current good practice, the Wales Safeguarding Procedures, WLGA Guidance and new and emerging risks. Additional areas to consider: <input type="checkbox"/> Neighbourhoods and communities (see WG Good Practice Guide) and Safe Spaces <input type="checkbox"/> Exploitation <input type="checkbox"/> Harmful Sexual Behaviour <input type="checkbox"/> Modern slavery <input type="checkbox"/> Links to LDP – design of buildings to minimise abuse <input type="checkbox"/> Licensing <input type="checkbox"/> Digital safeguarding <input type="checkbox"/> Participation <input type="checkbox"/> Equalities and Diversity	Nov-23	PM with group input  Liaise with Community Safety and Zoe Lancelott re Safe Spaces and community wardens	On Target	Task & finish group has met and the Policy has been comprehensively reviewed and revised in accordance with the WG/WLGA good practice guidance. The revised Corporate Safeguarding Policy has been expanded to include additional areas, including professional practice, digital & ICT, planning and contextual safeguarding. The draft Policy will be considered at the Corporate Safeguarding group meeting on 13th November and subject to any further amendments, be presented to Cabinet for approval following pre Scrutiny by Overview and Scrutiny Committee in January 2024.
P1A02	Put in place a series of communication activities/materials to ensure staff and elected Members are made aware of their responsibilities in respect of Keeping People Safe and aligns to CTM Safeguarding arrangements and campaigns	M01	Utilise a range of methods to maximise reach including <input type="checkbox"/> posters <input type="checkbox"/> improved web site presence <input type="checkbox"/> social media <input type="checkbox"/> iTrent <input type="checkbox"/> bulletins	Nov-23	Corporate Comms	Not on Target	Progress for comms is dependent on clearance of new Safeguarding Policy. The implementation of the new Safeguarding Policy, following approval in February 2024, will be accompanied by a range of Comms activity to refresh and widen knowledge of keeping people safe. In the meantime, we continue to support a range of activities to keep people safe, eg. through our current Keeping People Safe arrangements inc Keeping People Safe Comms; 'Ask for Angela'; White Ribbon Day and associated support for people experiencing domestic abuse.
						Complete	<a href="#">Keeping People Safe Poster</a>
						Complete	<a href="#">Ask for Angela</a>
						Complete	<a href="#">White Ribbon day</a>
		Complete	<a href="#">Support for Domestic Abuse</a>				
		M02	Consider comms approaches to maximise reach for non-IT users.	Nov-23	Christian Hanagan	Not on Target	As M01 above
		M03	Develop a Good Practice approach for Managers to include safeguarding as part of supervisions, individual performance reviews and team meetings. To be reviewed as part of Policy	Jan-24	Policy development Team	On Target	Work to develop the approach is ongoing and is being considered as part of the implementation of the revised Safeguarding Policy following its consideration and approval by Cabinet.

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<b>Delivery Actions</b>		<b>Ref</b>	<b>Milestones/Sub Actions that will help to achieve overarching Action</b>	<b>Delivery Date</b>	<b>Responsible Officer</b>	<b>Progress to date</b>	<b>Overall progress to date on Action</b>
<b>P1A03</b>	Improve wider external communications relating to safeguarding being 'everybody's business'	M01	Liaise with services to develop comms and awareness campaigns  Consider improved awareness raising in relation to taxi drivers, licensed facilities and local businesses, see WG Good practice guide. Will require liaison with service leads.	Mar-24	TBC	<b>On Target</b>	New Comms work programme is in development and will take account of Safeguarding requirements as set out in new Safeguarding Policy areas; the impact of changes in office accommodation and take account of any synergies with Regional Safeguarding Board.
<b>P1A04</b>	Review the Council's Social Media policy	M01	Ensure that this includes safeguarding and the expectations on the use of social media, use of photographs etc	Dec-23	Christian Hanagan	<b>On Target</b>	The Schools specific Social Media Policy is scheduled for consideration by School Governors in the Spring Term. Work to review the wider Social Media arrangements are in hand
<b>P1A05</b>	Continue to strengthen the CS processes that demonstrate the impact of the new CS Policy Ensure that monitoring arrangements are in place to review how the new Corporate Safeguarding Policy is making a difference	M01	Areas to consider: <input type="checkbox"/> Source of referrals <input type="checkbox"/> Staff survey <input type="checkbox"/> Suppliers survey <input type="checkbox"/> Public awareness feedback/surveys	Mar-24	Emma Walters Jackie Neale Marc Crumbie	<b>On Target</b>	Progress on this action will be accelerated as part of the implementation of the new Corporate Safeguarding Policy following its approval by Cabinet.
<b>P1A06</b>	Put in place arrangements that will increase the visibility of Safeguarding activity, governance and compliance within RCT schools and establish monitoring arrangements	M01i	To include •thematic analysis of safeguarding in schools as an integral part of the ongoing annual Internal Audit work programme.	Apr-24	Gaynor Davies	<b>Complete</b>	This is included in the Audit Programme moving forward and will be published annually.
		M01ii	•Schools data and compliance – 'My Concern'	Sep-23	Dan Williams	<b>Complete</b>	Arrangements are in place with regular 'Health Checks' undertaken by the Safeguarding Company to monitor system usage. Findings are being reported to the Headteacher Safeguarding Cluster Convenor group on 17th November. Update report considered by Corporate Safeguarding Group on 13th November



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**SAFE GOVERNANCE**

<b>P2A01</b>	Ensure that the Council carries out its safeguarding responsibilities through robust effective and transparent governance arrangements	M01	Carry out a review of the Terms of Reference and membership of CSG in the context of the new CS Policy.	Apr-24	PM and Policy use	<b>On Target</b>	Policy scheduled for consideration by SLT in November, Overview and Scrutiny Committee for pre Scrutiny in January and Cabinet in February.
		M02	Prepare annual report to Community Scrutiny Committee, considering alignment with the RSB Reporting and Director's reporting arrangements	Annual Oct/Nov	PM/LAL	<b>Not on Target</b>	The original target of Oct/November 2023 was not met to allow timely consideration of the revised Corporate Safeguarding Policy by Cabinet originally scheduled for December 2023. The Policy consideration has been included in the work programme for pre Scrutiny by the Overview and Scrutiny Committee and is scheduled for consideration by the Committee in January 2024.
		M03	Consider the Council's Whistleblowing arrangements in the context of the Culture and Leadership section of the Welsh Government Good Practice Guide	Sep-23	Peter Cushion	<b>Complete</b>	There are no material changes to the Council Whistleblowing arrangements arising from consideration of the WG good practice guide. The Council's Whistleblowing arrangements have recently been subject to review by Audit Wales and the findings have been used to strengthen our approach. Whistleblowing is reported to Governance and Audit Committee annually. The most recent annual Whistleblowing Report 2022/23 including revised Whistleblowing Policy was considered by Governance and Audit Committee 15 March 2023.
		M04	Include Corporate Safeguarding as a new corporate element in the Council's annual Self Assessment	Sep-23	Lesley Lawson	<b>Complete</b>	Safeguarding Section in place within the draft 2022/23 Annual Assessment scheduled for consideration by Governance and Audit and Joint Consultative Committees in advance of approval by Council in January 2023.
<b>P2A02</b>	Continue to widen and strengthen the performance arrangements that will help to evidence the Council wide approach to Safeguarding	M01	Integrate the performance management of the Corporate Safeguarding arrangements with the Council's wider Performance Management arrangements	Ongoing from Q1 2023-24	Lesley Lawson	<b>Complete</b>	Meetings of the Safeguarding Group have been scheduled to allow time to update actions/measures for consideration and challenge as part of the agenda. Plan has been formatted to mirror general performance monitoring arrangements and located within the PM shared monitoring space.
		M02	Continue to critically review and monitor existing data and information to improve performance	Ongoing subject to quarterly review	Corporate Safeguarding Group	<b>On Target</b>	Continuing to seek available information in advance of meeting to enable consideration and challenge to include relevant graphs and analysis. This will be strengthened by direct access through the development of dashboard approach.
		M03	Consider how Internal Audit findings arising from annual review of Safeguarding in Schools can be integrated into the CSG work programme	to follow Audit up date in April 24	Corporate Safeguarding Group	<b>On Target</b>	Follows on from P1A06 - M01i
		M04	Put in place a Corporate Safeguarding Data Dashboard to provide timely access to relevant data direct from Source where possible	Mar-24	Lesley Lawson	<b>On Target</b>	Corporate Safeguarding Data collection framework for includes field to enable identification of system/spreadsheet to which a Corporate Safeguarding Dashboard can be developed.
<b>P2A02</b>	Continue to widen and strengthen the performance arrangements that will help to evidence the Council wide approach to Safeguarding	M05	Consider the inclusion of Safeguarding item as part of the annual Service Self Evaluation process currently being discussed by SLT	May-23	Lesley Lawson	<b>Complete</b>	Corporate Safeguarding update was included in the 2023 Service Self Evaluation which was distributed on 23 October 2023 with deadline for completion of 20 December. Responses will inform Safeguarding work programme and the Corporate Safeguarding Update in the 2023/24 Self-Assessment

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<b>P2A03</b> Consider reports on key areas of concern emerging from other sources	M01	To be identified as and when required but may include mental health and suicide data, schools' data, e.g. put in place a threshold or regular programme reporting schedule	Ongoing	Corporate Safeguarding Group	<b>On Target</b>	For illustrative purposes. Meeting items to date include consideration of Safeguarding issues emerging from 'My Concern' and Cybersecurity and consideration of the findings of the Estyn inspection.
<b>P2A04</b> Ensure that the safeguarding risks associated with digital technology are addressed	M01	Update guidance on social media for school governors and leaders	Dec-23	Tim Britton	<b>Complete</b>	Education Social Media Policy complete and will be made available to School Governors and Leaders in the Spring Term.
	M02	Consider reports on the compliance with Cyber Ninja Cyber Security Mandatory learning (keeping information safe) Quarterly Updates	Ongoing	GP	<b>On Target</b>	Verbal updates provided at Safeguarding meetings to support data reported in data section.
	M03	Consider regular reports on data security and information sharing breaches.	Jun-23	GP	<b>Complete</b>	Regular reports on Cybersecurity are considered in quarterly reports to the Council's Cyberresilience and Information Management Board
					<b>On Target</b>	<a href="#">Confidential agenda item on Cyber Security Resilience considered by Governance and Audit Committee meeting 19 December 2023.</a>

**SAFE WORKFORCE**

<b>P3A01</b> Ensure that all employees and elected members undertake mandatory Safeguarding training (children and adults) as well as the level 1 Violence against Women, Domestic Abuse and Sexual Violence training	M01	Ensure that all new employees undertake mandatory safeguarding training, as part of their induction	Ongoing	HR	<b>On Target</b>	Data for staff completion of mandatory Safeguarding, and also Cyber Ninja training is held in Source, showing stages of and completion. Managers are responsible for ensuring that new staff undertake all mandatory training, including Safeguarding. There is currently no automated system in place to check/monitor whether the required staff have completed this. Currently exploring the potential to utilise data from the i Trent system within RCT source in order to automate/strengthen the monitoring process.
	M02	Ensure appropriate compliance and monitoring reporting arrangements are in place and are aligned to the Council's Training Framework	Jul-23	Group B/C – Kath McMullen Group C – Kath McMullen and C Edwards (Governors)	<b>Complete</b>	Data is available from Source re actual take up of Group B and C training in respect of Social Care staff and some Education staff. However, whilst managers have manual systems to ensure that staff comply with training requirements there is currently no automated recall or compliance notification system currently in place. The potential to automate the system through 'Source' is currently being investigated.
	M03	Consider alternative approaches to the delivery of training to staff with no access to IT and how compliance can be monitored, to include include refresher training.	Jan-24	HR	<b>On Target</b>	Phase one of a 'Keeping People Safe' set of learning modules is in progress. The learning includes Safeguarding level 1, VAWDASV, Domestic Violence, Modern Slavery and Sexual Harrasment. The learning has been developed to be delivered via video in the first instance to improve accessibility. The video is currently being translated into Welsh for deployment to ICT users in January 2024. Following on from this mechanisms to deploy to non ICT users will be developed for Safeguarding level 1
	M04	Consider/put in place the actions that can be introduced in relation to the implications if mandatory the training is not completed e.g. net consent, not being able to log in - deadline revised from Sept 2023	Nov-23	GP and HR	<b>On Target</b>	The Council has solutions that can be introduced in response to no completion/compliance of mandatory training, ranging from IT/technical approaches and non confirmation of probation. However, the data/ arrangements for recording the levels of compliance is being strenghtened as it continues to rely on managers. See P3 A01 M01 above.

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<b>P3A02</b>	Ensure that identified employees undertake Groups B + Safeguarding training	M01	Ensure appropriate compliance and monitoring reporting is in place	Sep-23	Kath McMullen	<b>On Target</b>	Data re take up training for Group B staff is available for monitoring by managers and enable staff training to be targeted to relevant staff. Process is strengthened in areas where staff registration with Social Care Wales is required. applies. See also P3 A01M02
		M02	Ensure compliance with the Council's Training Framework	Sep-23	Corp HR & Kath McMullen	<b>Complete</b>	Updates are provided quarterly via Corporate Safeguarding Delivery Plan and regularly to managers.
<b>P3A03</b>	Ensure that safe recruitment processes are followed to prevent, wherever possible, unsuitable people from working in or volunteering for certain roles, particularly roles that involve children or adults at risk	M01	Carry out an annual review of recruitment processes to establish compliance – to include a spot check of JDs and adverts.	Mar-24	RE/AB	<b>On Target</b>	Arrangements are in place to complete an annual review of recruitment processes at the end of the financial year.
		M02	Continue to monitor data on DBS checks	Mar-24	RE/AB	<b>On Target</b>	Quarterly Monitoring in place. SGPI07 and SGPIs 09a and 09b in quarterly data sheets refer.
<b>P3A04</b>	Ensure that policies are in place to protect staff who are working alone	M01	Put in place a 'Comms' campaign in respect of the Lone Working Policy (HS22) arrangements	Nov-23	HR	<b>Not on Target</b>	The Lone Working policy is currently subject to review. On completion, scheduled for Spring of 2024, the revisions will inform a more timely Comms campaign that will set out arrangements and responsibilities for managers and staff. Also, a targetted audit of lone working arrangements within service areas is programmed to start in early 2024. The findings from this work will also help to inform revisions to the Policy and relevant Comms. In the meantime the arrangements described in the current Lone Working Policy and supporting technology remain in place. There is also a Care-Respect-Dignity approach in place in Education/Schools, one of the aims of which is to help to tackle disrespectful behaviour towards workforce in schools.
		M02	Put in place a programme of security software updates for Council issued devices on priority basis security	Jul-23	GP	<b>Complete</b>	Devices updated in line with security patches from applications providers and Microsoft.
<b>P3A05</b>	Keeping staff in school safe	M01	Develop reporting systems for recording the implementation of the 'Managing Unreasonably persistent and Unacceptable Behaviours' guidance for schools	Dec-23	Dan Williams	<b>Complete</b>	Reporting, notification and monitoring system in place. Whenever the protocols are implemented they result in warning letters, ban from school premises or escalated action.
<b>PA06</b>	Ensure effective governance of safeguarding arrangements in schools	M01	Develop and implement an escalation protocol for challenging Chairs of Governors and Designated Leads for Safeguarding on Governing Bodies that do not comply with Level 3 training requirements	Nov-23	Catrin Edwards	<b>On Target</b>	Not yet finalised but Chairs of Governors and Designated Leads for Safeguarding are challenged when they are non-compliant. There are significant pressures in relation to access to appropriate training with bespoke sessions planned for School Governors at a cost to the Education Directorate.

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<b>SAFE PROCUREMENT &amp; CONTRACT MANAGEMENT</b>							
<b>P4A01</b>	For all tenders ensure clear instructions are in place that emphasises the requirement to keep people safe and to treat them fairly without the threat of retaliation.	M01	Ensure that all relevant Tender Packs and subsequent contracts have a section on: <ul style="list-style-type: none"> <li>•The Council's Corporate Safeguarding arrangements,</li> <li>•Whistle blowing arrangements, and that reflect the Council's Whistleblowing arrangements.</li> <li>•Guidance in respect of tackling modern slavery that reflects the Council's commitment set out in the Council's Modern Slavery Statement.</li> </ul>	Sep-23	Marc Crumbie	<b>Complete</b>	All documents now in place are included in our Tender Packs and are live on our Procurement Policies pages on the Council's Website  <a href="#">Procurement Policies</a>
		M02	<a href="#">Develop a 'Guide to Tackling Modern Slavery in our Supply Chain' that can be shared with suppliers with the aim of raising awareness.</a>	Sep-23	Marc Crumbie	<b>Complete</b>	Complete and published on the website in November. The Guide is also included within the Council's Tender Packs.
		M03	Carry out annual awareness surveys to measure supplier awareness of the Council's: <ul style="list-style-type: none"> <li>•Corporate Safeguarding arrangements.</li> <li>•Whistleblowing arrangements, and</li> <li>•Tackling Modern Slavery expectations.</li> </ul>	Mar-24	Marc Crumbie	<b>On Target</b>	Survey will be issued in January 2024.
<b>P4A02</b>	Ensure that a sample of the highest risk contracts in respect of potential cyber security are reviewed annually.	M01	Put arrangements in place whereby 'live' contracts are subjected to an ongoing Cyber Security risk assessment.  Review these contracts to ensure the systems are secure  <ul style="list-style-type: none"> <li>•Anti-Spam measures for service</li> <li>•Antivirus measures for service</li> <li>•Ransomware prevention</li> <li>•Data retention and security</li> <li>•Data sovereignty</li> <li>•Data protection measures</li> <li>•Support levels (example 24/7/365)</li> <li>•Service levels including RPO/RTO</li> <li>•Encryption in Transit and at Rest</li> <li>•Security certification (Cyber Essentials) of provider</li> <li>•Staff Access (RBAC) and staff assurance (Security Vetting)</li> <li>•Data Geographies</li> <li>•Commercial approach for service</li> <li>•GDPR – Data Controller and Ownership</li> </ul>	Mar-24	Gareth Pearce	<b>On Target</b>	<ul style="list-style-type: none"> <li>•Currently undertaking an audit process to identify systems that have been procured outside IT and then to identify and review contracts against the Security Questionnaire.</li> <li>•Every new contract is evaluated for security and safety prior to signing as part of the process</li> <li>•Every renewal is reviewed against the Security Questionnaire in order to prove data security and service levels together with data safety.</li> </ul>

## Measures to support Corporate Safeguarding Delivery Plan

PI Ref	PI Owner	Direction of travel	Performance Measure	2022/23	2023/24		Comments on Q2 performance
				Qtr 4 Year End Cumulative	Actual (Qtr 1)	Actual (Qtr 2)	
SGPI 01	D. Hughes	More is Best	No. of new staff completing mandatory Safeguarding induction training within 6 months	1113	79	138	
SGPI 02a	D. Hughes	More is Best	No. of staff trained in Level 1 Safeguarding face to face	N/A	N/A	N/A	
SGPI 02b	D. Hughes	More is Best	No. of staff trained in Level 1 Safeguarding e-learning	5077	116	153	
SGPI 02c	Emma Wilkins	More is Best	No. of elected Members trained in Level 1 Safeguarding e-learning	38	0	0	Arrangements in place for Annabel Lloyd to provide refresher training to Elected Members in respect of Safeguarding on 14/11 at 4.00 pm.
SGPI 03a	D. Hughes	More is Best	No. of staff trained in Level 1 VAWDASV face to face	N/A	N/A	N/A	
SGPI 03b	D. Hughes	More is Best	No. of staff trained in Level 1 VAWDASV e-learning	5627	108	171	
SGPI 03c	Emma Wilkins	More is Best	No. of elected Members trained in Level 1 VAWDASV e-learning	38	0	0	VAWDASV training currently being integrated into Members' training programme
SGPI 04a	D. Hughes	More is Best	Are you aware that the Council has a Corporate Safeguarding Policy which sets out the responsibilities of all staff in regard to protecting children and adults from abuse/neglect Annual data	97%	96%	96%	Data collected via Annual Staff Survey 2023. For context the survey not mandatory and was completed by 998 staff. 948 respondents answered yes to this question.

PI Ref	PI Owner	Direction of travel	Performance Measure	2022/23	2023/24		Comments on Q2 performance
				Qtr 4 Year End Cumulative	Actual (Qtr 1)	Actual (Qtr 2)	
SGPI 04b	D. Hughes	More is Best	Do you know how to report suspected or known abuse/neglect Annual data	93%	92%	92%	Data collected via Annual Staff Survey 2023. For context the survey is not mandatory and was completed by 998 staff. 911 respondents answered yes to this question.
SGPI 05a	M. Crumbie	More is Best	% of providers who are aware of their responsibilities in respect of Safeguarding Annual data	88%	NA	NA	SGPI 05b is New for 2023/24. No trend comparison available. Previous questions/measures deemed of little value i.e.Q2 Have you seen the Corporate Safeguarding poster in your workplace, or as part of other communication, that tells you that in RCT keeping people safe is everyone's business? Q3. If you saw or heard something while you were at work that concerned you about the safety of a child/adult at risk, or the behaviour of a colleague towards others, who would you contact?• Your Manager• A Colleague• The Council • The Police• Somebody else
SGPI 05b	M. Crumbie	More is Best	% who found it easy to access information if they had reason to report Annual Data	NEW	NA	NA	

PI Ref	PI Owner	Direction of travel	Performance Measure	2022/23	2023/24		Comments on Q2 performance
				Qtr 4 Year End Cumulative	Actual (Qtr 1)	Actual (Qtr 2)	
SGPI 06	Emma Walters		<b>Total number of Children's Information, Advice and Assistance (IAA) Contacts Comprising internal and external safeguarding referrals.</b>	26,648	6648	6459	The total number of CS referrals is 18% of all referrals, this is 8% lower when compared to Qtr 1 (26%). However school referrals were 37% lower in this Qtr. This is attributed to the summer half term.
			<b>Total number of Children's IAA Contacts (safeguarding referrals) submitted by Internal Services:</b>	5456	1524	1149	
SGPI 06a	Emma Walters		Staff of Social Services	1356	344	371	
SGPI 06a	Emma Walters		Education	3803	1097	667	
SGPI 06a	Emma Walters		YOS	166	38	42	
SGPI 06a	Emma Walters		Other Council Departments	129	45	68	
SGP106a	Emma Walters		Councillor/MP	2	0	1	
SGPI 06b	Jackie Neale		<b>Total number of Adult safeguarding referrals (internal and external).</b>	4556	1109	1070	
			<b>Number of Adult safeguarding referrals submitted by internal services:</b>	1141	266	292	
SGPI 06b	Jackie Neale		Education	9	3	2	
SGPI 06b	Jackie Neale		Other Council Departments	37	3	5	
SGPI 06b	Jackie Neale		Staff of Social Services	347	104	92	
SGPI 06b	Jackie Neale		Service Provider - commissioned or in house	757	159	195	
SGPI 06b	Jackie Neale		Councillor/MP	0	0	0	

PI Ref	PI Owner	Direction of travel	Performance Measure	2022/23	2023/24		Comments on Q2 performance
				Qtr 4 Year End Cumulative	Actual (Qtr 1)	Actual (Qtr 2)	
SGPI 07	R. Evans/ A. Bishop		% of DBS reviewed for Children's and Adults Services every 3 years	59.58% (286/480)	95.00%	84.00%	The DBS check system has been subject to audit by both Regional Internal Audit Services and the Disclosure and Barring Service during 2023
SGPI 08	R. Hope/ M. Owen		% of new taxi drivers completing SQA Level 2 Certificate in Introduction to the Role of the Professional Taxi Driver and Private Hire Driver	98% (40/41)	100% (6/6)	100% (7/7)	
SGPI 09a	R. Evans		Number of DBS checks that are deemed unsuitable for employment	1	1	1	
SGPI 09b	R. Evans		Number of referrals to DBS	0	0	0	
SGPI 10	G. Pearce		No of staff completing 'Cyber Ninja' e-learning	2481	152	199	New measure for 2023/24
SGPI 11	Pete Cushion		Consider the development of database of Whistleblowing cases in the context of Safeguarding of Children or Adult at risk	Baseline			The development of this measure has not been progressed. Reports of unsafe practice are addressed directly through the reporting arrangements for Safeguarding, see webpage below for ease of reference. 'Any person with concerns regarding the safety of a child/adult at risk, OR the behaviour of a colleague towards a child/adult at risk, has a responsibility to report this immediately'. <a href="#">Keeping People Safe</a>
			<i>Other sensitive/confidential Cyber Risk Measures are covered in quarterly reports to Cyber Resilience and Information Management Board.</i>				



<b>RISKS to be managed/highlighted</b> <i>These are the things that will/could impact on the Councils ability to deliver the Safeguarding Policy areas.</i>		<b>Actions to mitigate identified risk</b> <i>Actions to manage the identified risks are cross referenced to actions/milestones above</i>	
		<b>Action reference, if applicable, e.g. A01M02</b>	<b>Mitigating action(s) if not included in Action Plan above</b>
1	If staff are not aware of their responsibilities with regards reporting safeguarding concerns, then incidents of suspected abuse and/or neglect may go unreported.	P1	See actions above
2	If the Council does not have effective governance arrangements in place, then elected members cannot scrutinise corporate safeguarding practice.	P2	See actions above
3	If the Council does not ensure that safe recruitment processes are in place, then children and/or adults could be at risk of abuse.	P3	See actions above
4	If staff are not adequately trained in safeguarding, then they are unable to act appropriately with regards reporting concerns.	P3	See actions above
5	If staff working for contractors working on behalf of the Council are not aware of their safeguarding responsibilities, then incidents of suspected abuse and /or neglect may go unreported.	P4	See actions above
6	There is also a need to keep key people up to date of knowledge of emerging issues linked to digital exploitation.	P2, P3, P4	See actions above