

Meeting of:	Cabinet
Date of Meeting:	Monday, 30 November 2020
Relevant Scrutiny Committee:	All Scrutiny Committees
Report Title:	Annual Corporate Safeguarding Report : 2019/20
Purpose of Report:	To update Cabinet on the work that has been undertaken in relation to Corporate arrangements for Safeguarding across the Council.
Report Owner:	Cabinet Member for Social Care and Health
Responsible Officer:	Director of Social Services
Elected Member and Officer Consultation:	This is an issue which affects all areas of the Vale of Glamorgan
Policy Framework:	This is a matter for Executive decision by Cabinet
<p>Executive Summary:</p> <ul style="list-style-type: none"> • There is Corporate responsibility to ensure that there are effective arrangements in place for safeguarding children and adults who require specific Council services. • This Annual Report 2019/20 provides an overview of the Corporate Safeguarding Group work plan and other safeguarding activities taking place across the Local Authority. 	

Recommendations

- 1.** That Cabinet notes the work that has been undertaken to improve corporate arrangements for safeguarding and protecting children and adults.
- 2.** That Cabinet continues to receive six monthly reports on work carried out to improve Corporate Safeguarding arrangements and the effectiveness of relevant Policies.
- 3.** That the report is referred to Healthy Living and Social Care, Learning and Culture, Home and Safe Communities, Corporate Performance and Resources Scrutiny Committees and the Audit Committee for consideration.

Reasons for Recommendations

- 1.** To ensure that Cabinet is aware of recent developments in corporate arrangements for safeguarding.
- 2.** To allow Cabinet to exercise effective oversight of this key area of corporate working and be assured of effective safeguarding taking place.
- 3.** To respond to requests that each Scrutiny Committee is provided with update reports and to ensure that Audit Committee receive the Wales Audit Office report and the Corporate Safeguarding Group's (CSG) work plan.

1. Background

- 1.1** Attached at Appendix 1 is the annual report that brings together safeguarding activity undertaken by the Social Services, Learning and Skills, Managing Directors Office and Resources and Environment and Housing. This provides a holistic representation of safeguarding activity across the Council. The report provides a composite of activity across the directorates. Scrutiny Committees should particularly consider the elements of the report in line with their portfolio areas.
- 1.2** In previous years an annual report is presented as well as a six-monthly update. Given the Covid 19 pandemic, and the impact upon reporting arrangements across the Council this report is in place of both the annual report and the mid-term update.
- 1.3** The Social Services and Wellbeing (Wales) Act 2014 was implemented in April 2016. This has brought about changes in particular relating to the introduction of a 'Duty to Report' which has meant a revision of the corporate safeguarding policy to bring staff's attention to this duty.
- 1.4** The 'Working Together to Safeguard People Guidance' under Part 7 of the Act provides guidance on corporate safeguarding for the council. Guidance on handling individual cases (Volumes 5 and 6) to protect children and adults at risk was launched in 2017. The Guidance provides advice on what should happen if an individual has concerns about the well-being or welfare of a child or an adult at risk.

2. Key Issues for Consideration

- 2.1** A set of new national safeguarding procedures, Wales Safeguarding Procedures were launched in November 2019. They detail the essential roles and responsibilities for practitioners to ensure that they safeguard children and adults who are at risk of abuse and neglect. The procedures are designed to standardise safeguarding practice across all of Wales and between agencies. These procedures support Local Authorities in fulfilling their statutory roles and functions to adults and children at risk.
- 2.2** Recommendations to the Corporate Safeguarding Group from the Welsh Audit Review in February 2019 will strengthen the Corporate Safer Recruitment Policy. This is monitored through the CSG to ensure consistent and effective implementation of the Corporate Safer Recruitment Policy across all the Directorates and school appointments.
- 2.3** HR have implemented an electronic transfer system for DBS checks. This will speed up the DBS checking process which forms part of the pre-employment checks. The system provides an electronic portal where applicants are able to apply for a DBS check online, allow checks to be approved and tracked by the Council, and the disclosure outcome will be available in the majority of cases within 24/48 hours.
- 2.4** The Vale of Glamorgan Council adopted the Violence Against Women, Domestic Abuse and Sexual Violence Regional Strategy on 30th July 2018. Structures and accountability are in place to ensure that we are able to deliver positive outcomes against the overarching objectives that have been agreed.

3. How do proposals evidence the Five Ways of Working and contribute to our Well-being Objectives?

- 3.1** Long-term – Considering ability across Directorates to meet long-term demands and horizon scanning in relation to our safeguarding responsibilities.
- 3.2** Integration – Considering how the public body’s well-being objectives may impact upon each other of the well-being goals, on their objectives, or on the objectives of other public bodies.
- 3.3** Involvement – Ensuring voices of children and adult at risk are acknowledged and respected in all our interactions and service planning.
- 3.4** Collaboration – Cross Directorate ownership, accountability and understanding of our safeguarding roles and responsibilities.

4. Resources and Legal Considerations

Financial

- 4.1** There are no direct resource implications arising from the Corporate Safeguarding work. However, the increased awareness of safeguarding and the responsibility to respond to concerns of those who may not be eligible for our

services has brought about significant pressures within social services teams, and consequently we need to review processes to ensure clarity for people raising concerns and who responds to these enquiries/notifications about individuals who are considered 'at risk', but are not known or eligible for our statutory services.

- 4.2** The other financial implication of note is the resource that will be required to implement some areas of the Corporate Safeguarding Work Plan which directorates will need to manage within their existing budgets.

Employment

- 4.3** The Safer Recruitment Policy legitimately excludes consideration for appointment of all applicants for posts within regulated activity whose criminal actions/convictions mean that they are deemed unsuitable or who are included within the barred list.
- 4.4** Any application for employment for those posts included within the definition of regulated activity by candidates who are included on the relevant barred list will be considered a criminal act and reported to the Police and relevant registration body (if appropriate).
- 4.5** In relation to DBS arrangements, key elements of the Protection of Freedoms Act 2012 have been implemented.

Legal (Including Equalities)

- 4.6** Legislation requires the Local Authority to make arrangements for ensuring the function to discharge their duties, having regard to the need to safeguard and promote the welfare of children and adults at risk. The Social Services & Wellbeing (Wales) Act 2014 and codes of practice issued under the Act, makes it clear that Safeguarding Children and Adults at risk of abuse and neglect is everyone's responsibility.
- 4.7** The Director of Social Services must ensure effective safeguarding arrangements are in place, both within the Local Authority and by relevant Partners. The Director of Social Services must oversee and report to Councillors, on a consistent basis regarding the operation, monitoring and improvement of child and adult safeguarding systems within the Local Authority. Defined arrangements with other Officers within the Local Authority, particularly the Head of Adult Services and Head of Children Services must be clear in relation to delegation and reporting arrangements relating to safeguarding issues.

5. Background Papers

Cabinet Meeting – 29th July 2019 – Minute C73

Cabinet Meeting – 3rd September 2018 – Minute C404

Cabinet Meeting – 31st July 2017 – Minute C46

Appendix One

Corporate Safeguarding Vale of Glamorgan Council Annual Report April 2019 – March 2020



Cyngor Bro Morgannwg
Vale of Glamorgan Council

The purpose of this report is to reflect on safeguarding activity during 2019/20 across the Vale of Glamorgan Council. The report outlines key activities on a corporate basis for the following:

Section A: Social Services

Section B: Learning and Skills

Section C: Managing Director and Resources (Safer Recruitment)

Section D: Environment and Housing



Gwasanaethau Cymdeithasol Social Services

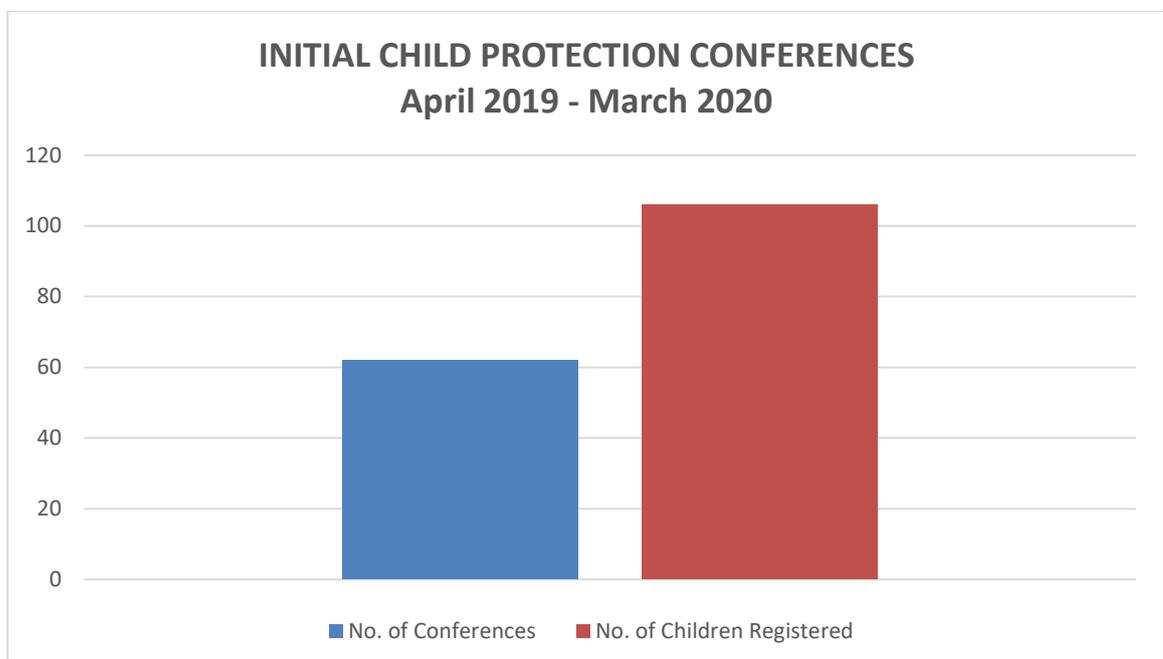
A. Safeguarding in Social Services

1. This section of the update brings together key safeguarding activity that has taken place across the three Divisions of the Social Services Directorate during the period **April 2019 – March 2020**.
2. The following activities will be addressed in turn:
 - Child Protection (Conferences & Registration)
 - Allegations against Professionals (Formerly Part IV/Professional Concerns)
 - Exploitation
 - Adults at Risk (formally POVA)
 - Cardiff and Vale Regional Safeguarding Board

3. Childrens Safeguarding & Review : Child Protection

Child Protection Conferences are multi-agency meetings that include children and their parents/caregivers and take place when Child Protection (S.47 of the Children Act 1989) enquiries have identified that a child is at continued risk of harm. The S.47 enquiries will have been conducted by a social worker within the children and young people's team alongside an assessment. These enquiries and subsequent outcomes will have been informed by multi-agency discussion and consideration of the child's individual circumstances in the context of their wider family.

4. The child protection conference functions, chairing roles and responsibilities, are delivered by the Resource Management and Safeguarding Division of Social Services. It has a function that is independent of Children's Services, although there is close collaboration and communication. This enables a level of independence and scrutiny in ensuring that effective practice is taking place, to enable children's voices to be heard and this reflects good outcomes for children and their families. It also ensures that appropriate and effective risk management is evident for those children deemed to be at most risk within our communities.
5. The table below demonstrates how many initial child protection conferences were held in 2019/20.



6. 62 Child Protection Conferences were held during this period, which resulted in 106 children becoming subject to Child Protection Registration and risk planning.

The difference in figures of conferences held to number of children subject to registration reflects sibling groups where there are one or more children in the family group.

7. The decision for a child to be subject to registration and child protection planning registered indicates that they have been identified as being at risk of significant harm. There are more children than conferences taking place as the figures reflect sibling groups of children. Not all conferences result in the child becoming subject of registration, in some cases it may be decided that the child is not at continuing risk of significant harm and there may be care and support needs to consider, during this period only one child was considered at Initial Conference that did not result in them becoming subject to a child protection plan and registration. The decision for registration and what category of registration is required, is determined within the child protection conference and considered within the parameters of the risks being identified.

The categories of risk for registration are:

- Physical Abuse
- Emotional or Psychological Abuse
- Sexual Abuse
- Financial Abuse
- Neglect

8. Children can be recorded as being at risk of abuse, neglect or harm under one, or more of these categories.
9. 2019/20 has seen an increase in the numbers of children subject to child protection registration as of March 2019 there were 64 children subject to CP planning and registration, compared to 84 in April 2020. There is monitoring and scrutiny of this area of work from the management teams within safeguarding and Children & Young People's Service. The numbers being seen in March 2019 were below the average numbers that this Local Authority has seen historically. We will continue to monitor to ensure appropriate planning and resources are available to this critical area of safeguarding work.

Allegations against 'Professionals'

10. This year has seen the development and implementation of a new set of national safeguarding procedures, Wales Safeguarding Procedures (2019). A significant feature of these procedures has been the introduction of a combined approach (Adults & Children) to Safeguarding Allegations against Practitioners and those in Positions of Trust. The adult and children safeguarding teams have now adopted these procedures and adopted the combined approach to responding to allegations against practitioners. However, this report provides information in line with the previous Part 4 of the All Wales Child Protection Procedures as these were in place during the reporting period.
11. The Local Authority Designated Officer (LADO) has a duty to manage allegations and concerns about any person who works with children and young people in their area. The Operational Manager for Safeguarding fulfils the LADO role for the Vale of Glamorgan Council with some duties being delegated to the Principle Officer for Protection and Policy (Children's Safeguarding).
12. Managing cases under these procedures applies to a wider range of allegations than those in which there is reasonable cause to believe a child or adult at risk is suffering, or is likely to suffer harm. It also applies to concerns that might indicate that a person is unsuitable to continue to work with children or adults at risk in their present position or in any capacity. It should be used in all cases in which it is alleged that a person who works with children or adults at risk has:
 - *Behaved in a way that has harmed or may have harmed a child or adult at risk.*
 - *May have committed a criminal offence against a child or adult at risk or that has a direct impact on the child or adult at risk.*
 - *Behaved towards a child, children or adults at risk, in a way that indicates they are unsuitable to work with children and/or adults.*
13. There are a number of considerations when allegations have been made, the LADO (or delegated officer for safeguarding) will co-ordinate the multi-agency meetings and monitor the process if there are any investigations taking place i.e. criminal investigations, and ensure that during this process there is appropriate risk management and support plan in place.

14. With the new set of procedures there are five potential outcome determination to this process, these are:
- **Substantiated:** there is sufficient identifiable evidence to prove the allegation.
 - **False:** there is sufficient evidence to disprove the allegation.
 - **Malicious:** there is clear evidence to prove there has been a deliberate act to deceive and the allegation is entirely false.
 - **Unfounded:** there is no evidence or proper basis which supports the allegation being made. It might also indicate that the person making the allegation misinterpreted the allegation or was mistaken about what they saw. Alternatively they may not have been aware of the circumstances.
 - **Unsubstantiated:** this is not the same as a false allegation. It means that there is insufficient evidence to prove or disprove the allegation. The term, therefore, does not imply guilt or innocence.
15. For all allegations a clear and comprehensive summary of the allegation, details of how the allegation was investigated and resolved, details of action taken and the decisions reached are recorded.
16. During 2019/20 period the LADO received 68 referrals in relation to concerns/allegations and of these 42 cases met the criteria to proceed under part 4 (as per criteria in para.12).
17. Of the **42** cases that were considered under Part.4 procedures, the professional role/activity of the individuals are as follows:
- Education Staff : Dinner Supervisors; Teaching Staff (Teachers/LSAs)
- Foster carers (including kinship carer)
- Residential Care Workers
- Childminders/Nursery Worker
- Childrens Play Activity Owner
- Residential Worker
- Escort/Drivers
- Driving Instructor

Care Support Worker

Scouts Leader

Cadet Leader

Doctor/Anaesthetist

Counsellor/Trainer/Therapist

Sports Instructor/Coach

18. Of the 42 cases concluded during this period, 33 were unsubstantiated; 4 substantiated; 5 unfounded. Referrals were made to the Disclosure & Barring Service when appropriate and several of the police investigations into allegations resulted in prosecution with one person being found guilty of sexual offences against a child and received a custodial sentence.
19. It has been noted that there has been an increase in the number of instances where there has not been a specific incident of harm to a child, but the conduct of the individual has been of concern and referred to social services. An example of this type of referral is where the individual works within a setting that requires them to have an enhanced DBS but are arrested for an incident that happens within their personal life, for instance a perpetrator of domestic abuse.
20. There appears to be increased understanding and awareness of the need to report and consider the actions of practitioners within their private lives that call into question their suitability in roles that involve adults or children who may potentially be at risk.
21. This area of work is in development and going forward reporting will take place in relation to both adults and children safeguarding response.

Exploitation

22. Cardiff & Vale Regional Safeguarding Boards recently published their, Tackling Exploitation Strategy. Officers from Safeguarding, Learning & Skills, Environment & Housing from Vale of Glamorgan Council participated in the identification of the priorities and development of this strategy. The strategy can be found here
https://www.cardiffandvalersb.co.uk/wp-content/uploads/Exploitation-Strategy_ENGLISH.pdf

23. There are five areas of priority:
- Raising awareness of the various forms of exploitation
 - Ensuring clear guidance, procedures and pathways are in place to effectively identify and respond to exploitation
 - Ensuring the voice of children and adults affected by exploitation are heard
 - Establish a multi-agency approach to preventing and tackling exploitation and targeting perpetrators of exploitation
 - Ensure effective services are in place to support those affected by exploitation
24. Our local responses and practice in relation to Child Sexual Exploitation are well established and align to national practice guidance. There is a lead officer within Children's Safeguarding who oversees this area of work and leads the multi-agency taskforce intelligence group that meets quarterly. This role is being extended to consider the wider exploitation agenda with two leads being established across adult and children's safeguarding.
25. The lead officers are in the process of establishing a new multi-agency task force group and this will include officers from across all directorates of the local authority. This group will also take the lead in the priority areas and implementing practice across the workforce. This will facilitate a co-ordinated approach to realising the priorities of the strategy across all directorates.

Adults at Risk (formally Protection of Vulnerable Adults)

26. Safeguarding duties under the Social Services and Well-being (Wales) Act 2014 (SSWBA) apply to adult protection, as safeguarding is preventative as well as protective. Safeguarding is wider than the essential focus on those most at risk or needing protection from abuse, neglect and harm. Safeguarding includes ensuring the provision of safe and effective care; protecting from abuse, neglect and harm; optimising well-being, voice, choice and control, and preventing impairment of health and development.
27. Safeguarding is everyone's business. However, the Act sets out particular duties for Local Authorities and relevant partner agencies e.g. Health and Police, working with adults. The Social Services and Well-Being (Wales) Act, places a duty to report an "adult at risk" for all relevant partners for the Local Authority. There is a new duty for a Local Authority to make enquiries if it has reasonable cause to suspect that a person within its area (whether or not ordinarily resident there) is an adult at risk.

28. Where there is reasonable cause to suspect that an adult is at risk of abuse or neglect the Local Authority has a duty to undertake section 126 enquiries. These enquiries should normally be completed within seven days and enquiries should be made to determine what actions may be required to support the adult at risk and any ongoing protection planning that may be required. These enquiries should be person centred and ensure that the adult is consulted and spoken with to determine their understanding of the situation and any support needs they may have as well as considering potential risks.
29. The duties placed on the Local Authority by the SSWBA, have resulted in a significant increase in the number of safeguarding enquiries being undertaken. This has resulted in increased numbers of citizens coming to the attention of Social Services, where historically they would not have. The new Wales Safeguarding Procedures are being launched in November 2019 and there will be further consideration of the processes and structure in our front door service and within the Adult Safeguarding Team.
30. There were 619 adult safeguarding referrals received during 2019/20 period. This is a further increase in the number of referrals being received in previous years as the table below demonstrates:

2014-15	2015-16	2016-17	2017-18	2018-19	2019-20
357	323	318	375	445	619

31. We are mindful of the increase in referrals of adult safeguarding concerns as a result of the legislative changes and we are increasing capacity to ensure the best possible response. With the introduction of Welsh Community Care Information System we are working to develop a consistent reporting mechanism in relation to the number of adult safeguarding referrals received; number of S126 enquiries being undertaken, and the outcomes of these enquiries.
32. Our current data indicates that following 619 referrals, there 448 s.126 enquiries were undertaken during this period. These enquiries were undertaken as there would have been reasonable cause to suspect that the adult was at risk of abuse or neglect. 75 cases required further protection planning of the adult at risk following enquiries. The new All Wales Safeguarding Procedures will standardise the determination outcomes of enquiries and will enable data capture against outcomes of these enquiries in a consistent manner.

Multi-Agency Risk Assessment Conference (MARAC)

33. The domestic violence MARAC is a multi-agency forum for agencies to share information with a view to identifying those at a '**high**' level of risk of serious harm and to jointly construct a management plan to provide professional support to all those at risk. This process is managed and co-ordinated via the Safer Vale Team within the Environment and Housing Directorate.
34. In the Vale of Glamorgan, an effective and embedded fortnightly MARAC Meeting takes place, chaired by the South Wales Police Detective Inspector for Public Protection, with relevant staff in attendance. Representatives from both adult and children services attend these fortnightly meetings and contribute to the overall action planning.
35. The Operational Manager for Safeguarding sits on the MARAC Steering Group. This Group has a strategic role to monitor and review the progress effectiveness of the MARAC process.
36. **Multi-Agency Public Protection (MAPPA)**

The Local Authority fulfils the duty to co-operate Section 325(3) of the Criminal Justice Act 2003 ("CJA 2003") by appropriate representation in MAPPA planning and meetings from Youth Offending Teams; Education; Housing; Social Services. The Local Authority is also represented on the MAPPA Strategic Management Board which is responsible for managing MAPPA activity across our region.

37. **Cardiff and Vale Regional Safeguarding Boards**

Over 2019-2020, the Boards developed into a combined, safeguarding people partnership with joint and integrated work between the children and adults boards being completely embedded into the Boards' structure and agenda under the chairpersonship of 'Co-Chairs' who share responsibility for both Boards. The Director of Social Services for the Vale of Glamorgan is one of the co-chairs.

Towards the end of 2020, the Boards held the annual Development Day which saw further development in refining and prioritising the work the Boards undertake to ensure targeted priorities can be given a real focus in 2020-2021.

38. The priority areas of 2019/20 for Regional Safeguarding Board were as follows:

Priority One : Workforce and Practice

What was the intended outcome?

People to be safer as a consequence of the workforce being supported, skilled, capable and knowledgeable, in order to safeguard children and adults in the region

Priority Two: Rights, Values and Voice of the Person

What was the intended outcome?

Children and adults who have care and supports needs, feel heard and empowered where there are safeguarding concerns

Priority Three: Independent Provider Sector

What was the intended outcome?

Assurance the quality care at home and in care homes is of a high standard

A copy of the RSB's annual report which details progress and ongoing work against these priorities can be found here:

<https://www.cardiffandvalersb.co.uk/wp-content/uploads/CV-RSB-Annual-Report-2019-2020-Final.pdf>

39. During 2019/20 two Child Practice Reviews and two Adult Practice Reviews were published by the Regional Safeguarding Board. None of these related to a child or adult who had received a service from or lived within the Vale of Glamorgan. Identified learning from these reviews has been disseminated and improvement action plans implemented.
40. Officers from across the Vale of Glamorgan are represented at the Regional Safeguarding Boards and continue to provide consistent participation and engagement across all areas of work. This ensures there is a shared ownership, accountability and understanding of safeguarding priorities across the region.

41. In November 2019, the new Wales Safeguarding Procedures (2019) were launched during National Safeguarding Week. The Director of Social Services is the national project board lead for these procedures along with support from the Operational Manager for Safeguarding. A 7 minute briefing providing an overview of these procedures has been provided for your information.



WSP 7 Minute
Briefing.pdf



Dysgu a Sgiliau Learning and Skills

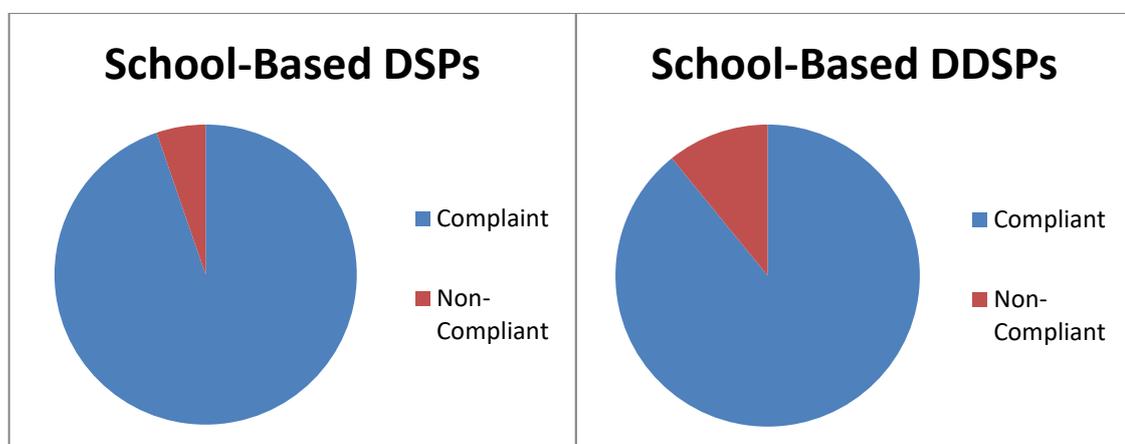
B. Safeguarding in Learning and Skills

1. Safeguarding activity in the Learning and Skills Directorate continues to evolve in line with requirements of national, regional and local developments in legislation, guidance and policy. During the COVID19 initial lockdown period the Learning and Skills Directorate in conjunction with schools in line with Welsh Government guidance maintained a comprehensive 'Check In' tracker for all vulnerable children in schools. This ensured all additional support that was identified was provided and children kept safe. The approach was identified as an exemplar by Welsh Government.
2. The Directorate Management Team routinely monitors operational safeguarding practice across the Directorate, including during a standing safeguarding agenda item at monthly DMT meetings that has a particular focus on safer recruitment, safeguarding training, allegations against employees and volunteers, actions from Adult Practice Reviews (APRs) and Child Practice Reviews (CPRs) and compliance with statutory duties in relation to the licensing of Children in Employment and Entertainment (CIEE).
3. Mandatory annual safeguarding training is delivered consistently across the Directorate to standards set by Cardiff and Vale of Glamorgan Regional Safeguarding Board (RSB) and all employees and volunteers are expected to comply with statutory and local guidance in relation to safeguarding children and adults. During the summer of 2020 all safeguarding training packages, this

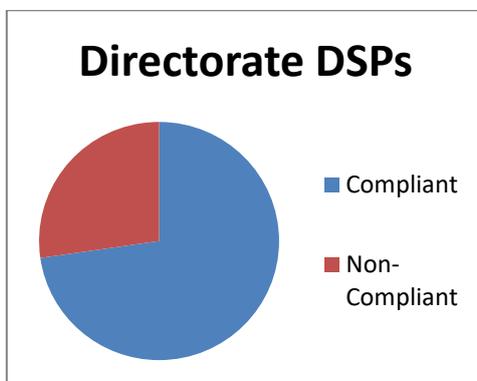
included level 1, level 2 and Governor safeguarding training. An IDEV Level 1 package is undergoing completion and from November 2020 tis will be available to all schools and Directorate staff.

4. Directorate safeguarding policies, guidance and standard forms are available to support safeguarding practice for all employees and volunteers in the Directorate, Schools, Youth Service, Libraries and Adult Community Learning (ACL) for consistency in practice across the Directorate. All Vale schools will have a revised (Autumn 2020) recently developed Model Safeguarding Policy provided by the Directorate that is consistent with Welsh Government guidance, this will be launched before January 2021, including the recently revised (Sept 2020) Keeping Learners Safe policy. Significant levels of work are going on within the Directorate, reviewing and renewing the 'physical restraint and time out' policy and procedures, an effective link up is in place between the safeguarding, health & safety and inclusion service.
5. Level Two training for Designated Safeguarding Persons (DSPs) and Deputy Designated Safeguarding Persons (DDSPs) is delivered on-line three times each academic term to maximise the opportunities for attendance. Some school-based DSPs, DDSPs and Designated Safeguarding Governors (DSGs) might attend appropriate training commissioned directly by the school and therefore not attend training provided by the Directorate. All Directorate-based staff, including DSPs now have access to iDev accounts that will facilitate much easier maintenance of safeguarding training records currently held in standalone spreadsheets. The intention is to provide school-based DSPs with iDev accounts so that all DSP participation in safeguarding training from any source can be captured in one record and therefore improve attendance data. Pending the full introduction of iDev, all staff receive an e-mail reminder when refresher safeguarding training at the appropriate level is due.

Compliance with annual safeguarding training



- School based Designated Safeguarding Persons (DSP) - 54 of the 57 are in compliance, therefore compliance rate is 95%
- School based Deputy Designated Safeguarding Persons (DDSP) - 74 of the 83 are in compliance, therefore compliance rate is 89%



- Directorate based Designated Safeguarding Person, there are 25 trained and at this time all are in compliance /booked on course to re-credit.

The school based staff that are not currently compliant can be accounted for through long term sickness / absence from the workplace.

It should be noted that training is now delivered on an annual basis as opposed to previously a 3 year basis. This now means all DSP/DDSPs have a much more up to date and relevant level of training.

DSPs, DDSPs, DSGs and other staff have access to a bespoke programme of subject-specific Level Three safeguarding training delivered termly, with content developed in response to national, regional and local priorities. Current training priorities for the Learning and Skills Directorate include Neglect, Radicalisation and Extremism, Sexual Exploitation, Criminal Exploitation, Modern Slavery/Human Trafficking and Violence against Women, Domestic Abuse and Sexual Violence. School DSP/DDSPs are trained to deliver Level One training to all school-based staff, including caretakers and catering staff. There are plans that by Christmas 2020 all Level One training will be available to all staff in schools and Directorate via IDEV.

6. Schools continue to develop a recognised Safeguarding Team that includes DSP, DDSP and DSG. Schools are encouraged to identify and promote membership of this team for all staff so that all employees and volunteers are clear about the mechanism for reporting safeguarding concerns, including the process for escalating safeguarding concerns outside the school where necessary. Schools are encouraged to include their Designated Safeguarding Governor in development of the Safeguarding Self Evaluation Report (SER), use of the safeguarding self-evaluation Audit Tool and Guidance that accompanies

Keeping learners safe, the review of policies and compliance with training expectations and safer recruitment and in monitoring the general effectiveness of safeguarding practice within the school.

7. The Directorate Safeguarding Officer in partnership with the Governor Support Unit, termly safeguarding training is provided for all governors, including those in the DSG role. The development of twilight training for governors delivered on-line and is available to all Governors. Other training for Governors, Youth Service and other specific groups is delivered at times and venues to promote accessibility, including in the evening and on weekends. All training is evaluated and reviewed to facilitate regular development and ensure that safeguarding training is fit for purpose and meets Directorate need. A package of iDEV based Governor safeguarding training is proposed for development in spring 2021.
8. The on-line termly DSP Forum for each cluster will offer an opportunity for all Directorate and school-based staff with a specific safeguarding role to share information and receive briefings on relevant subjects. The Forum is repeated each term, to allow schools to release DSP and DDSPs to attend without being absent from the school on the same date. The previous Forums were well-attended and participant evaluation forms indicate that the Forum is valued by safeguarding colleagues. The continuing objective is to develop the knowledge and confidence of DSPs, DDSPs and DSGs in their specific safeguarding roles. The participation of local independent educational establishments in the DSP Forum to ensure consistency in safeguarding practice across Vale educational provision has been acknowledged by Welsh Government as good practice.
9. The Directorate continues to demonstrate regulatory compliance in relation to licensing children in employment and entertainment, including the licensing of chaperones. The Directorate continues to participate in national discussions to achieve consistency in licensing practice across local authorities in Wales. This area now sits with the Inclusion Team which incorporates Education Welfare. A dedicated full-time administrative officer has recently been appointed to support the work of the team. The inclusion Manager and dedicated Administrative officer are liaising closely with colleagues in Cardiff to ensure greater parity of approach for this area and have revised processes accordingly.

Further continuous improvement and a planned mail out via all rate paying businesses is planned for February and will be followed up (Covid dependent) by a physical initiative around all urban hubs in the Vale in either Easter or Summer holidays.

Due to Covid 19 the number of licenses issued in all areas has been impacted. All child employers and parent/ carers for those of school age with licenses were contacted to note the risk assessment implications around Covid for child employment.

Child employment has been highlighted by the recent safeguarding campaign to all schools, governors and a range of other teams and agencies. There are existing local Byelaws that apply to child employment. These Byelaws provide the governance of the conditions and rights of children in employment. These Byelaws are outdated and used antiquated language and terms not acceptable or appropriate for today's world. A review of these Byelaws is taking place with support from our legal services.

10. Child Employment Licensing

Academic Year	Child employment licences issued
2013-14	119
2014-15	132
2015-16	107
2016-17	66
2017-18	39
2018-19	50
2019-20	36
2020-21	0 to date

Child Performance Licensing

Academic Year	Child performance licences issued
2013-14	172
2014-15	191
2015-16	249
2016-17	522
2017-18	190
2018-19	230
2019-20	152
2020-21	9
	2 being processed (02.11.20)

Chaperone Licensing

Academic Year	Chaperone licences issued
2013-14	11
2014-15	15
2015-16	19
2016-17	5
2017-18	12
2018-19	18
2019-20	6
2020-21	0 to date
	3 in process of being renewed
	1 application started (awaiting restart of training)

11. The Directorate continues to invest considerable effort in supporting schools to achieve 100% compliance with Safer Recruitment. Compliance rates have improved significantly since 2014 with recent months during COVID19 recording 100% compliance,

12. Safer Recruitment Compliance Rates 2018/19

Month	Total New Starters	Total Compliant	% Compliance within Schools
April	13	8	62%
May	8	7	88%
June	21	19	90%
July	6	5	83%
August	1	1	100%
September	117	115	98%
October	19	18	95%
November	31	30	97%
December	9	7	78%
January	32	31	97%
February	5	4	80%
March	11	9	82%

Safer Recruitment Compliance Rates 2019/20

Month	Total New Starters	Total Compliant	% Compliance within Schools
April	15	15	100%
May	23	23	100%
June	10	10	100%
July	3	3	100%
August	0	0	-
September	44	41	93%
October	9	8	89%

13. The Safeguarding Officer and other senior officers continue to represent the Directorate at the Cardiff and Vale of Glamorgan RSB and on all RSB sub-groups, thereby strengthening working relationships with partner agencies. The Directorate is recognised as making a valuable contribution to the work of the RSB and for consistent attendance at meetings. Directorate officers also participate actively in the Corporate Safeguarding Group. The Safeguarding Officer also contributes to the Wales Safeguarding in Education Group and to national and regional multi-agency working groups in relation to Child Sexual Exploitation, Modern Slavery/Human Trafficking, Children in Employment and Entertainment and Elective Home Education. The Safeguarding Officer also participates in local multi-agency activity such as the Cohesion and Engagement Steering Group, VAWDA Steering Group and Regional Channel Panel. The Safeguarding Officer continues to participate in national groups working on revised editions of key All-Wales safeguarding and child protection guidance documents. Participation in national and local groups ensures that the Directorate has access to up-to-date safeguarding information and is able to influence the development of national and local strategies and guidance.
14. The Vale of Glamorgan domestic abuse Multi-Agency Risk Assessment Conference (MARAC) continues to develop and refine its processes and the participation of a Learning and Skills officer enables appropriate information-sharing to develop robust support for children experiencing the effects of domestic abuse. Schools recognise the importance and value of MARAC, responding promptly and appropriately to requests for information. Vale schools continue to receive Police Protection Notifications (PPNs) from South Wales Police, which significantly enhance knowledge of the child's lived experience in relation to domestic and missing person incidents and allow the development of appropriate support for the relevant child. The Directorate effectively participates in Operation Encompass, an agreement that requires PPNs to be shared with schools before registration on the day of receipt.
15. The Directorate continues to prioritise the management of allegations of abuse against teachers and other members of staff in accordance with Section 5 of the Social Services & Wellbeing Act (Wales) 2014. A database is maintained to monitor progress of professional concern cases which meet the threshold for consideration and to inform the Directorate Senior Management Team. A training course to support schools in managing allegations of abuse against staff is available. The Safeguarding Officer continues to liaise closely with colleagues from the Education Welfare Service, Behavioural Support Team and Wellbeing Coordinator in relation to safeguarding concerns arising from attendance, physical intervention and Elective Home Education issues respectively. The Directorate continues to monitor the effectiveness of the Team Teach Physical Intervention model and training remains available for all schools to improve the

ability of school staff to use de-escalation techniques to manage challenging behaviour. Work continues to evaluate the safeguarding implications for children subject to fixed-term or permanent exclusions. The Safeguarding Officer also liaises with senior officers with responsibility for wellbeing and nurture, to ensure that all activity relating to child welfare is linked and supported. The Directorate continues to review the effectiveness of anti-bullying strategies and recognises the impact of unresolved bullying on wellbeing outcomes for children.

16. The development of a robust and consistent approach to safeguarding across all parts of the Directorate remains a priority.



Rheolwr Gyfarwyddwr ac Adnoddau Managing Director and Resources

C. Managing Director and Resources Directorate

The Managing Director and Resources Directorate report outlines ongoing progress in relation to compliance with the Council's Safer Recruitment Policy for the period 1st April 2019 to 31st March 2020 in comparison to the same period in the previous year.

Overall Compliance – April 2019 to March 2020 (Schools and Corporate Services)

1. Compliance with the policy for April 2019 to March 2020 for all appointments was 98% (8 breach cases), compared to 96% from the same reporting period last year (April 2018 to March 2019). A full breakdown of figures can be found in Table 1.

Table 1: Compliance Rates for Corporate and Schools New Starters

Month	Number of new starters under Safer Recruitment	Number of employees with all documentation or RA in place	April 2019 to March 2020	April 2018 to March 2019
April	38	38	100%	79%
May	35	35	100%	94%
June	31	30	97%	93%
July	21	21	100%	94%
Aug	18	18	100%	100%
Sept	120	115	96%	99%
Oct	32	31	97%	97%
Nov	50	50	100%	98%
Dec	16	16	100%	93%
Jan	42	41	98%	98%
Feb	37	37	100%	94%
Mar	24	24	100%	92%
Total	464	456	98%	96%

Schools

1. Compliance with the policy for April 2019 to March 2020 for school appointments was 97%, which is an improved percentage in comparison to the same reporting period last year (93%).
2. Members will note that for the month of September (which represents the highest recruitment activity within the school academic year), compliance was 95% which is lower compliance in comparison to September 2018 (98%).
3. The current escalation process requires a discussion with the Head Teacher regarding non-compliance and monitoring of repeated non-compliance by particular schools throughout the year.
4. A full breakdown of compliance rates for schools and actual figures can be found in Table 2 below.

Table 2: Compliance Rates for Schools New Starters

Month	Number of new starters under Safer Recruitment	Number of employees with all documentation or RA in place	April 2019 to March 2020	April 2018 to March 2019
April	19	19	100%	62%
May	23	23	100%	88%
June	18	17	94%	90%
July	3	3	100%	83%
Aug	0	0	100%	100%
Sept	98	93	95%	98%
Oct	8	7	88%	95%
Nov	29	29	100%	97%
Dec	8	8	100%	78%
Jan	23	22	96%	97%
Feb	16	16	100%	80%
Mar	7	7	100%	82%
Total	252	244	97%	93%

Corporate

5. The compliance rate for Corporate Services for April 2019 to March 2020 was 100%. This is the same as the previous year.
6. A full breakdown of compliance rates and actual figures can be found in Table 3 below.

Table 3: Compliance Rates for Corporate New Starters

Month	Number of new starters under Safer Recruitment	Number of employees with all documentation or RA in place	April 2019 to March 2020	April 2018 to March 2019
April	19	19	100%	100%
May	12	12	100%	100%
June	13	13	100%	100%
July	18	18	100%	100%
Aug	18	18	100%	100%
Sept	22	22	100%	100%
Oct	24	24	100%	100%
Nov	21	21	100%	100%
Dec	8	8	100%	100%
Jan	19	19	100%	100%
Feb	21	21	100%	88%
Mar	17	17	100%	100%
Total	212	212	100%	99%

Return of Risk Assessments (Schools and Corporate Services)

- Human Resources continue to monitor the return of risk assessments for both Schools and Corporate services. Over the reporting period of April 2019 to March 2020, 8 new starters commenced employment without all the required checks in place or a signed risk assessment as allowed for by the policy.
- During the year April 2019 to March 2020, 98 new starters were recruited under a Risk Assessment.

On-going measures

- The e-learning facility is available to all Vale of Glamorgan Council employees within corporate Directorates who have access to the Council's StaffNet through the new iDev system. Currently all Schools (excluding Stanwell), have access to the Council's StaffNet to enable access the Safer Recruitment and DBS policy and supporting documentation.
- The Safer Recruitment escalation process requires Human Resources to identify and monitor outstanding documentation at the 8th, 10th and 12th calendar week following the employee taking up employment. Discussions are then held with the Head Teacher who in turn meets with the member of staff and confirms the outcome with Human Resources. The Directorate

Safeguarding Officer for Learning and Skills is also informed at the 8th week. Human Resources continue to monitor weekly and also inform the Chair of Governors and Safeguarding Governor if the documentation remains outstanding at the 10th week and 12th week. At the time of reporting there are no school appointments and one corporate appointment at the 8th / 10th / 12th week.

11. DBS Checks are undertaken through the e-Bulk system introduced in 2019 and this increases the speed of pre-employment checks. The disclosure outcome will be available in the majority of cases within 24/48 hours.
12. Communication with relevant Head Teachers where issues are identified remains in place as well as when necessary including the subject on the agenda for Head Teacher meetings, Head Teacher Steering group meetings and Designated Senior Person for child protection DSP Forum meetings attended by school safeguarding leads.
13. In addition, compliance of the policy is discussed at each corporate safeguarding group meeting to continually review the effectiveness of the policy.

Conclusion

14. Compliance with the Safer Recruitment Policy remains less than the expected 100% compliance on a consistent basis. The measures outlined in this report will need to continue to be applied to support this.
15. Compliance in corporate services remains high and this will need to remain closely monitored going forward to ensure this trend continues.



Amgylchedd a Thai Environment and Housing

D. ENVIRONMENT & HOUSING

HOUSING

Safeguarding remains a key priority for the Housing team and a number of activities and events have taken place over the last 12 months to strengthen processes and raise awareness amongst staff, tenants and partners. The Departmental Management team monitors any safeguarding concerns regularly and these are fed down through team meetings to front line staff. Safeguarding is also standard agenda item at staff meetings and monthly 1-1s.

All Housing staff receive regular training in Safeguarding and related themes.

Staff from Housing are represented on the Cardiff and Vale Regional Safeguarding Board as well as several sub groups looking at issues around Exploitation and Child and Adult Practise Reviews, and Polices, Procedures and Practice. Members of the Housing team have now been trained to be able to undertake Child and Adult Practise Reviews, acting as the Chair or Reviewer and have since been allocated Reviews to conduct on behalf of the Board.

Front line staff have continued to promote Safeguarding and have attended awareness raising sessions related to Child and Adult Practise reviews during the last 12 months.

In addition, Safeguarding remains a fixed agenda item on all team meeting agenda's which allows for general discussions to take place about a range of related issues, including referral mechanisms, warning signs, shared learning and things to look out for when undertaking day to day work.

Front line staff have also worked closely with partners to tackle domestic abuse. This has included a nominated representative attending the MARAC meetings and sharing updates on behalf of colleagues in the Housing Management, Rents and Homelessness Teams and where appropriate support providers are also contacted to attend and to update about victims or perpetrators. Training has ensured staff remain able to identify concerns and work with partners to minimise risks and protect victims.

The lockdown has posed new challenges and the number of home visits has reduced significantly, however staff have carried out over 1,200 telephone welfare checks of vulnerable households in order to check on well-being and identify any cause for concerns. The need to identify and target support towards vulnerable people is being developed further by a new Tenant Profiling project. This 'intelligence led' approach has been designed to gather detailed personal information about tenants with a view to focussing interventions towards and maintaining close contact with, those households most likely to be experiencing difficulties.

Housing Services staff record all MARF and Adult Safeguarding referrals on a spreadsheet. During 2019-20, the Housing team submitted the following number of MARF's and Adult Safeguarding referrals:

Service Area	No. of MARFs	No. of Adult Safeguarding Referrals
Housing Solutions	95	1
Supporting People	0	1
Housing Strategy	0	0
Customer Liaison Team	0	0
Accommodation Solutions Team	0	0
UKRS	0	0
Housing Management and Rents	14	2

The vast majority of referrals are made by the Housing Solutions Team which is due to the team completing and submitting a MARF for all children placed in temporary accommodation including the Council's homeless hostel (Ty lolo).

When a MARF or Adult Safeguarding referral is submitted by Housing staff a response should be received to advise what action, if any, is being taken by Children's or Adult Services. If after 48 hours this information is not received it is chased up by a phone

call. If any concerns the staff member will escalate to their Manager who should contact a Senior Officer in Social Services to discuss the case and voice any concerns.

In response to the COVID 19 pandemic and lockdown in March 2020 we have focused on the provision of critical front-line services which include homelessness. The Housing Solutions & Supporting People Team introduced the following processes in respect of safeguarding:

- Establishment of fortnightly multi-agency Centralised Co-ordination Cell following Welsh Government guidance for local authorities on supporting rough sleepers during lockdown. The Cell aims to manage the logistics for all accommodation, health and support facilities, as there is particular concern about the impact of these changes for vulnerable at risk of/homeless individuals and their families as services closed or reduced their visiting and intervention capacity in the community in order to protect the public and staff.
- Due to the increased demands on the homelessness service following publication of the Welsh Government guidance in respect of COVID 19, the Housing Solutions Team block booked 76 rooms across 3 hotel establishments in the Vale to provide emergency accommodation for those presenting as homeless or rough sleeping.
- The Housing Solutions Team has made regular welfare calls to hotel residents by telephone and are in contact with the B&B providers on a daily basis. More recently, Housing Solutions staff have also started visiting the hotels on a twice weekly basis in line with social distancing measures.
- All individuals placed in temporary accommodation and B&B hotels during this period are referred for floating support via the telephone to Pobl, Taff and Llamau, who are all specialist support providers commissioned by the Council. All received daily phone calls initially, reducing to every other day or twice weekly depending on the needs of the person. More recently, Pobl has started providing a drop-in service at the hotels in line with social distancing measures.
- A twice weekly drop in substance misuse service is also being provided by Taith at 2 of the hotels.

Safeguarding activity within Community Safety (Housing and Building Services)

Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV)

The Vale of Glamorgan Council adopted the VAWDASV Regional Strategy on 30th July 2018 (min C392). Structures and accountability are in place to ensure that we are able to deliver positive outcomes against the overarching objectives that were agreed.

There was a total of 418 MARAC cases (Multi Agency Risk Assessment Conference) which is a multi-agency meeting to discuss safeguarding issues for victims of domestic abuse that have been assessed as high risk during 2019/20. This was an increase of

161 cases based on 2018/19 figures. This is partly due to a change in the way in which repeat cases to MARAC are recorded and also as a result of additional training that was delivered across agencies highlighting the process for submitting MARAC referrals. During 2019/20 145 out of 418 cases were repeat cases.

The MARAC steering group, which comprises of senior representation across agencies, (including the Operational Manager, Public Housing Services) which is place to oversee and agree any changes in procedure and to resolve any issues raised by any partners has identified that a move to holding more frequent multi-agency meetings will improve the service to victims and also improve the way in which agencies respond. This is currently being reviewed for implementation during 2020/21.

During June 2019 the Domestic Abuse Assessment and Referral Co-ordinator (DAARC) Service was launched within the Vale of Glamorgan Council. The service was established as a result of the number of high-risk cases being discussed at MARAC and the need to focus on earlier identification and preventative support to safeguard vulnerable victims. During 2019/20 there were 1646 Public Protection Notices (PPN's) shared from South Wales Police to the DAARC Service, this was a reduction based on the previous year of 1658 (the service was operational from June 2018, therefore not a full year comparison). Quality data is being collected for the service area in order for agencies to better understand the needs and the demands to enable improvements in commissioning of services. During 2019/20 just under half of all cases, 789 out of 1646 cases took place between ex-partners and 564 cases were perpetrated by repeat offenders.

The Supporting People team provide funding to Community Safety to provide Target Hardening equipment for victims of domestic abuse. This service is tailored to the needs and risk of the victim, for example CCTV, intruder alarm, door locks and lighting is offered in order to make the victim feel safer and enable them to remain living in their own home. During 2019/20, 93 properties within the Vale of Glamorgan received target hardening, this was slightly lower than the 99 properties that received target hardening the year before. The majority of victims want to remain in their own home and therefore the service enables the appropriate safeguarding is in place, meet the needs of the victim and is a cost-effective service for the Council in terms of not requiring refuge provision.

In March 2020, when lockdown measures were introduced as a result of COVID-19 there was a decrease in the number of domestic abuse incidents reported to the Police. This was a national trend. Agencies quickly adapted to new ways of working that had to be introduced and there were strong messages via social media and, television campaigns to let people know that services were still operating and were available to support people. However, for some victims it proved more difficult to access help due to them not have a safe space in which to reach out. Work across the region took place to identify ways in which safe spaces could be provided for victims

to seek help, for example doctors' surgeries, pharmacists and supermarkets. Ongoing work is now taking place to ensure that agencies engage with each other and with victims to plan for a future spike (as is the trend in other countries) and to also learn from the past few months.

Anti-Social Behaviour (ASB)

The Anti-Social Behaviour, Crime and Policing Act 2014 enacted new provisions aimed at reforming the anti-social behaviour rules and tools previously available. The changes have made it easier for the Vale of Glamorgan to respond swiftly to reports of anti-social behaviour.

The Community Safety Team within the Council co-ordinate the multi-agency Problem Solving Group (PSG) which meets to discuss incidents of ASB to ensure that early identification and intervention can be offered to perpetrators and to put in place safeguarding measures for victims of ASB.

Within the Vale there is a 4-stage approach to managing ASB which provides the opportunity to identify wider needs and support requirements and aims to stop the behaviour turning into criminal activity. For young people the 4-stage approach is the same, however a restorative approach is adopted to maximise the opportunity of stopping any further incidents and to identify preventative support that can be offered via the Youth Offending Team.

During 2019/20 there were a total of 828 referrals made to the Community Safety Team, out of which 330 referrals were for adults, 342 for young people and 156 for hotspot locations. One vulnerable adult was also referred to the Safeguarding Team. The following table highlights the number of perpetrators of ASB during 2019/20 where it was deemed action was required.

	Number of Young People (Aged 10 - 18)	Increase/Decrease from 2018/19	Adults	Increase/decrease from 2018/19
Stage 1	158	Decrease 49	149	Decrease 127
Stage 2	38	Decrease 13	16	Increase 44
Stage 3	30	Increase 1	34	Increase 27
Stage 4	0	0	2	Increase 1

During 2019/20 the Community Safety Team alongside Police colleagues were successful in obtaining 1 Criminal Behaviour Order and 1 Civil Injunction Order on individuals causing significant anti-social behaviour. The orders were a last resort following intensive preventative support being offered on numerous occasions. The Orders were successful and did stop the behaviour. In addition, the team were

successful in gaining 2 partial closure orders to safeguard people within their own homes and to stop other people from entering and causing anti-social behaviour.

Environmental anti-social behaviour saw a sharp rise in reported incidents as a result of Covid-19 lockdown measures. There was a 170% increase in reported ASB incidents from 608 reported incidents in April 2020 compared to 225 for the same period in 2019. The sharp increase for anti-social behaviour incidents has continued as a pattern over the last few months and has identified the increased need to work in partnership and to implement effective solutions to ensure people's safety.

Channel Panel (Prevent)

Channel is a programme which focuses on providing support at an early stage to people who are identified as being vulnerable to being drawn into terrorism. The programme uses a multi-agency approach to protect vulnerable people by:

- Identifying people at risk
- Assessing the nature and extent of that risk
- Developing the most appropriate support plan for the individuals concerned.

There is a regional Cardiff and Vale multi agency Channel Panel that meet to discuss the referrals and to ensure that the appropriate action is taken. In 2019/20 there were no individuals for the Vale that met the criteria for prevent support compared to one in 2018/19.