

Agenda



Overview and Scrutiny Management Committee

Date: Friday, 30 October 2020

Time: 10.00 am

Venue: Virtual Meeting

To: Councillors L Lacey (Chair), G Berry, R Hayat, P Hourahine, M Al-Nuaimi, Y Forsey, C Ferris, M Evans and C Evans

Item	Wards Affected
1	<u>Apologies</u>
2	<u>Declarations of Interest</u>
3	<u>Minutes of the previous meeting held on 24 September 2020 (Pages 3 - 8)</u>
4	<u>Strategic Equality Plan (SEP) Annual Report 2019/20 (Pages 9 - 58)</u>
5	<u>Annual Corporate Safeguarding 2019/20 (Pages 59 - 112)</u>
6	<u>Conclusion of Committee Reports</u> Following the completion of the Committee reports, the Committee will be asked to formalise its conclusions, recommendations and comments on previous items for actioning.
7	<u>Scrutiny Adviser Reports</u> <ul style="list-style-type: none">a) Forward Work Programme Updateb) Actions Arisingc) Information Reports
8	<u>View the live event</u> To view the live event please click here

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Date of Issue: Friday, 23 October 2020

Minutes



Overview and Scrutiny Management Committee

Date: 24 September 2020

Time: 4.00 pm

Present: Councillors L Lacey (Chair), G Berry, P Hourahine, M Al-Nuaimi, Y Forsey, C Ferris, M Evans and C Evans

In Attendance: Beverly Owen (Strategic Director (Place)), Gareth Price (Head of Law & Regulation), Rhys Cornwall (Head of People and Business Change) and Chris Humphrey (Acting Director of Social Services)

1 Declarations of Interest

None.

2 Minutes of the meeting held on 24 January 2020

The minutes of the meeting held on 24th January 2020 were accepted as a true and accurate record.

3 Annual Report 2019/20

Invitees;

- Cllr Jane Mudd – Leader of the Council
- Beverly Owen – Chief Executive Officer
- Rhys Cornwall – Head of People and Business Change
- Chris Humphrey – Acting Director of Social Services

The Leader introduced the third Corporate Annual Report on Newport City Council's progress against the corporate plan 2017-2022. It was advised that the purpose of the report was to reflect back on 2019 – 20 to assess the achievements the Council have made, where performance can be improved and looking forward to the remainder of this term.

Well aware last 6 months been very challenging for our communities, the council and partners who work with us to deliver Council services. Covid-19 has and continues to impact on our economy and communities in Newport. There is a very fine balance to be had on easing restrictions to support the economy to recover, but also to protect the most vulnerable and marginalised in the city.

The Leader advised that this is why the opportunity was taken in the report to reflect back on what we have learned and to recognise the effort that the Council, our partners and communities have done, and continue to do since March 2020. Covid-19 has also highlighted inequalities that still exist in society, and we are fully aware of the challenges and further work that need to be done in order to reduce this gap, and to also ensure that services can still be delivered sustainably in the long term for the Council. The Leader added that there are also new opportunities for the Council to re-examine how we improve the delivery of our services more efficiently using technology. This is why we've endorsed the Council's Four Strategic Recovery Aims that are closely aligned to the Corporate Plan objectives. These

objectives enable the Council to recover its services, develop these new opportunities and learn from the Covid-19 crisis.

The delivery of the strategic recovery aims will be monitored through the service plans and the Performance Scrutiny Committees will have the opportunity in November to review the progress of these actions. The Council's Cabinet will also receive monthly updates on the Council's Covid-19 response and an overview of the Council's progress against the recovery aims. The Leader then wished to make clear of the aspirations and aims contained within the report, that as our current situation makes very clear that whilst we have set our strategic recovery aims that at some stages in the foreseeable future, we will have to be in a position where we are in a response mode. The Leader regrettably advised the committee that this week, the city council and Welsh Government made the decision to move towards enhanced restrictions in order to try and limit the spread of Covid-19 throughout the city area.

The Leader then advised the committee that it is really important to take this into context when considering the plan and the aims in the plan, there are external factors that may continue to impact on this. The Leader then highlighted some financial elements contained in the report. Social Services budgets remain critical to budget pressures alongside our Council's schools. This is something that Cabinet continues to keep a watchful eye on. Lastly, the Leader advised that whilst the Council welcomed the additional income from Welsh Government, considerable budget pressures remain due to Covid-19. It was then advised that £3.7million was lost from revenues streams and additional expenditure of £1.1million in social care and school budgets.

The Chair thanked the Leader and officers for attending the meeting and commended everyone for their work throughout the pandemic, helping with business loans and the quick turnaround keeping services going. There are many positives through this time and also lessons to be learnt.

Members asked the following:

- Members praised the excellent work with providing children with devices for home schooling. Comment was made that the Covid-19 crisis highlighted the inequalities in our society, that children without I.T equipment at home were struggling. Now 800 devices had been provided across the city, what percentage of children now have a suitable device? The Leader praised the work with children, and agreed that the crisis had highlighted issues around digital exclusion across the city. Teams have been working hard to ensure that we do have inclusion going forward. Members were also advised that digital learning and support is now a key aim going forward and forms a key part of the Council's recovery strategy. The Chief Executive advised the committee that the percentage can be sent out to the committee.

- Members made query about one of key aims for Newport is to increase its Grade A office space for businesses in the City Centre. Will the Covid-19 crisis change this objective, as more people may be working from home? Members were advised that the situation is constantly monitored. Forecasts indicate that Grade A office space are still needed in the medium to long term. Members were advised that soon the Council will be holding an economic recovery roundtable, in which the Leader will be speaking to representatives from businesses across all sectors who operate, and would like to operate within the area, to try and establish what their priorities are going forward and ensure that we have been able to align their priorities of business with our priorities in the corporate plan and strategic recovery aims.
The Chief Executive added that six to eight months ago the Council were on a clear trajectory to increasing the provision of office space, but currently we have to pause and listen to what the market is telling us about what the demand and requirement for office space are.

- Members commented of a concern that was raised last year was that if you compare with the original plan, it is great that there are examples going forward but we seem to put in things that have happened as opposed to how they related to the plan previously, although it was appreciated that it needs to develop. Comment was also made about the performance indicators. It was great to see many Greens, but there are a number of Amber and Reds that don't have explanations for them, in particular performance indicator – "Percentage of care leavers in education training or employment at 12 months", had a target of 45% but we actually achieved 14%. Members asked if it would be ensured that any future Amber or Red measures have an explanation for them and what we plan on doing about them.

- Members queried Strategic Recovery Aim 3, fully restoring Children and Adult Services, supporting partners that have been impacted by Covid-19. What are the barriers and concerns in relation to this? The Leader advised the committee that it was important to note that during the Covid period, Social Services had been running for a longer period of time and been more accessible than they had been previously, running for 8am – 8pm for 7 days a week, although they needed to adapt the way they work. Example was given that some centres that people would normally visit to receive services were closed, so a large number of people received their services within their homes.
 The Acting Director of Social Services then reassured the committee that the vast majority of Social Services across both Children and Adult services continued through the pandemic. Centres for Day Services had to be closed because of requirements about social distancing and the risks around bringing people who have underlying health issues into close proximity to each other. Urgent assessments had be prioritised in the community. Care homes and colleagues within domiciliary care, who have been at the forefront throughout the pandemic, have been supported throughout with access to PPE require to continue to provide care and support in peoples homes. A weekly report had to be returned to Welsh Government, which indicates the ability to deliver and maintain social care in the current state.
 Members appreciated the continued hard work that is going on, and suggested maybe some of the wording could be changed to show this.

- Members praised Newport for being amongst the first administrating Welsh Government's funding for children to have face masks in school. Comment was then made about the budget and the unavoidable loss of £3.7m and costs of £1.7m during the crisis. If the crisis is still going by March 2021, what is the projection of loss of income and expenditure, and what are the Leadership Team doing to mitigate that moving forwards in terms of forecasting and contingencies? It was also asked if there was any indication whether potential money come from Welsh Government or from Council reserves.
 Members were advised that Cabinet are monitoring the costs of services and loss of income on a monthly basis. Cabinet are also looking into the potential risks around further risks of civic income, specifically around council tax collection and an increase of claims against the council tax reduction scheme. The Leader advised that Officers are working very closely with Welsh Government on this, and gave reassurance that in terms of the expenditure incurred in relation to Covid-19 and loss of revenues streams, Welsh Government has made available around £78m for local authorities to submit claims for reimbursement during this first quarter.
 Members were also advised that officers are continuing to work closely with Welsh Government around the issues with council tax, as we are mindful that even a small percentage drop in council tax reduction has a significant impact on our revenue income streams.

The Chief Executive added that as seen in the budget monitors, the situation has improved significantly from where we were from the July monitor through to September, and all treasurers within Welsh Government are taking a very mature approach to try and target where funds are needed most. The Head of Finance is monitoring the situation very closely, and the Corporate Management Team discuss the Council's finances at least once a week to see what the impact of Covid-19 is doing to the budget.

- Members queried Well-being Objective 4 in the Annual Report – “Build cohesive and sustainable communities” and Strategic Aim 4 in the Recovery Plan – “Provide people with the resources and support they need to move out of the crisis, considering impartially the impact that Covid has had on our minority and marginalised communities. What steps have been done, or planned in order to achieve this? The Leader advised that a lot of work has started to implement this. An example was given that the Council had supported the homeless and rough sleepers in finding accommodation, which Welsh Government had clear expectation for all local authorities to have a duty to find temporary accommodation. The support reflected the strength of partnership work. The Rough Sleeping Group include Council officers housing associations, charity partners Pobl and Wallach, Public Health and the Police. The Leader then praised the Police for their contribution. The Council has also put in a bid to Welsh Government for further capital funding and revenue funding to be able to forward this response, and stressed to the committee that in relation to this particularly marginalised group there is a need for ongoing funding. Close work has also been taken with our registered social landlords during this period to try and hasten the availability of properties to bring them back into use so people can move into them. Close work had also been undertaken with private rented sector. The Leader then thanked all officers in the community hubs across the city, who worked with vulnerable groups and those who are financially marginalised to ensure they have been supported.
- The committee were given information on shared ongoing work during this period as a response to the Black Lives Matter movement. A series of roundtables with representatives from the Black and Minority Ethnic Community across Newport and will continue to work together with them to deliver on some of the aspirations of the Black Lives Matter manifesto. This is something that is being looked at not just as an individual local authority, but with partners across Newport. The Leader also wished to highlight that whilst this work is still ongoing, the Council is doing a lot of work to establish the evidence base by undertaking community impact assessments across the city with a range of groups and communities to understand the impact that Covid-19 and lockdown has had on them, and to also highlight issues that we may need to address going forward.
- Members made comment on the impact that Covid-19 has on taking so many ethnic minority casualties, and hoped that in next year's Annual Report, it can point out real progress in terms of cohesiveness. The Leader advised that a series of meetings have been set up with representatives, and wished to make clear that the intention from the outset was to see real action, and our actions will be based on our response to the Black Lives Matter manifesto because it is important for everyone to understand that this is what people have brought forward to other groups in society, to help support them to have their rightful place in society. There are many actions contained in the manifesto that as a public body we can respond to.

- Members queried the line in the Emergency Plan – “Identify, develop and seek to sustain any positive developments emerging during the crisis”. What positives from the crisis can be carried forward? The Leader wished to highlight the strength of our partnership working at all levels, which included the effective work carried out by Civil Contingencies. The Leader praised the engagement of the Leaders of all the political groups in Newport, as political differences were put aside and to work together for the benefit of the people of Newport. The Leader also advised that during the first two months of the crisis, all 22 Leader of the local authorities met on a daily basis, which then moved to three times a week, then a week, and finally to a fortnightly pattern. Experiences were shared, and also mutual support, which had been key.

The Leader then wished to emphasise that Welsh Government have been very supportive of Newport. An example was then given that over the last week, the Council has had engagement with the Minister for Health and Social Care on almost a daily basis. At a meeting on Monday with other South East Wales authorities’ Leaders and Chief Executive, the First Minister consulted with our Council on our views on some of the decisions that he needed to make before he spoke to the nation that evening. The Leader then wished to pay tribute of the Chair of the One Newport PSB to our PSB partners.

- The Leader praised all officers for the ongoing work around technology and agile working in how quickly and efficiently, so that essential service provision for residents could be maintained. It was also advised that working like this has allowed us to work more closely and have some positive outcomes in what has been a real challenging and unprecedented period. The Leader also praised Social Services colleagues that have supported service users that had previously used building-based services, by putting alternatives in place.
- The Chief Executive praised the resilience, adaptability and agility of the Council by the way we responded to the pandemic, and also gave thanks to the range of partners, particularly through the Public Services Board. Thanks was then given to all officers to the support received over the last six months, and all staff in the organisation. The Chief Executive advised that the last six months has brought a new level of maturity across the organisation, and then discussed the new ways of working, which would be brought to the Scrutiny committees over the coming months to explore and discuss at a cross party level.
- Members queried the new ways of working, in particular for Social Services for support to adolescents on the edge of care and people with Alzeihmers. How would support for these groups be achieved? The Head of Adults gave example of engagement with younger people, they have been more comfortable with engaging virtually via Teams and Zoom, rather than the face to face contact as it is less confrontational and is something that Social Services will continue with. In terms of older people with Alzheimers, with some of the funding received from Welsh Government we have bought some interactive tools and screens which have been helpful in helping people in care homes keep in touch with their families. The committee were then advised that additional work has been undertaken in the Telecare service over the last twelve months, alongside partner authorities. The Head of Service advised this would be to supplement the personal one to one care, not

replacing it. An example was then given that people could use the technology to prompt medication intake.

- What effect do you think the local lockdown will have on the Strategic Recovery Aims, and what do you think would be the biggest concern? The Leader advised that it is currently too soon to say, as Newport has not long been in local lockdown, but is something that needs a constant review, and is hopeful that with the combined work from everyone in Newport, we will be out of local lockdown quickly. The Leader also added that today the Chancellor has today made comment about what additional support will be provided.
The Chief Executive advised that the economy is also being looked at. It is early days but we are engaged with some of our key partners to keep an eye on what is going on.
- Was there a positive or negative effect of the gating of the High Street Cambrian Road and Griffin Street? The Leader advised the committee that this was put in place to allow establishments to open up to the public whilst providing a safe environment for those businesses to operate and for people to move in the city centre whilst feeling confident about social distancing. There has been positive feedback from traders, the feedback will continue to be monitored. Feedback from the Newport BID has also been positive.
- Members enquired if taxis and other forms of transport would be allowed back through the High Street and Cambrian Road when infections get lower. Members were advised that it was too soon to comment on this, as currently cases of infections have spiked and we have no idea how long we will be in a local lockdown.

The Chair thanked the Leader, Chief Executive, Head of People and Business Change and the Acting Director of Social Services for attending.

4 **Annual Forward Work Programme 2020/21**

Invitees;

- Gareth Price – Head of Law and Regulation

The Head of Law and Regulation informed the Committee of the topics due to be discussed at the next committee meeting:

30 October 2020, the agenda items;

- Annual Corporate Safeguarding Report 2019-20
- Strategic Equality Plan Annual Report

The meeting ended at 17:15

5 **Recording of Live event**

The meeting terminated at 5.15 pm



Scrutiny Report

Overview and Scrutiny Management Committee

Part 1

Date: October 2020

Subject Strategic Equality Plan (SEP) Annual Report 2019/20

Author Overview and Scrutiny Officer

The following people have been invited to attend for this item:

Invitee:	Area / Role / Subject
Rhys Cornwall	Head of People & Business Change
Heather Powell	Connected Communities Manager
Rachael Davies	HR and OD Manager
David Mayer	Cabinet Member Community and Resources

Section A – Committee Guidance and Recommendations

1 Recommendations to the Committee

The Committee is asked to consider:

1. The Council’s progress towards achieving the objectives that were defined in the Strategic Equality Plan (SEP) 2016 – 2020.
2. Whether the Strategic Equality Plan Annual Report 2019/20 contains sufficient information to monitor the achievement of the 9 Objectives.
3. Whether it wishes to provide comment and recommendations on the SEP annual report to Cabinet.

2 Context

Background

- 2.1 The Annual Report on the Strategic Equality Plan demonstrates the progress made against Equality Objectives identified in 2016. Launching in April 2016 the Strategic Equality Plan (SEP) 2016-2020, includes nine key equality objectives which are measured and reported on annually. Under the Equality Act 2010, public authorities are required to set a number of Equality Objectives every 4 years which assist them in their duty to pay due regard to the need to promote equality of

opportunity, foster positive relationships between community groups and eliminate discrimination. The council's nine objectives are:

- **Objective 1: Workplace Diversity** - The Council's workforce will be representative of the population we service and the workforce are involved in decisions that affect them.
- **Objective 2: Engagement** - We will involve people in the development of Council services that affect them and base Council decisions on what people need.
- **Objective 3: Improving access** - People can access all the Council services and activities that they need in terms of physical access and communication access etc.
- **Objective 4: Tackling Poverty** - We will work to reduce poverty, especially persistent poverty amongst some of our poorest people and communities, and reducing the likelihood that people will become poor.
- **Objective 5: Cohesive Communities** - People have a sense of belonging to the city and feel safe.
- **Objective 6: Domestic Abuse and Sexual Violence** - People who are subject or witness to domestic abuse are supported by the Council and its partners in their current situation and through any changes they wish to make.
- **Objective 7: Homelessness** - To provide a safe, supporting, empowering and non-judgemental environment for homeless and marginalised people so that they can achieve their potential.
- **Objective 8: Welsh Language** - We will promote our bilingual public services and increase the use of Welsh in Newport.
- **Objective 9: Corporate compliance** - Strategic leadership, governance arrangements, ensuring standards are high and consistent across all the Council and its areas.

2.2 Local authorities are required as part of the Welsh specific duties of the Equality Act 2010 to produce and publish the Annual Report, within 12 months of the end of each financial year. The report highlights the challenges, changes and progress made throughout the year and measures these against actions set out in the Strategic Equality Plan. The Annual Report also includes workforce data which is a publishing requirement under the Welsh specific duties.

2.3 This is the final report for the current Strategic Equality Plan. The new Strategic Equality Plan was agreed by Council in October and sets our objectives for the next four years.

2.4 The Council's new Strategic Equality Plan 2020-24 sets out six equality objectives, each with a number of related outcomes and key actions that will contribute to those outcomes. The objectives relate to Leadership and Governance, Access and Engagement, Representative Workforce, Community Cohesion, Learning Well and Independent Living.

2.4 The Strategic Equalities Group (SEG) monitors progress made against the Strategic Equality Objectives throughout the year and is chaired by the Cabinet Member with responsibility for Equalities. In the year being considered, membership currently consists of representation from the Fairness Commission, Trade Unions, Elected Members Heads of Service and lead officers. This has ensured a breadth of skills, expertise and inputs to inform the current strategy.

2.5 The SEP Annual Report is presented to the Overview and Scrutiny Management Committee for a **strategic overview** to work alongside the performance monitoring completed by other Committees.

3 Information Submitted to the Committee

3.1 Attached at **Appendix 1** is the Strategic Equality Plan Annual Report 2019/20

4. Suggested Areas of Focus

Role of the Committee

The role of the Committee in considering the report is to:

Question the progress towards achieving the nine Equality Objectives set out in the Strategic Equality Plan 2016 – 2020:

- Look back at how well the Council has performed in 2019/20 against its Equality Objectives in the Strategic Equality Plan 2016 – 2020;
- To assess whether the actions taken to achieving the nine Equality Objectives are being undertaken, to what extent and where the evidence for this is;
- Assess and make comment on:
 - How effectively the Council is performing against the Objectives/Actions;
 - The extent to which any underperformance is being addressed and associated risks are being mitigated;
- Conclusions:
 - What was the overall conclusion on the information contained within the report?
 - Is the Committee satisfied that it has had all of the relevant information to base a conclusion on the performance against the SEP?
 - Do any areas require a more in-depth review by the Committee?
 - Do the Committee wish to make any Comments / Recommendations to the Cabinet?

Section B – Supporting Information

5 Links to Council Policies and Priorities

- The report is linked with each of the Council policies and priorities:

Well-being Objectives	Promote economic growth and regeneration whilst protecting the environment	Improve skills, educational outcomes & employment opportunities	Enable people to be healthy, independent & resilient	Build cohesive & sustainable communities
Corporate Plan Commitments	Thriving City	Aspirational People		Resilient Communities
Supporting Function	Modernised Council			

6 Well-being of Future Generation (Wales) Act

5 Ways of Working	Types of Questions to consider:
<p>Long-term</p> <p>The importance of balancing short-term needs with the need to safeguard the ability to also meet long-term needs.</p>	How are you prioritising the actions with the plan against the short term and long term needs of the Community?
	How is the Council considering the long term impacts of COVID-19 on actions and on the long term needs of the community?
	Are there any long term trends developing that could affect how this plan is implemented to how the actions are prioritised?
<p>Prevention</p> <p>Prevent problems occurring or getting worse.</p>	How are you ensuring that the needs of communities and service users are monitored and are taken into account within the implementation of the Plan?
	How is the Council considering preventative actions to support its communities ?
<p>Integration</p> <p>Considering how public bodies' well-being objectives may impact upon each of the well-being goals, on their other objectives, or on the objectives of other public bodies.</p>	How does the Council's implementation of the plan impact upon the services of other public bodies and their objectives?
	How is the Council ensuring the Objectives in the plan are being aligned to the well-being goals/Corporate Plan Objectives?
<p>Collaboration</p> <p>Acting in collaboration with any other person (or different parts of the organisation itself).</p>	How is the knowledge / information / good practice of others being used to inform / influence the Council's work?
	How is the Council learning from the experience and knowledge gained from other organisations and service areas?
<p>Involvement</p> <p>The importance of involving people with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area which the body serves.</p>	How as a Council are we ensuring we are consistently seeking the views of those who are impacted through the implementation of the plan?
	How are you ensuring the views of the City's diverse communities are considered?

7. Background Papers

- [The Essentials – Well-being of Future Generation Act \(Wales\)](#)
- [Strategic Equality Plan annual report 2018-2019 Strategic Equality Plan \(2016 – 2020\)](#)

Report Completed: October 2020

Strategic Equality Plan (2016-20)
Annual Report 2019/2020
Newport City Council



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Foreword

To be added.

Introduction

In March 2016 Newport City Council published its Strategic Equality Plan (SEP), identifying 9 Equality Objectives that the authority would measure itself against over the next four years. The objectives built on the work that had been delivered in earlier Equality Plans and Welsh Language Schemes, and were updated to incorporate new ways of working, outlined in the Well-being of Future Generations Act.

As stipulated within the Welsh specific duties of the Equality Act (2010), Local Authorities are required to produce an Annual Report and publish it within 12 months of the end of the financial year. These reports outline the progress the authority has made, over a 12 month period, against the Strategic Equality Objectives identified in our Strategic Equality Plan. The Annual Report also captures key workforce data as required by the Equality Act 2010. This is the final report for the current Strategic Equality Plan, before the council commences its delivery of its Strategic Equality Plan 2020-2024.

Progress on the SEP is monitored throughout the year by the authority's internal Strategic Equalities Group (SEG). This group is chaired by the Cabinet Member with responsibility for Equalities and Assets, and membership includes representation from the Fairness Commission, Trade Unions, Elected Members, Heads of Service and lead officers to ensure an appropriate breadth of representation.

Equality Objectives 2016-20

Well-being goals and Newport City Council Equality Objectives	
Wellbeing Goal: A more equal Wales	
1	Diversity in the workplace – Engaging Employees The Council’s workforce will be representative of the population we service and the workforce are involved in decisions that affect them
2	Engagement and democratic participation We will involve people in the development of Council services that affect them and base Council decisions on what people need
3	Improving Access to Services People can access all the Council services and activities that they need in terms of physical access and communication access etc.
4	Tackling Poverty We will work to reduce poverty, especially persistent poverty amongst some of our poorest people and communities, and reducing the likelihood that people will become poor
Wellbeing Goal: A Wales of cohesive communities	
5	Cohesive Communities and tackling hate crime People feel they are a part of Newport society and live their lives free from abuse and harassment.
6	Domestic Abuse and Sexual Violence People who are subject or witness to domestic abuse are supported by the Council and its partners in their current situation, and through any changes they wish to make.
7	Homelessness To provide a safe, supporting, empowering and non-judgemental environment for homeless and marginalised people so that they can achieve their potential
Wellbeing Goal: A Wales of vibrant culture and thriving Welsh language	
8	Compliance with the Welsh Language Standards We will promote our bilingual public services and increase the use of Welsh in Newport
9	Corporate Compliance Strategic leadership, governance arrangements, ensuring standards are high and consistent across all the Council and areas of responsibility.

Equality Objective 1: Workplace Diversity

Diversity in the Workplace- Engaging Employees	
<i>A more Equal Wales</i>	
The Council's workforce will be representative of the population we service and the workforce are involved in decisions that affect them	
Action 1	Develop a Workforce Planning Template
Action 2	Create a workforce data dashboard to compare workforce with Newport's population and develop a strategy to address areas of difference
Action 3	Identify partner organisations to work with on representation of different people
Action 4	Engage staff on matters that affect them

Summary

The authority's People and Culture Strategy outlines the council's aims and objectives in developing and supporting the workforce, and contains a dedicated theme in relation to employee engagement. This will help ensure that the authority not only effectively engages with its staff, but also actively improves the ways in which it supports professional development. Work is ongoing to better understand these opportunities and how they are accessed by people that share protected characteristics in order to identify any disadvantage or gaps in provision.

Our HR Department is redesigning the provision offered to service area managers and is positioning itself to encourage areas to focus on workforce design for the future, this includes considerations around workforce representation. Workforce planning and change management will be crucial in helping managers understand the services that will be provided in the next 3-5 years, and how the workforce should be shaped to achieve future goals.

Action 1

The 'Workforce Planning Template' has been reviewed this year and a presentation to managers and accompanying guidance has been written ready for distribution and training. HR Business Partners will be cascading this in the last quarter of 2020/21. The performance management system 'MIHub' contains a dashboard for managers to have quick and easy access to the most up to date workforce information; this is being developed to ensure demographic information is more readily available.

Action 2

The workforce Data Dashboard is now established and is reviewed annually along with the Workforce Planning Template as part of annual service area planning. The data allows service areas to identify specific areas of under representation.

The Apprenticeship scheme that was developed to increase the proportion of younger people within the organisation continues to grow, and NCC was a finalist in the ACT Training Employer of the Year 2019 award for our work in this area. In September 2019, we started the first cohort of the National Graduate Development Programme, a Local Government Association supported graduate scheme and two graduates started working for the Council in October 2019.

As part of our corporate parenting responsibility, we also hosted work experience placements for a diverse cohort of young people in care in August 2019.

Action 3

The utilisation of partner organisations to improve workforce diversity is already featured within our workforce plan, and positive relationships with partner organisations, such as ACT, have been built to ensure additional representation from underrepresented groups. However, the authority is seeking to expand its network of partners to improve its ability to attract and recruit from more diverse community groups.

We have continued to provide work experience placements with 'Go Wales' who support undergraduate students with barriers to work experience opportunities and who are most at risk of not securing employment, education or training when leaving higher education.

Action 4

The People and Culture Strategy 2018-2022 has a dedicated theme for employee engagement, and sets out objectives to:

1. Improve engagement by creating a listening culture that welcomes feedback throughout the organisation
2. Help managers to develop engaged teams
3. Contribute to employees feeling better engaged and informed
4. Help employees see the connection between their job and the organisation's vision
5. Improve levels of trust across the organisation

Electronic publishing of newsletters is embedded and features that are both organisational and social are included each fortnight. This communication is available to all staff irrespective of place of work or access to work based technology. This year, newsletters have included far more content related to the roles that people do in their day-to-day working lives. Content of our staff communications has included celebrations of key dates throughout the year, including Black History Month and LGBT History Month, Gypsy Roma Traveller Month and Pride. Feedback on this approach has been positive, with colleagues reporting that they have a greater understanding of challenges faced by others.

We have also reviewed the way that staff surveys are conducted, and have held shorter, more regular thematic surveys, focussing on key workplace policies/processes as well as a range of equality-related topics. These have included:

- Management of Attendance
- Reward and Recognition
- Smart Working
- Employee Benefits
- Employee Engagement
- Mental Health
- Complaints

This year, the council also established its first Black, Asian and Minority Ethnic Staff Support Network. The BAME Network has identified its priorities as assisting the council to improve workforce representation, reviewing and improving workplace policies, and developing a programme of equalities and bias training for all staff.

For the first time, a panel of staff members were invited to participate in the recruitment of the new Chief Executive, including members of our Youth Council, and the Chair our BAME Network.

Looking to the future

Creating a workforce that is more representative of the communities that we serve remains a priority for the council. This objective will carry forward into our new Strategic Equality Plan, with a renewed focus and clear actions and outcomes. In particular, we will focus on increasing the number of BAME people that we attract, recruit, retain and develop within the organisation.

Building on the success of our BAME Network, we also seek to engage staff with other protected characteristics and seek to establish further networks where desired by those staff.

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Equality Objective 2: Engagement and Participation

Engagement and democratic participation	
<i>A more equal Wales</i>	
We will involve people in the development of Council services that affect them and base Council decisions on what people need	
Action 1	Build on the foundations established in the Well-being assessment to develop and consult on a Well-being Plan for Newport.
Action 2	Gather data and intelligence through a range of methods to support the Situation Analysis required under the Well-being of Future Generations Act
Action 3	Fairness and Equality Impact Assessments undertaken on policy changes, projects etc. and published on the Council's website.
Action 4	Ensure effective engaged Youth Council in Newport who have access to decision makers
Action 5	Work with Newport's Welsh Language Forum / Fforwm Iaith Casnewydd to develop a strategy to increase the use of Welsh in Newport

Summary

Meaningful engagement with the public is central to the equalities agenda, and over the past year the Policy, Partnership and Involvement Team has continued to take a corporate lead on consultation and engagement. Over the course of the 2019/20 financial year, the authority has consulted with significant number of people through a mix of face-to-face and online consultation exercises. This year, we have also included mandatory equalities monitoring as part of our consultation processes, ensuring that when we gather feedback from communities on proposed decisions, we are able to identify any patterns of disproportionate impact or disadvantage.

Over the duration of this Strategic Equality Plan the team has conducted large engagement exercises on key policies including the Newport Wellbeing Assessment, Budgetary Consultations, and the 5 Year Welsh Language Strategy.

Action 1

Under the Well-being of Future Generations (Wales) Act 2015, we have a statutory duty to involve people with an interest in achieving our well-being goals, and ensuring that those persons reflect the diversity of the population. The Local Well-being Assessment was completed and signed off by the Public Services Board in April 2017 and published in May 2017.

Following the work carried within the Well-being Assessment, the Public Services Board (PSB) developed the Well-being Plan for Newport, which full Council agreed in April 2018 and was published in May 2018.

This plan has not only been informed by the work carried out in the Well-being Assessment, but also via extensive engagement with partners and stakeholders during the development of the response analysis and through an additional 12 week statutory consultation which ran from November 2017 through to February 2018.

The wellbeing assessment was accompanied a Community Wellbeing Profile and 20 individual local Ward Profiles. These documents included the findings of engagement with local communities. They were reviewed and updated in 2019 and are used to inform planning, strategies and funding

applications. The wellbeing assessments include a comprehensive overview of each Ward profile, including demographic information relating to all of the Protected Characteristics. This information continues to inform our Fairness and Equality Impact Assessments.

Action 2

As described in Action 1 the Local Well-being Assessment (Situation analysis) was completed and signed off by the PSB in April 2017 and published in May 2017.

This analysis includes a range of quantitative and qualitative data analysing the economic, social, cultural and environmental well-being of the population and the area.

This process was supported by a significant public engagement programme that took place over a 6-month period. During this programme, NCC engaged with residents via partner agencies and community events, and targeted specific groups with Protected Characteristics through positive outreach and utilising community languages. This information was used to inform the Well-being Plan.

Action 3

Over the duration of the SEP, the authority has moved to an integrated model of equality impact assessment. The council's Fairness and Equality Impact Assessment (FEIA) combines considerations around Equalities, Welsh Language, Well-being of Future Generations and the parameters of fairness set out by our Fairness Commission, and places them within a single process. Guidance on completing FEIAs has been issued to staff reflecting this approach. The release of this guidance was promoted extensively to staff, communicating our statutory obligations, the benefits of completing at FEIA, and wider commitment to transparency. Staff feedback suggests that further staff engagement is required to ensure that these obligations are widely understood.

FEIAs are a vital part of the Council's planning and consultation process and are used to inform democratic decision making as a component of reports. This year, we delivered training on FEIAs to our Cabinet Members, our most senior decision makers.

As part of its response to the COVID19 health crisis, the Council has developed a Community Impact Assessment (CIA), which builds on the FEIA process and draws together lived experiences of people that share protected characteristics, as well as local and national research/data. The CIA will be used to inform strategic recovery planning, and inform the way that we support communities to build resilience and capacity to recover from the crisis.

Action 4

Newport Youth Council (NYC) is a youth-led forum that involves young people aged 11- 25 years old. The NYC takes a participative approach to facilitate, empower and provide a platform for young people's voice, enabling them to influence decisions that affect their lives. It also focusses on building skills – personal life and vocational, confidence, and friendships as part of building personal resilience and tackling social inclusion for young people.

The delivery of the Youth Council is one way Newport City Council meets its duty under the Welsh Government's Young Person's (Wales) Measure 2011. The measure embeds Article 12 of the United Nations Convention on the Rights of the Child (UNCRC), and sets out the responsibility that public sector bodies have to consider the voices of young people in their decision-making processes.

NYC membership is for young people from all areas and backgrounds and has on-going recruitment. It is youth-led, and works towards an inclusive, socially supportive and fun environment. Media Academy Cardiff, a third sector organisation based in Cardiff, have secured a five-year contract to deliver Newport Youth Council on behalf of Newport City Council. They are the winners of Welsh Government Youth Work Excellence Award 2014, 2015, 2016 and 2017 and have worked with over 1,500 young people who are at risk of offending and anti-social behavior.

The NYC focussed on rebuilding its membership and capacity during 2019-2020, and have developed their own vision and values, are working to establish elected roles, and have created an action plan outlining their key themes. The emerging priority themes have so far included:

1. Crime – perceived crime, in particular safety in Newport , hate crime and knife crime
2. Mental Health and Well-being
3. Transport
4. Climate change
5. Homelessness
6. LGBTQ+ issues
7. Education
8. Single use plastics

NYC led on a Newport-wide consultation focusing on the potential need for safe spaces and support services for LGBTQ+ young people in the city. Over 2000 responses were received, and the survey resulted in the council hosting an LGBTQ+ young person's event as part of LGBT History Month. Working with local partners from schools and the third sector NYC organised the event, which provided young people with access to information, support, and networking opportunities with other young LGBTQ+ people. A regular safe space is now being developed, and MAC is in the process of recruiting a specific LGBTQ+ youth worker to support this.

NYC have also contributed to work and consultation around:

- the council's Digital Strategy for Schools
- accessible transport for young people
- bullying in schools
- engagement with young people across the city in activities that were still possible during lockdown
- crime in the city centre and hate crime (via a Gwent-wide forum with the Police and Crime Commissioner)

As well as working to develop their key themes, NYC were at the forefront of delivering a Children's Charter. The Council's Corporate Plan 'Improving People's Lives' states the intention to have in place a Children's Charter which will set out commitments to children and young people and their families, including specific commitments to children in care and care leavers. The Charter sets out the rights of children and young people when they use Newport City Council's services but also in what they can expect the Council to be doing for them.

NYC have coordinated the development of the charter, including planning and delivering a youth engagement event with key partners , facilitating a workshop to obtain feedback of the charter and

visiting underrepresented groups to ensure their voices are heard. The charter has been renamed Newport's Youth Promise, to reflect the opinion of young people engaged in its development.

Action 5

In March 2017, Newport City Council published its 5 Year Welsh Language Strategy. This strategy sets an overarching target of increasing the number of pupils in Welsh medium education in the city, and contains a broad range of commitments from the authority to promote the Welsh language, both within the workforce and wider community. These commitments include a number of outcomes, including increasing the number of Welsh medium childcare places within the city, promoting engagement with the language amongst minority communities, and working with the private sector to promote the visibility of Welsh in the city.

Looking to the future

FEIAs are a vital part of our decision and policy making process, and we will continue to raise awareness of their effective use across the council. With the introduction of the Socio-economic Duty in March 2021, we will also be preparing these processes for change, and taking stock of their effectiveness.

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Equality Objective 3: Improving Access

Improving access to services	
<i>A more equal Wales</i>	
People can access all the Council services and activities that they need in terms of physical access and communication access etc.	
Action 1	Audit Council buildings for accessibility
Action 2	Develop an Accessibility Strategy in relation to schools
Action 3	Develop and maintain an English - Welsh translation and interpretation service for the Council and arrangements for other languages and formats
Action 4	Develop guidance on standards of accessible and bilingual materials in relation to marketing, publicity and customer information
Action 5	Monitor satisfaction levels/ number of complaints regarding accessibility including physical, communication and Welsh language
Action 6	Front line staff in the contact centre and Information Station trained in accessible communications, customer service, disability awareness, conflict management etc.
Action 7	Digital Inclusion Council web site adheres to W3 standard at AA level and is bilingual

Summary

Newport City Council has an important role to play in improving access to public services across the City. Over 73,000 people visit the Civic Centre and Information Station annually, accessing a huge number of services including housing advice, Council tax and licensing.

In addition to our physical locations, we also have an increasingly significant digital and remote presence, with the Contact Centre managing over 300,000 calls annually, and the NCC website receiving 1.6 million hits per year. As we move to further develop these services, we will need to ensure that access to Council services remains inclusive and accessible.

Over the past 12 months we also finished our statutory consultation on our Schools Accessibility Strategy, which aims to improve and upgrade the physical access to schools in Newport.

Action 1

An internal Capital Strategy and Assets Management group has been set up to carry out a review of the use of NCC-owned buildings. As the review is on-going, it is anticipated that the work programme around accessibility will be taken at a later stage, and be completed by the end of the next financial year.

Action 2

In 2018-19 Newport City Council, in partnership with Gwent Association of Voluntary Organisations (GAVO) and the Serennu Children's Centre, engaged with key stakeholders to co-produce an Accessibility Strategy for Schools. Workshops were conducted with senior leaders within all Newport schools to provide guidance and assistance with the development of school accessibility plans.

The Accessibility Strategy for schools was adopted in July 2019 and is published here:

<https://www.newport.gov.uk/documents/Schools-and-Education/Accessibility-strategy/Accessibility-Strategy-for-Schools-2019-2024.pdf>

The action plan set out in the strategy is being implemented and is currently on track. A budget has been approved by the Corporate Strategic Asset Management Group to develop projects which aim to improve accessibility to assembly and dining halls at 5 primary schools. These projects are currently at design stage. Feasibility studies have also been commissioned at a further 7 Newport schools where barriers to accessibility in classroom areas have been noted. Site surveys to inform these studies are scheduled for Autumn/winter 2020.

Action 3

In the 2018/19 financial year, the authority established a formal Service Level Agreement (SLA) with Cardiff Council's translation unit, Bilingual Cardiff. This SLA has successfully streamlined the authority's translation process, improving the ease of access of translation for NCC staff. This SLA has helped the council move towards a more sustainable translation solution, with the responsibility for translation now decentralised.

The cost of translation remains in a centrally held budget, easing budgetary pressures within individual Departments.

Action 4

Over the course of the SEP delivery, the council has commissioned a series of internal promotional and guidance materials which highlight how staff members should use the Welsh language in any marketing and promotion work done on behalf of the Council. This year we refreshed our Welsh Language FEIA guidance as a result of feedback from the Welsh Language Commissioner, delivered Welsh language training to Elected Members, and highlighted staff responsibilities on key dates, including Diwrnod Swmae and St David's Day. We also commissioned a mystery shopper exercise, testing our bilingual services, and used lessons learned to inform the focus of our Welsh language work.

Action 5

In the 2019/2020 financial year, Newport City Council received two complaints via our Customer Relationship Management (CRM) system relating to non-compliance with our Welsh Language Standards. One related to a form, which has now been amended and published in Welsh, and one which related to a letter which was sent in English only. An IT solution is currently being explored in order to resolve this. We have revisited the way in which we record Welsh language complaints, in order to better connect routes of entry, and are confident that we now have an approach to resolving complaints that allows for organisational learning and change. We continue to work positively with the Welsh Language Commissioner and look forward to this relationship developing further.

This year we have had 4 complaints relating to concerns around discrimination, 2 of which were upheld (one concerning waste collection and one regarding council tax).

Action 6

Frontline customer service staff continue to receive appropriate training as part of their induction training, including disability awareness. Team meetings regularly incorporate guest speakers from a range of specialist areas, covering topics including neurodiversity, equality legislation and asylum seekers and refugees. This year, all customer services staff completed comprehensive Equalities training, focussed on their specific area of service delivery. Four members of staff are also completing Welsh language training as part of the council's piloting of the 'Say Something in Welsh' App. Further training in relation to Violence against Women, Domestic and Sexual Violence (VAWDASV) and safeguarding has also been completed by staff.

The council's Complaints Team now works closely with our Equalities and Welsh Language officers in order to effectively assess and address reports relating to discrimination, and a specific forum has been established to consider repeat complainants, including whether there are any additional vulnerabilities or support needs that need to be addressed.

Action 7

Over the past 12 months, the authority has improved the processes it has in place for maintaining a website that is compliant with Welsh Language Standards, including a comprehensive audit of all web pages. The authority has also implemented improved processes to ensure that when non-compliant systems are renewed, replacement systems will have bilingual functionality that will ensure compliance.

Looking to the future

Accessibility of services will remain an area of focus for the council, and will be reflected in our next Strategic Equality Plan. A priority will be to further engage with people that share protected characteristics (particularly disabled people), in order to learn from lived experiences and increase public trust and confidence in council services.

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Equality Objective 4: Tackling Poverty

Tackling Poverty <i>A more Equal Wales</i>	
We will work to reduce poverty, especially persistent poverty amongst some of our poorest people and communities, and reducing the likelihood that people will become poor	
Action 1	Ensuring children have the best start in life through the delivery of Flying Start, good quality, affordable childcare and supported transition to education and through other educational transition points.
Action 2	Focus on the early indications of need so that children and young people are able to achieve their potential (achievement of children entitled to Free School Meals, Looked After Children, act.)
Action 3	Implementing the Youth Engagement and Progression Framework so that young people are offered appropriate support when leaving school.
Action 4	Delivery of the Work Based Learning Academy, Community First, Communities 4 Work and Families First (Family Skills Project) to improve people's skills, remove barriers to employment and raise aspirations.
Action 5	Targeted work in our most deprived communities.

Summary

Poverty in Newport is not uniform across the city, and we have pockets of both deprivation and wealth. The most recent Wales Index of Multiple Deprivation (WIMD 2019) shows that Newport has the highest proportion of deprived areas (24.2% or 23 out of 95 areas) in the most deprived 10% in Wales. It is acknowledged that low income is a concern for Newport residents, with a 2016 survey finding that only 18% of respondents thinking that people in Newport have enough money to run their households. Wales has the highest rate of child poverty of all the UK Nations, with 1 in 3 children living in poverty and 14% in severe poverty.

During this year Cabinet established the role of Cabinet Member for Sustainable Development, which includes responsibility for the poverty agenda.

Action 1

Flying Start currently support 2712 children offering the following:

- Part time childcare 12.5 hours per week
- Parenting Support
- Speech, Language and Communication support
- Intensive health support

Our Language and Play team delivering chatty children sessions, are delivering the programme bilingually in some areas, and in other community languages, including Polish. In our North Hub, we are also starting work with Gwent Police to engage with survivors of sexual and domestic violence, using their lived experiences and feedback to change and improve the service the Police service provides.

Flying Start continue to support early identification of mental ill health through antenatal and postnatal mental health support as part of the Healthy Child Wales programme. The Flying Start programme funds a Clinical Psychiatric Nurse who supports the Health offer, undertaking listening visits and offering interventions where needed. Postnatal depression groups are also offered, working in partnership with students undertaking counselling courses.

Action 2

Around 26,000 children and young people make up the population of Newport's schools at any one time and this number is growing. The May 2020 school census records Newport as having:

- 5463 pupils with Additional Learning Needs
- 285 children who were looked after
- 4714 pupils who have English as an additional language
- 134 service children

In addition, 5764 pupils were in receipt of free school meal vouchers at the end of the summer term 2020.

It is recognised that vulnerable pupils make better progress when they are identified and supported from early in their school career. To enhance this work, schools have been supported to improve their tracking and monitoring of vulnerable groups. This has allowed the local authority to work with partners to support schools to access a broad range of suitable interventions for these pupils. Two examples of the range of interventions available are the Early Identification Toolkit and a local authority wide focus on training in Adverse Childhood Experiences (ACEs).

The Early Identification Toolkit is used by schools and the local authority as part of the Youth Engagement and Progression Framework. The consistent use of this toolkit helps schools to assess the needs of vulnerable pupils. It also helps them to identify those pupils who would benefit from additional support through a referral to the Educational Psychology Service or Inclusion Enrichment team.

Central Education Services officers along with staff in 55 of the 57 schools in Newport have received training in Adverse Childhood Experiences (ACEs) from Public Health Wales or the Education Achievement Service. The 2 schools yet to receive training are due to undertake this in the near future. By ensuring local authority and school staff have a collective understanding of ACEs and the impact of these on behaviour and achievement, there is a shared understanding of the ways in which pupils who require additional intervention can be better supported.

This year, the council also began to implement its Learn Well Plan, a strategy which sets out our ambition to improve the well-being of pupils in our schools in ways that reflect the council's well-being objectives. This plan brings together all the actions we are taking to improve the outcomes achieved by all learners but in particular, vulnerable groups of learners. Each of the four strands of the Learn Well Plan have a working group, with a focus on each of the following themes:

- Connectedness
- Health Aware
- Participation
- Engagement

Vulnerable learners remain at the heart of the plan, with actions focussing on better understanding disparities in educational outcomes and wellbeing, early intervention to reduce any gaps, and ensuring that pupils are connected with both their schools and communities. A research project, exploring the relationship between attainment and attendance of pupils eligible for free school meals has recently been completed, and will further inform this work.

Action 3

Newport has made a significant positive impact on the numbers of young people who are not in education, employment or training (NEET).

The Youth Engagement and Progression Framework has ensured a continuous focus on young people who are NEET and the reduction in the number of young people who are NEET is a priority for Newport City Council.

There are high levels of engagement from internal and external partners and the process is well resourced by our Regeneration Investment and Housing (RIH) Team, alongside Education Services where the destination process is coordinated. This cross service approach has proved effective with the NEET figures reducing year on year, and Newport performing second in Wales in 2019 for Year 11 leavers and under the Welsh average for the fourth consecutive year.

The Youth Engagement and Progression Framework (YEPF) has continued to be supported by all key partners. The Framework is strongly held to account by the strategic Youth Support Services Board (YSSB). The Pre 16 NEET group, the 16-18 practitioner group and the Learning Provider Network are the working groups that support the YSSB operationally and has had an effective impact on the numbers of young people not in education, employment or training (NEET) reducing.

The local authority partnership relationships with all secondary schools, internal service areas and external agencies has proved crucial to positive outcomes for young people. The local authority employs a Youth and Engagement Progression Coordinator who has the responsibility for coordinating and working with schools and all partners to strive to keep the number of young people not in education, employment or training as low as possible.

This excellent relationship between all partners and schools has ensured shared accountability between the schools and the local authority regarding the numbers of young people who are NEET. The experience of working together and offering advice and practical solutions has contributed to the NEET figures significantly reducing in Newport and young people making successful meaningful transitions.

Action 4

Work Based Learning Academy continued to deliver its two European Social Fund programmes creating pathways to employment, education and training to reduce the number of disengaged young people. These are:

1. Inspire 2 Work – targeting young people transitioning from school to further learning or employment.
2. Inspire 2 Achieve – targeting young people in full time education aged 7 – 11 who have been identified as at risk of becoming NEET

The council is the lead organisation managing the programme for the South East Wales region, working in partnership with other Local Authorities, Further Education providers and Registered Social Landlords.

The Work Based Learning Academy has created job clubs, training courses and bespoke 13-week training provisions to meet the needs of young people who are seeking employment. These programmes have specifically targeted young people aged 16–24 years.

The Families First provision delivered by council Youth Services works in partnership with the European Social Fund's Inspire 2 Achieve programme to offer a range of provisions that seek to reduce the impact of poverty on educational outcomes. This includes interventions with young people to improve attendance and attainment and interventions with the wider families to ensure young people are supported to achieve.

Action 5

The council has recently introduced a Neighbourhood Hub model, siting key community services in each area of the city. Each Neighbourhood Hub team is multi-disciplinary and includes staff working in Resilient Communities, Youth Service, Play Development, Libraries, Families First, Flying Start, and Work, & Skills. The model has enabled each Hub to develop new and unique ways to connect with communities. The assessment of local needs has been essential to the development of community engagement and development plans in each hub, and these are reviewed every quarter.

This year the delivery of Fit and Fed in partnership with local community centres, Newport Live and South Wales Fire and Rescue Service has enabled us to help tackle holiday hunger and engage with children, young people and parents with additional support needs. City-wide events have also been supported by Hub teams such as Families love Newport event, including Newport Jobs Fair, Adult Learners week, Police Interfaith event and Job Centre takeover event.

Several community association sessions and events has been supported and joint funded by the legacy programme, enabling us to work closer with community groups to develop initiatives to meet the needs of the local community. The development of volunteer pathways across the Hubs has been mutually beneficial to participants and groups. This has enabled the supporting of more community based sessions to meet the local need.

Community residents have noticeably become more active within their community and ongoing community consultations have taken place at events, weekly sessions and ongoing projects in order to continually adapt to local need.

The teams across Newport have developed and maintained effective relationships with partners such as Citizens Advice, Job Centre, Adult Community Learning, Careers Wales, Heddlu Gwent Police and Newport City Homes in order to better support some of Newport's most vulnerable communities.

Looking to the future

With the introduction of the socio-economic duty in March 2021, future equality work relating to poverty will focus on the legal duty to pay due regard to the need to reduce inequalities of outcome that may arise as a result of socio-economic disadvantage, as well as the intersectionality that exists between this disadvantage, and protected characteristics. Education, specifically inequalities that exist for vulnerable learners, will continue to form part of our equality priorities, and future work will be aligned with the progress of the Learn Well Plan.

We will be working with the Cabinet Member for Sustainable Development, who now has responsibility for this agenda on these developments, as part of our equalities work.

Equality Objective 5: Cohesive Communities

Cohesive Communities and Tackling Hate Crime	
<i>A Wales of cohesive communities</i>	
People have a sense of belonging to the city and feel safe	
Action 1	We will encourage and support initiatives which provide opportunities to increase awareness and understanding of diverse cultures in Newport.
Action 2	To continue our support of the Hate Crime Forum in order to raise awareness of Hate Crime, increase reporting and deliver a multi-agency response to high risk cases.
Action 3	We will co-ordinate a partnership approach to reporting and tackling prejudice based bullying in schools and look to play a proactive role in challenging prejudice.
Action 4	We will encourage opportunities to increase the public's awareness of immigration and the inclusion of asylum seekers, refugees and migrants focusing on shared experiences of all residents in Newport regardless of migration status or ethnicity.

Summary

NCC continues to deliver the Welsh Government's Community Cohesion programme priorities. Community cohesion involves us all, and how we relate to others who are different. The focus of the programme is on 'upstream' preventative work to foster tolerance and good relations, tackle deep-rooted inequality and support people to break down any feelings of fear and distrust. Working effectively on prevention is essential in order to prevent 'downstream' problems of community tensions, discrimination, hate crime and vulnerability to radicalisation.

Action 1

Newport is home to a diverse population and as an authority we believe it is important to encourage and support initiatives which provide opportunities to increase awareness and understanding. This year we recognised a number of key dates, including Pride Cymru, Refugee Week, Black History Month, and Gypsy Roma Traveller Month. The council used its social media platforms to share positive, inclusive messaging, and focussed on lived experiences and personal stories in order to challenge negative perceptions and stereotypes.

Newport City Council remains part of the Proud Councils network, alongside other local authorities, and engaged with local LGBTQ+ people across a range of events this summer. We also sponsored a range of activities, including an LGBT History Month event at the Riverfront, delivered in partnership with third sector organisations and young LGBTQ+ people, and Black History Month and Windrush Day celebrations, hosted by Race Council Cymru, EYST, Caribbean Heritage Cymru and Newport Zimbabwean Volunteering Association.

Action 2

The East Gwent Hate Crime Forum is attended by representatives from key stakeholders across Newport and Monmouthshire. The role of the forum is to discuss Hate Crime statistics and trends as well as raise awareness of Hate Crime and increase reporting. An associated multi-agency case-handling group coordinated by Gwent Police continues to manage high-risk cases on an individual basis. The council's Community Cohesion officers work closely with their counterparts in Gwent Police and meet regularly to discuss and address any emerging tensions.

During Hate Crime Awareness Week this year, the council delivered an engagement event in the city centre, focussed on promoting the positive contribution that diverse communities bring to Newport, alongside our local Polish school, BAME business owners and partners at Victim Support and Newport People First, a self-advocacy group for people with learning disabilities. We also commissioned a puppet theatre production focussed on identity-based bullying which was showcased in a number of schools, and collected the views of Newport residents on hate crime and cohesion via a 'Big Brother' booth.

Action 3

The council's Education Well-Being Group has re-focussed in response to the Welsh Government's new anti-bullying guidance, with an action plan which aims to ensure the guidance is properly embedded throughout our processes and within school policies. A review has been undertaken of the way that the council requires schools to record identity-based bullying, and improvements made to categorisation.

It is recognised that there is still under-reporting of identity-based bullying incidents, and further training is planned for all schools to raise awareness of the need to record and report. Racial incidents continue to be the most frequently recorded type, and support is provided to schools via the Cohesion Officers and work with partners including Show Racism the Red Card. The council's Learn Well Plan will further develop this area of work, considering further interventions and preventative work that can be undertaken in schools.

A template Strategic Equality Plan has been provided to all schools, along with example Equality Objectives, to better align schools' Plans with council priorities, and explicitly focus on identity-based bullying.

Action 4

As one of 4 asylum dispersal areas in Wales, and with significant asylum seeker, migrant and refugee populations, Newport continues to prioritise both the delivery of services to these groups, as well as working to ensure positive integration, and challenging hostility where it occurs. The council hosts bi-monthly Migration Forum meetings, attended by a mix of statutory, voluntary and private sector organisations and continues to lead on local cases that require effective management of vulnerable individuals.

The council also continues to take part in the Home Office's Vulnerable Persons Relocation programme, working towards our commitment of relocating 50 refugee households to Newport over the life of the 5-year programme. The council provides a support service to those households, which focusses on successful integration and opportunities to contribute to local communities.

This year, the council also joined Oxford University's Inclusive Cities Programme, a 4 year knowledge exchange programme with cities across the UK, aiming to share best practice in welcoming newcomers and supporting migrant communities.

Welsh Government provided the authority with additional funding until 2021 to recruit a Cohesion Officer, whose role specifically addresses risks to cohesion posed as a result of Britain preparing to leave the EU. This role has been instrumental in opening up dialogue with EU nationals living in Newport, providing them with support to apply to the EU Settlement Scheme, and establishing a range of engagement mechanisms, including dedicated social media pages, online resources and a regular EU Citizens Meeting, bringing together all third sector agencies working in this area, community members, and partners.

Looking to the future

Community cohesion remains a priority for the council, and the challenges have evolved significantly over the life of this Strategic Equality Plan. With Brexit still set to significantly affect community dynamics and the COVID-19 pandemic impacting on local tensions, delivery of work in this area will be reflected in our new Strategic Equality Objectives.

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Equality Objective 6: Domestic Abuse and Sexual Violence

Domestic Abuse and Sexual Violence	
<i>A Wales of cohesive communities</i>	
People who are subject or witness to domestic abuse are supported by the Council and its partners in their current situation and through any changes they wish to make	
Action 1	Further develop the multi-agency Domestic Abuse (DA) Unit
Action 2	Roll out training on 'Ask and Act'
Action 3	Support the development and delivery of the VAWDASV Strategy for Gwent

Summary

Domestic abuse is a major challenge for public services. It places significant, costly and increasing day-to-day demands on Local Authorities, police, health, housing and other support services.

In addition to the financial costs of domestic abuse, it has long-term implications for people that experience, witness or perpetrate it. Following a number of local reviews regarding strategic and operational planning and delivery of domestic abuse services across Gwent, it was identified that the development of a clear, accountable regional approach was a priority. Over the last 12 months, we have continued to work in partnership with the Gwent Violence Against Women, Domestic Abuse and Sexual Violence (VAWDSV) team and focused our efforts on ensuring victims and their families receive or are signposted to the most appropriate service to support their well-being.

Action 1

The Domestic Abuse Unit continues to function as a multi-agency hub providing a 'one stop shop' for victims. In addition to providing a base for the fortnightly Multi-Agency Risk Assessment Conferences (MARACs), the unit has continued to develop relationships with other agencies including Victim Support and Cyfannol Counselling Services to ensure that victims of domestic abuse can also benefit from the use of partner services.

Organisations operating from the multi-agency Domestic Abuse Unit include Newport Women's Aid, Llamau, BAWSO (which provides specific support to BAME victims) and the VAWDASV Newport Independent Domestic Violence Advisor (IDVA) Service, as well as working alongside Victim Support.

Over the course of this financial year there were 5583 recorded incidents of domestic abuse recorded in Newport. This equates to 31.85% of all incidents (17,530) across Gwent. Of these cases, 443 (7.93%) were deemed high risk cases and were referred to MARAC. The council coordinate and host all fortnightly MARAC meetings at the Unit.

Action 2

Over the past 12 months, we have continued to work closely with the VAWDASV 'Ask and Act' Training implementation group to support the rollout of 'Ask and Act' training.

The e-learning package has now been rolled out across all the relevant Authorities in Gwent, however, there were initially significant system access issues reported which had hampered progress. Access issues have now been resolved and numbers of staff completing the e-Learning continues to grow. A face to face resource has been commissioned and is available for staff without computer access. This year, Welsh Government also made e-Learning available via 'guest' access, which enabled staff, volunteers, community groups and citizens to complete the course. During

2019/2020 training became a part of the compulsory training package for all staff and information is regularly available and updated on the intranet, and via staff newsletters and communications.

Action 3

The development of the Regional VAWDASV strategy has been informed through:

1. Commissioning of a Welsh Women's Aid Needs Assessment
2. Linking to the Population Needs Assessment of the Social Services and Wellbeing Act
3. 5 Well Being Plans across Gwent as part of the Wellbeing of Future Generations Act
4. Safer Gwent Strategic Assessment

The strategy has 6 priorities and the team will provide an annual update to the SEG.

1. Increase awareness of and challenge attitudes towards violence Against Women, Domestic abuse and Sexual violence ACROSS Gwent
2. Increase awareness in children and young people of the importance of safe, equal and healthy relationships and that abusive behavior is always wrong
3. Increase focus on holding perpetrators to account and provide opportunities to change their behaviour based around victim safety
4. Make early intervention and prevention a priority
5. Relevant professionals are trained to provide effective, timely and appropriate responses to victims and survivors
6. Provide victims with equal access to appropriately resourced, high quality, needs led, strengths based, gender responsive services throughout the region

Looking to the future

Domestic and sexual abuse continues to be a priority for the council and its partners. As we look forward to our next Strategic Equality Plan, we recognise that there are well established strategies and governance arrangements that exist to deliver this work, so will seek to re-focus on those areas which intersect most clearly with the equality agenda.

Equality Objective 7: Homelessness

Homelessness	
<i>A Wales of cohesive communities</i>	
To provide a safe, supporting, empowering and non-judgemental environment for homeless and marginalised people so that they can achieve their potential	
Action 1	To implement the Welsh Government’s Housing Support Grant Programme (formerly the Supporting People Programme) to assist and support potentially vulnerable and marginalized people to live independently within the community
Action 2	To prevent homelessness where possible
Action 3	To build people’s resilience to deal with shocks, stresses and uncertainty in their lives
Action 4	To support people develop skills for life to flourish independently

Summary

Newport City Council has continued to work to combat homelessness in the City in the face of challenging economic circumstances and increasing demand. The landscape surrounding homelessness is constantly changing and the authority is in the process of implementing a number of new services in response to this reality.

The authority, in cooperation with partners across Gwent, published a regional Homelessness Strategy 2018-2022. As outlined in previous Annual Reports, adopting a regional approach to tackle homelessness was a key priority for the authority, and has laid strong foundations for greater co-operation in the future. This has also been a key focus of the response to the COVID pandemic.

Action 1

In the past 12 months, the Social Services Supporting People/Housing Support Team has continued its programme of remodelling existing schemes and working on new projects. The team’s commissioned services supported over 5,000 people in its accommodation-based and floating support services in the year. Notable activities in the year include:

- The Financial Inclusion Support scheme has expanded its activities and has now secured over £800,000 additional annualised welfare benefits and grants for referrals since it started in 2018.
- The cross-authority (Newport, Torfaen and Blaenau-Gwent) Gypsy and Traveller Project continues to provide a valuable support service for Gwent’s Gypsy and Traveller communities, especially as new and improved sites are developed.
- The EU Migrant Support Service has become embedded within Newport Mind and continues to provide a valued service to migrants from a variety of backgrounds. Work is also focused on upcoming changes to residency status due to Brexit.
- Additional funding was secured to enable two full-time support workers to work for the Refugee Support Service and alternative office space agreed with the Welsh Refugee Council.
- The budget for interpretation and translation services with Language Line was again increased further as more people with less common languages/dialects were supported.
- Care and Repair’s Specialist Older Persons Support scheme continues to provide additional support for people with progressive sight loss and has a number of notable successes working closely with the Council’s First Contact Team’s Rehabilitation Officer for Visual Impairment (ROVI) officer.

- The re-commissioning of the Domestic Abuse Floating Support scheme has resulted in a more integrated service for women and men with domestic abuse and sexual violence issues by amalgamating BAWSO's scheme for women from BAME communities with the larger Llamau scheme. Funding also continues for BAWSO's 8-bed refuge in the city. Issues around the implementation of the VAWDASV Act are still ongoing including people with No Recourse to Public Funds and clarification on HSG funding of all VAWDASV services.
- The Lighthouse 55+ scheme for older people celebrated its first anniversary and supported over 250 people in the year.
- Dedicated support workers also work with people with sensory impairments, both sight and hearing loss (BSL-trained) and physical disabilities linking with other agencies, including aids and adaptations and Occupational Therapy teams.
- Preparatory work in the year for a new supported housing scheme for 6 young homeless people paved the way for the scheme to open in early 2020/21. This was only possible due to the excellent partnership working between Newport City Homes, Llamau Ltd. and the Council's Housing Needs Unit and Supporting People Team.
- Lastly, the team were able to provide additional funding for services for rough sleepers and people with no fixed abode in the City with Eden Gate (Night Shelter and Day Centre) and The Wallich (Assertive Outreach Team).

2019/20 was a transitional year in preparation for the full implementation of the new Housing Support Grant Programme in April 2020. The revised programme will focus more on homeless prevention and be more flexible and creative. Better collaboration and partnership working with statutory and third sector colleagues will enable the programme to develop more person-centered services to target support for some of our most vulnerable citizens, thus reducing the inequality of access to services further.

Action 2

2019/2020 has seen a steady increase in the number of households assisted to prevent homelessness despite an increased number of presentations. Homelessness is identified as a strategic priority in the Strategic Recovery Aims – supporting vulnerable people as a priority.

In 2019/20 the Council had 610 households presented as homeless and received 919 allocations of affordable housing. Collaborating between the Council's Housing (Regeneration, Investment & Housing), Supporting People (Adult Services) services and our partners at Pobl, Eden Gate, the Salvation Army, Olive branch and Gwent Police we ensured over 70 people presenting as rough sleeping or homeless were provided accommodation during COVID, with access to mental and health services and hot meals. The lockdown measures has seen increases in demand on the Council's services for those at risk of being made homeless and/or requiring further housing advice and guidance.

Final statistics of people supported in 19/20 will be added to the published report.

Actions 3 and 4

In addition to the developments above, Tenancy Support services provided from within the council have been refocused in order to provide crisis intervention work for households at risk of homelessness, working alongside other staff within the Council's Housing Needs Unit in order to prevent homelessness as well as linking to other support services available.

Core funding from Housing Support Grant helps to enable a number of local third sector agencies to fundraise for additional services including Llamau's Learning 4 Life (pre-vocational skills), Solas

Cymru's CRE8 project (work preparation skills), Newport Women's Aid's Freedom Programme (awareness and resilience building) and Newport Mind's suite of resilience courses.

Referrals to the Council's major floating support scheme, the Lighthouse Project, are now prioritised to ensure crisis/emergency referrals are dealt with as quickly and efficiently as possible.

Looking to the future

Provision of appropriate housing, and the support needed for people to manage and maintain their tenancies, is key in reducing inequalities of outcome for some of our most vulnerable communities. This will continue to be a priority for the council, with our equality work closely linked to supporting people to live independently, and providing tailored interventions for people that share protected characteristics.

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Equality Objective 8: Welsh Language

A Wales of vibrant culture and thriving Welsh language.	
<i>We will promote our bilingual public services and increase the use of Welsh in Newport</i>	
Action 1	Review governance and performance monitoring
Action 2	Community promotion of the Welsh language, in particular around Welsh and BAME communities
Action 3	Partnership and stakeholder engagement to increase visibility of Welsh in the community
Action 4	Staff engagement with Welsh language classes and Welsh language awareness

Summary

There are a number of expectations placed on the Council in relation to Welsh language, which include, but are not limited to:

- The Welsh Language Measure (Wales) 2011
- Well-being of Future Generations (Wales) Act 2015
- Welsh in Education Strategic Plan
- Mwy na Geiriau Strategy

The Welsh Language Measure (Wales) 2011, created the office of the Welsh Language Commissioner who in turn imposed Welsh Language Standards upon public sector bodies via [Compliance Notices](#). The Welsh Language Standards cover the way in which the council deliver bilingual public services, internal administration, the way we consider Welsh language in our decision making processes and the requirement for development of a [5 Year Promotional Strategy](#).

In 2019/20, the authority has continued to make good progress towards compliance with Welsh Language Standards. The agenda continues to benefit from a dedicated budget and Policy Officer, and during 19/20, the recruitment of a Welsh Language Promotion Officer.

The council has also made positive steps towards achieving the goals set out in its 5 Year Welsh Strategy; and we continue to work with key Welsh language stakeholders across the city, and support the development of our local Welsh language forum. This year, we have also been developing our partnership work to promote the Welsh language across minority communities across Newport.

Further information on the implementation of Welsh Language Standards, and of the promotion of Welsh language is included in the authority's [Welsh Language Annual Report 2019-2020](#).

Action 1

Ensuring the Council's governance and performance structure are fit for purpose, will help progress the Welsh language agenda and increase compliance levels with the Welsh Language Standards. Work is underway to review and align current internal and external action plans, as well as identify key performance indicators which will provide an effective overview of compliance and progress.

A review of the council's Welsh Language Implementation Group, its membership and function, is also being progressed, with this work scheduled to be completed early next year.

Action 2

Work towards external promotion of the Welsh language is set out in our Welsh Language 5 Year Strategy, which the council work towards delivering in partnership with members of the Welsh Language Forum and other stakeholders. The appointment of a Promotion Officer to increase awareness of Welsh medium education in the area of the proposed fourth Welsh medium school focused our work to ensure we increase awareness of the language amongst our BAME communities, and others who would not traditionally consider Welsh medium education. This year we have also commissioned research to look at why young people are not choosing childcare and early years education as employment/further education options, and how we can work to better address these gaps.

Action 3

Work continues in partnership with key Welsh language stakeholders and local groups through the Welsh Language Forum, the Mwy na Geiriau Forum and the Gŵyl Newydd working group. This year, the council supported Gŵyl Newydd, the Welsh language festival, through sponsorship and hosting of a talk at the Civic Centre with the Welsh Language Commissioner. We have continued to develop our working relationship with Menter Iaith Casnewydd and supporting the Welsh Language Forum to facilitate the chances for the people of Newport to use Welsh by reaching out to new audiences.

Action 4

To increase the number of Welsh speakers in front-line posts the council has piloted the 'Say Something in Welsh' App, utilising learning methods, which if successful, may be included as part of a wider learning and development programme. Work is ongoing to develop an online Welsh Language Awareness package, and our current face-to-face session was updated at the beginning of the year. Welsh language awareness now features as part of our staff induction, and we have delivered Welsh language training to all new Cabinet members.

Looking to the future

The Welsh language agenda is now firmly embedded across the council through formal reporting arrangements. A Welsh language annual report is produced by the council and published on our website. As we move to a new Strategic Equality Plan for 2020-24, the council will continue to monitor Welsh language progress via these routes, rather than inclusion within our Strategic Equality Objectives.

Equality Objective 9: Corporate Compliance

Corporate Compliance	
<i>A Wales of vibrant culture and thriving Welsh language</i>	
Strategic leadership, governance arrangements, ensuring standards are high and consistent across all the Council and its areas	
Action 1	Monitor performance, including customer satisfaction, through the Strategic Equality Group
Action 2	Report annually on equalities and the Welsh language to Cabinet and the Senior Leadership Team, and publish relevant reports on the Council's website
Action 3	Webpages hold relevant equality information: <ul style="list-style-type: none"> • Fairness and Equality Impact Assessments • Annual Equality and Welsh Language Reports • Equalities and Welsh language population and employment data
Action 4	Council employees offered all the relevant training and guidance to facilitate compliance with the equalities, human rights and Welsh language legislation
Action 5	Review procedures on procurement, grants and sponsorships to mainstream equalities and Welsh language requirements

Summary

Over the past financial year the authority has continued to demonstrate its commitment to transparency by publishing relevant equalities information online, and reporting progress on the Strategic Equality Plan to the SEG. The council also continue to undertake Gender Pay Gap reviews, although for 2019/20, the reporting deadline has been extended.

Action 1

In 2019/20, the SEG continued to meet bi-monthly, rotating Strategic Equality Objectives for consideration. The council has also continued its commitment to developing Elected Member Champions, with leads for Race, LGBTQ+, Disability and Welsh Language raising the profile of equality work throughout the year.

Actions 2 and 3

The authority will continue to publish all annual reports relating to Welsh language and equalities, and the required data associated with these reports, on the 'Equalities and Welsh Language' page of Newport City Council's [website](#). These reports are approved by our senior leadership team, Cabinet, and Council (Equalities only).

Action 4

Currently, the council offers 'An Introduction to Equalities' and 'Welsh Language Awareness' training to all staff. These sessions are intended to promote a general awareness of the authority's Welsh language and equalities obligations, whilst also providing staff with information about where they can go for further advice and guidance.

Action 5

Early in 2019, Cabinet officially adopted Welsh Government's Code of Practice on Ethical Employment in Supply Chains, developed to protect suppliers and employees from risks including modern day slavery and other types of exploitation. It was agreed that progress against the Code will be reported to the SEG, and annual updates will appear within future Strategic Equality Plan Annual Reports. This reporting process will begin in 2020/21. The Cabinet Member for Equalities and Assets has also been nominated as Anti-Slavery and Ethical Employment champion.

Since the council signed up to the Code of Practice, our Procurement function has adopted a new approach in its tendering processes when appointing external contractors. In addition, Human Resources have developed internal processes and policies to ensure that, as an employer, we embed our own best practice approach to ensuring our employment practices are of the highest ethical standards.

In terms of the council's tendering processes, new documentation has been developed and rolled out for use across the council. The new qualification process applied to all open tenders sets out our stall as a proud adopter of the Code of Practice, and encourages all of our suppliers to sign up in their own right. There is a dedicated section in all tenders linking suppliers to the Code of Practice Policy, and asking for information on sign up. There are new sections throughout our qualification document covering areas such as Employment Practices, Modern Slavery, Equal Opportunities and Blacklisting. Tenderers are required to answer a suite of questions, and provide details of any actions where they have been found to have acted unlawfully or have been prosecuted for non-compliance with legislation.

Service specifications drawn up with service areas are now designed so that we do not apply undue pressure on suppliers which might negatively impact their supply chain and employees. We are committed to paying all our suppliers within 30 days of a valid invoice, and now require all sub-contractors to be paid with the same terms. Tenders now include questions around supply chains paying a fair wage to overseas staff.

Looking to the future

Effective leadership and governance is essential to ensure the delivery of the council's Strategic Equality Plan, and this will remain a priority. A particular area of focus will be the development of effective delivery plans and performance frameworks which will allow for better monitoring of progress against our new Strategic Equality Plan throughout the year. We will also mandate equalities training for all staff.

Equality Data

Equality data is used by the council throughout its decision-making process and forms a vital part of how and why decisions are made to fulfil its public sector duties. This section will look at the role of our equalities data in two stages:

- Collecting data; how the authority collects data on Protected Characteristics, the Welsh language and Well-being of Future Generations
- Evaluating data; how the authority uses data through our internal processes, for example, our Fairness and Equality Impact Assessments

1. Collecting Data

Collecting accurate information about our employees and the public is key to delivering services which are inclusive, and responsive to individual need. Newport City Council collects equalities data in various ways, which goes on to inform the services we deliver.

A. Systems

As an authority, we have developed a range of systems which collect data, through our Customer Relationship Management (CRM) systems, and other databases linked to individual services. These systems allow service areas to build a picture and profile of their customers. This data is then utilised in developing service area plans and work programmes, and allows service areas to amend existing services where needed.

B. Consultations

The council regularly consults and engages with a variety of community groups, citizen panels and the public in general. We develop surveys and consultations based on needs for service changes, improvements or strategies that will affect the community. This year we have consulted on topics such as safety in Newport, attitudes towards migration, public complaints, the needs of LGBTQ+ young people, the setting of our budget and residents parking. Consultation methods have included face to face engagement sessions and bus wi-fi surveys, and this year we have received nearly 40,000 responses. During 2019/20 we also introduced compulsory demographic monitoring for all surveys and consultation exercises, which means we can now better understand the needs of people that share protected characteristics, and the differential impact of our proposals.

C. Community Well-being profiles

In line with the Well-being of Future Generations Act (2015), the council has completed and published our Community Well-being Profiles. The profiles are available on our website for the public, as well as internally on our intranet system for staff. These profiles provide a source of data across a number of different areas, including data on ethnicity, and are intended to be a resource for members of the public and officers within the authority. These profiles are also intended as an additional resource for staff when considering FEIAs.

2. Evaluating data

The Council use a range of processes which ensure that we use the data that we collect in a way that informs our planning, decision and policy making.

A. Fairness and Equality Impact Assessments

The completion of Fairness and Equality Impact Assessments at the outset of any decision or policy making process assists the council in evidencing that we are meeting our Equality duties, and, more importantly, using relevant equality data to ensure that any disproportionate impact is mitigated at

an early stage, and the best decisions for the public are made. The council has an integrated model of equality impact assessment, combining considerations around Equalities, Welsh Language, Well-being of Future Generations and the parameters of fairness set out by our Fairness Commission within a single process. FEIAs should be evidence based, drawing on internal and external data in order to support any findings.

B. Service Area Plans

Annual plans are produced by each of the council's service areas, and act as a key reporting mechanism in the delivery of our Corporate Annual Report, as well against our Wellbeing Objectives. Each Service area has a number of performance indicators relating to priority actions, as well as areas of risk which are updated on a quarterly basis. Risks are currently identified in relation to non-compliance with the Equality Act 2010.

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Workforce Data

The following workforce data shows information about the protected characteristics of our employees captured between April 2019 and March 2020. The data shows that at the time of reporting there were 5781 staff employed by Newport City Council.

It remains challenging to compare workforce data against national statistics due to differences in the way that data is collected by employee systems, compared to standard census data. There are also data gaps locally - for example, no information is currently available on the gender identity of employees, or on nationality – for example, no reliable figures are available in relation to people who define themselves as LGBTQ+ within the general population.

This data analysis has contributed to the setting of our new Strategic Equality Objective in relation to creating a representative workforce, which will be included in our Strategic Equality Plan 2020-24.

Key findings

A. Ethnicity

- 93.6% of the current staff identify their ethnicity as white – this includes white British, English, Welsh, Scottish, Irish, European and other white ethnicity
- 4.1% of the current staff identify their ethnicity as Asian, Black, Chinese and Mixed heritage/ethnicity, compared to a BAME population figure of 13%
- National data points to a general under-representation in the workplace for BAME men compared to White men (70.6% compared to 76.7%) and a greater disparity for BAME women compared to White women (69.9% compared to 43.8%)
- Of those leaving the organisation; 91.6% were White and 4.8% were of BAME background
- The largest group of people within the Black, Asian and Minority Ethnic groups leaving are of Mixed White and Caribbean heritage (6) and Black British – African (4)
- The largest group of people by BAME backgrounds joining the organisation are Asian or Asian British Pakistani (34), Asian or Asian British other (27) and Mixed white and Caribbean (26) and Mixed other (26)
- Of 9000 applicants for new roles during this time, 8001 applicants described their ethnicity as White
- 4.2% of the Newport population are Asian, compared to just 1.8% of the workforce
- 0.8% of the workforce are Black, compared to 2.1% of the population

B. Age

- Of 24 staff aged over 75, zero left the organisation during this period
- The highest percentage of an age group applying for roles within the organisation is those between 25-34, however our largest age group of staff is 35-44, making up over 27% of the workforce
- 25-34 year olds made up 27.6% of leavers, which was the highest percentage
- 1.73% of applications were made by people over 60 years old. 9.3% of the current workforce are aged over 60, and last year 14.8% of those leaving the organisation were aged over 60
- Less than 1% of applicants were aged 16-18 years old, whilst the current workforce of 16-24 year olds is 4.1% and over 8% of the leavers last year were in this same age group
- In 2019 across Wales, 25.6% of males aged 16-19 were unemployed and 21.6% of females
- 66.5% of the workforce is aged 16-49 and over 50-74+ make up 33.5%

C. Sex

- Of the current workforce 76.9% are female
- Over 70% of the staff that left last year were female
- 84.6% of all applicants for roles last year were female
- 51 people who applied chose to identify as, or not disclose their sex as 'unspecified'
- Across Wales in 2019 a gender pay gap of 13.5% still existed
- Newport as a local authority had a gender pay gap of 15.9% in 2019 (this is a similar statistic to neighbouring local authorities)

D. Marital Status

- Married people (47.3%) and single people (30.5%) make up the majority of the workforce
- 0.8% of the current workforce are widowed, compared to 1.1% leaving the organisation and 0.24% applying for roles
- 0.2% of the current workforce are in a civil partnership
- 5.8% of the current workforce did not answer or disclose their marital status, as did 2.38% of people applying for roles

E. Disability

- 2% of the current workforce are disabled, compared to a population figure of 15% for disabled adults of working age in Newport
- In 2019 in Wales 51.5% of disabled women and 53.9% of disabled men were economically inactive
- 2.7% of the leavers last year were disabled
- Data is not captured for any changes in impairments/disability once staff have started working within the organisation; data for people who started employment being disabled, but now identify as having no disability (and vice versa) is not currently captured within this report
- 'Not known' or left 'blank' accounts for 3.5% of current staff and 3.8% of leavers
- Disabled applicants for new roles make up 4.3% of the total
- 5.23% of applicants have listed 'Not known' or left 'blank' – in Wales, 16% of disabled women and 29% of disabled men have never disclosed or discussed their impairment or health condition with their employer
- 14.7% of the disabled workforce last year left the organisation

F. Sexual Orientation

- 1.1% of the current workforce identified as lesbian, bisexual or homosexual
- 4.8% of the current workforce selected 'prefer not to say' when asked about their sexual orientation
- 55.8% of the current workforce left this question blank
- 2.2% of those leaving the organisation are lesbian, bisexual or homosexual
- Of applicants for new roles, 4.25% are lesbian, bisexual or homosexual
- We are losing more LGB people than we are employing in each recorded category
- Heterosexuals make up more than 88% of applicants for new roles

G. Religion or Belief

- 12 people from 9000 applicants for new roles identified as Buddhist, Jewish or Taoist
- 51.8% of the current workforce chose to leave this answer blank
- The highest percentages of specified religion or belief in the current workforce are Christian Protestant at 10.8%, followed by 7.3% of people defining as Atheist
- The largest group identity (specified) for applicants to new roles was Atheist at 19.6%
- 1.1% of the current workforce are Muslim Shiite or Sunni, no Shiite Muslims left the organisation last year
- 9.7% of applicants selected 'other' as their religion or belief
- 1.4% of leavers last year were Sunni Muslims
- Data from our Wellbeing Profiles suggest that in 2011, 4.7% of Newport were Muslim

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Pay band by sex

Pay Band (£)	2018/19				2019/20			
	Male	%	Female	%	Male	%	Female	%
10,000-14,999	13	0.9	38	0.8	10	0.7	23	0.5
15,000-19,999	476	34.0	2130	42.9	450	31.7	1927	39.2
20,000-24,999	266	19.0	909	18.3	288	20.3	956	19.5
25,000-29,999	175	12.5	462	9.3	128	9.0	389	7.9
30,000-34,999	60	4.3	163	3.3	121	8.5	279	5.7
35,000-39,999	293	20.9	1020	20.5	109	7.7	390	7.9
40,000-44,999	24	1.7	41	0.8	191	13.5	695	14.1
45,000-49,999	14	1.0	53	1.1	16	1.1	43	0.9
50,000-54,999	17	1.2	32	0.6	17	1.2	46	0.9
55,000-59,999	12	0.9	25	0.5	8	0.6	27	0.5
60,000-64,999	9	0.6	13	0.3	9	0.6	16	0.3
65,000-69,999	6	0.4	14	0.3	6	0.4	14	0.3
70,000+	19	1.4	24	0.5	17	1.2	33	0.7
Not Known	17	1.2	42	0.8	49	3.5	74	1.5
Total	1401	100	4966	100	1419	100	4912	100

Contract type by sex

Contract Type	2018/19				2019/20			
	Male	%	Female	%	Male	%	Female	%
Permanent	1040	74.2	3493	70.3	1028	72.4	3499	71.2
Acting Up	11	0.8	42	0.8	6	0.6	31	0.6
Casual	148	10.6	400	8.1	145	10.2	368	7.5
Fixed Term	186	13.3	985	19.8	193	13.6	921	18.8
LTS Cover	2	0.1	3	0.1	1	0.1	2	0.0
Mat. Cover	3	0.2	5	0.1	0	0.0	4	0.1
Seasonal	6	0.4	30	0.6	5	0.4	29	0.6
Secondment	0	0.0	5	0.1	1	0.1	5	0.1

Sessional	5	0.4	3	0.1	40	2.8	53	1.1
Supply	0	0.0	0	0.0	0	0.0	0	0.0
Temporary	0	0.0	0	0.0	0	0.0	0	0.0
Total	1401	100	4966	100	1419	100	4912	100

Working pattern by sex

Working Pattern	2018/19				2019/20			
	Male	%	Female	%	Male	%	Female	%
Full Time	950	67.8	1579	31.8	946	66.7	1619	33.0
Part Time	442	31.5	3319	66.8	468	33.0	3232	65.8
Job Share	9	0.6	68	1.4	5	0.4	61	1.2
Total	1401	100	4966	100	1419	100	4912	100

Age profile (data from current staff and leavers)

Age Group	2018/19						2019/20					
	Employees	%	Job Applicants	%	Leavers	%	Employees	%	Job Applicants	%	Leavers	%
16-24	242	4.1	862	18.6	20	5.6	236	4.1			51	8.2
25-34	1301	22.3	1539	33.2	73	20.3	1243	21.5			172	27.6
35-44	1527	26.1	1016	21.9	77	21.4	1565	27.1			130	20.9
45-49	809	13.8	415	8.9	45	12.5	795	13.8			54	8.7
50-54	800	13.7	391	8.4	49	13.6	782	13.5			63	10.1
55-59	609	10.4	235	5.1	45	12.5	618	10.7			61	9.8
60-64	390	6.7	105	2.3	33	9.2	371	6.4			61	9.8
65-69	100	1.7	8	0.2	17	4.7	106	1.8			25	4.0
70-74	43	0.7	3	0.1	1	0.3	41	0.7			6	1.0
75+	21	0.4	0	0.0	0	0.0	24	0.4			0	0.0
Prefer not to say	0	0.0	68	1.5	0	0.0	0	0.0			0	0.0

Total	5842	100	4642	100	360	100	5781	100			623	100
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Age profile (applicants – categorisation of age range differs)

2019/20		
Age Group	Job Applicants	%
16-18	82	0.9
19-25	2178	24.2
26-35	2952	32.8
36-45	1956	21.7
46-60	1598	17.8
Over 60	156	1.7
Prefer not to say	78	0.9
Total	9000	100

Sex profile (biological sex, not gender identity)

Sex	2018/19						2019/20					
	Employees	%	Job Applicants	%	Leavers	%	Employees	%	Job Applicants	%	Leavers	%
Female	4492	76.9	6377	76.1	284	78.9	4448	76.9	6720	74.7	438	70.3
Male	1350	23.1	1956	23.3	76	21.1	1333	23.1	2229	24.8	185	29.7
Unknown	0	0.0	47	0.6	0	0.0	0	0.0	51	0.5	0	0.0
Total	5842	100	8380	100	360	100	5781	100	9000	100	623	100

Marital

Marital Status	2018/19						2019/20					
	Employees	%	Job Applicants	%	Leavers	%	Employees	%	Job Applicants	%	Leavers	%

Civil Partnership	8	0.1	39	0.8	1	0.3	11	0.2	70	0.7	3	0.5
Divorced	252	4.3	228	4.9	19	5.3	256	4.4	398	4.4	28	4.5
Living w/ Partner	532	9.1	737	15.9	36	10.0	550	9.5	1364	15.1	60	9.6
Married	2792	47.8	1463	31.5	182	50.6	2736	47.3	2886	32.1	279	44.8
Separated	80	1.4	100	2.2	3	0.8	88	1.5	169	1.9	9	1.4
Single	1774	30.4	1940	41.8	107	29.7	1761	30.5	3877	43.1	208	33.4
Widowed	49	0.8	16	0.3	1	0.3	45	0.8	22	0.2	7	1.1
Prefer not to say	37	0.6	63	1.4	3	0.8	39	0.7	131	1.5	9	1.4
Left blank	318	5.4	56	1.2	8	2.2	295	5.1	83	0.9	20	3.2
Total	5842	100	4642	100	360	100	5781	100	9000	100	623	100

Disability identity

Disability	2018/19						2019/20					
	Employees	%	Job Applicants	%	Leavers	%	Employees	%	Job Applicants	%	Leavers	%
Disabled	108	1.8	269	5.8	9	2.5	116	2.0	387	4.3	17	2.7
Not disabled	5526	94.6	4023	86.7	336	93.3	5459	94.4	8142	90.5	582	93.4
Unknown	46	0.8	109	2.3	8	2.2	49	0.8	136	1.5	4	0.6
Left Blank	162	2.8	241	5.2	7	1.9	157	2.7	335	3.7	20	3.2
Total	5842	100	4642	100	360	100	5781	100	9000	100	623	100

Sexual orientation

	2018/19	2019/20
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Sexual Orientation	Employees	%	Job Applicants	%	Leavers	%	Employees	%	Job Applicants	%	Leavers	%
Heterosexual	2241	38.4	4023	86.7	184	51.1	2526	43.7	7943	88.3	338	54.3
Homosexual	30	0.5	81	1.7	3	0.8	35	0.6	157	1.7	6	1.0
Bisexual	11	0.2	77	1.7	2	0.6	13	0.2	123	1.4	2	0.3
Lesbian	22	0.4	60	1.3	4	1.1	25	0.4	103	1.1	7	1.1
Prefer not to say	280	4.8	272	5.9	16	4.4	279	4.8	452	5.0	42	6.7
Left Blank	3258	55.8	129	2.8	151	41.9	2903	50.2	222	2.5	228	36.6
Total	5842	100	4642	100	360	100	5781	100	9000	100	623	100

Religion or belief

Religion/Belief	2018/19						2019/20					
	Employees	%	Job Applicants	%	Leavers	%	Employees	%	Job Applicants	%	Leavers	%
Agnostic	193	3.3	404	8.7	14	3.9	236	4.1	894	9.9	35	5.6
Atheist	348	6	899	19.4	27	7.5	420	7.3	1764	19.6	68	10.9
Buddhist - Hinayana	2	0	1	0	1	0.3	1	0	2	0.02	1	0.2
Buddhist - Mahayana	4	0.1	2	0	0	0.0	4	0.1	6	0.06	1	0.2
Christian - Orthodox	243	4.2	348	7.5	26	7.2	262	4.5	661	7.3	33	5.3
Christian - Protestant	579	9.9	726	15.6	26	7.2	622	10.8	1375	15.3	84	13.5
Christian - Roman Catholic	299	5.1	540	11.6	24	6.7	325	5.6	1039	11.5	43	6.9
Confucianism	0	0	1	0	0	0	0	0	0	0	0	0
Hinduism	2	0	17	0.4	2	0.6	3	0.1	52	0.6	0	0
Islam - Shiite	2	0	29	0.6	0	0	5	0.1	28	0.3	0	0

Islam - Sunni	49	0.8	188	4	7	1.9	57	1	294	3.3	9	1.4
Judaism - Orthodox	0	0	3	0.1	1	0.3	0	0	0	0	0	0
Judaism - Reformed	0	0	0	0	0	0	0	0	2	0.02	0	0
Prefer not to say	600	10.3	783	16.9	56	15.6	631	10.9	1442	16.0	88	14.1
Other	177	3	424	9.1	20	5.6	219	3.8	874	9.7	27	4.3
Sikhism	1	0	9	0.2	0	0	1	0	15	0.16	0	0
Taoism	0	0	2	0	0	0	1	0	2	0.02	0	0
Left Blank	3343	57.2	266	5.7	156	43.3	2994	51.8	550	6.1	234	37.6
Total	5842	100	4642	100	360	100	5781	100	9000	100	623	100

Ethnicity

Ethnic Origin	2018/19			2019/20		
	Employees%	Job Applicants%	Leavers%	Employees%	Job Applicants%	Leavers%
Asian or Asian British-Bangladeshi	0.4	1.1	0	0.4	114	0.5
Asian or Asian British-Indian	0.3	0.8	0.6	0.3	82	0.5
Asian or Asian British-Other	0.4	0.6	1.7	0.5	88	0.3
Asian or Asian British-Pakistani	0.5	2.1	0.3	0.6	147	0.5
Black or Black British-African	0.4	2.2	1.1	0.4	106	0.6
Black or Black British -	0.3	0.5	1.4	0.3	35	0.3

Caribbean						
Black or Black British - Other	0.1	0.3	0	0.1	11	0
Chinese or Other - Chinese	0.1	0.2	0	0.1	26	0.2
Chinese or Other - Gypsy / Traveller	0	0	0	0	0	0
Chinese or Other - Other	0.1	0.2	0.6	0.1	3	0.2
Mixed - Black African	0	0.1	0	0	14	0.2
Mixed-Other	0.4	0.9	0.8	0.4	41	0.2
Mixed - White & Asian	0.2	0.3	0	0.3	54	0
Mixed - White & Black African	0.2	0.5	0.3	0.2	26	0.5
Mixed - White & Black Caribbean	0.5	1.3	1.4	0.4	59	1
White - British	67.6	54.8	65.3	66.1	5080	62.4
White - English	1.7	2.2	1.4	1.9	255	1.8
White - Irish	0.6	0.6	0.8	0.7	31	0.3
White-Other	1.8	1.5	2.2	1.7	105	2.4
White - Other European	0.5	2	2.2	0.6	161	0.6
White - Scottish	0.1	0.4	0.3	0.2	17	0
White-Welsh	21.2	24.8	17.5	22.4	2352	24.1
Not Stated	0.3	0.6	1.1	0.2	0	0.5

Prefer not to say	0.2	0.6	0.3	0.2	42	0.6
Unknown	0	0.1	0.3	0	0	0.2
Left Blank	2	1.4	0.6	1.9	85	2.2
Total	100	100	100	100	9000	100

Ethnicity in Newport and Wales (from Wellbeing Profiles)

Ethnicity

	Newport	%	Wales	%
White; English/Welsh/Scottish/Northern Irish/British	126,756	87.0	2,855,450	93.2
White; Irish	769	0.5	14,086	0.5
White; Gypsy or Irish Traveller	84	0.1	2,785	0.1
White; Other White	3,416	2.3	55,932	1.8
Mixed	2,752	1.9	31,521	1.0
Indian	1,218	0.8	17,256	0.6
Pakistani	3,127	2.1	12,229	0.4
Bangladeshi	1,749	1.2	10,687	0.3
Chinese	600	0.4	13,638	0.4
Other Asian	1,292	0.9	16,318	0.5
Black African	1,499	1.0	11,887	0.4
Black Caribbean	782	0.5	3,809	0.1
Other Black	254	0.2	2,580	0.1
Arab	926	0.6	9,615	0.3
Other ethnic group	512	0.4	5,663	0.2

Supporting Documents and Information

Fairness Commission <http://www.newport.gov.uk/fairnessCommission/en/Full-Report/Full-Report.aspx>

Newport City Council: Welsh Language: 5 Year Strategy (2016). Available at: <http://www.newport.gov.uk/documents/Council-and-Democracy/Equalities-and-Welsh-language-/Welsh/NCC-Welsh-Language-Strategy-2017-2022.pdf>

Newport City Council: Strategic Equality Plan and Equality Objectives 2016-2020 (2016). Available at: <http://www.newport.gov.uk/documents/Council-and-Democracy/Equalities-and-Welsh-language-/NCC-Strategic-Equality-Plan-and-Equality-Objectives-2016-1.1-Eng.pdf>

Newport City Council Strategic Equality Plan: Annual Report 2016-17 (2017). Available at: <http://newport.gov.uk/documents/Council-and-Democracy/Equalities-and-Welsh-language-/Equalities-annual-report-2016-17.pdf>

Newport City Council Strategic Equality Plan: Annual Report 2017-18 (2018). Available at: <http://newport.gov.uk/documents/Council-and-Democracy/Equalities-and-Welsh-language-/Equality-Plan-Annual-Report-2017-2018.pdf>

For statistics and data reporting:

Newport City Council; Community Wellbeing Profiles 2019 <https://www.newport.gov.uk/documents/One-Newport/Profiles/Community-Wellbeing-Profile-2019-Newport-Population.pdf>

Chwarae Teg; 'State of the Nation 2019' https://chwaraeteg.com/wp-content/uploads/2019/02/SOTN2019_english.pdf

Chwarae Teg; Wales Gender Pay Gap: Updated Review <https://chwaraeteg.com/news/wales-gender-pay-gap-increases/>

Chwarae Teg; 'Society is the Disability' 2020 <https://chwaraeteg.com/wp-content/uploads/2020/06/Disabled-Women-and-Work-research-report.pdf>

Stonewall; LBGT in Britain – Work Report 2018 <https://www.stonewall.org.uk/lgbt-britain-work-report>

Office for National Statistics; Cultural Identity <https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity>

Office for National Statistics; Local statistics <https://www.ons.gov.uk/help/localstatistics>

Office for National statistics; Annual Survey of Hours and Earnings (ASHE) 2019 <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/adhoc/009953annualsurveyofhoursandearningsasheanalysisofjobchangersandstayers?.uri=employmentandlabourmarket/peopleinwork/earningsandworkinghours/adhoc/009953annualsurveyofhoursandearningsasheanalysisofjobchangersandstayers>

Equality Group Wales; Income Report 2018 <https://equalitygroup.wales/2019/01/30/income-reports/>

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Scrutiny Report

Overview and Scrutiny Management Committee

Part 1

Date: October 2020

Subject Annual Corporate Safeguarding 2019/20

Author Scrutiny Adviser

The following people have been invited to attend for this item:

Invitee:	Area / Role / Subject
Sally Ann Jenkins	Head of Children and Young Peoples Service
Mary Ryan	Head of Corporate Safeguarding

Section A – Committee Guidance and Recommendations

1 Recommendations to the Committee

The Committee is asked to

1. Consider the Annual Corporate Safeguarding Executive Summary report, to scrutinise and review the progress of the key priority work plans for both corporate safeguarding arrangements and the safeguarding specific teams.
2. Determine if it wishes to make any comment / recommendations to Cabinet regarding the report and the how the Council is managing corporate safeguarding.

2 Context

Background

- 2.1 Safeguarding, whether concerning children or adults is of paramount importance and accordingly occupies a high priority within the Council’s services.
- 2.2 Hitherto, reports on aspects of safeguarding responsibilities of the Council have been reported in the past to a joint Committee or individual Committees whom the relevant safeguarding matters relate to. This has been programmed for scrutiny on a regular basis annually.

- 2.3 Safeguarding is a complex topic in so far as safeguarding responsibilities are present in all aspects of Council Services and external life activities. The theme of safeguarding is therefore present in all aspects of Council Services, functions and duties. Due to the overarching corporate significant the Corporate Safeguarding and relating Individual Teams Key Priority Plans are being brought to the Overview and Scrutiny Management Committee.
- 2.4 This report combines the relevant portfolio areas for Committees with scrutiny safeguarding roles and enables the topic of safeguarding across the spectrum to be addressed at the same time.
- 2.5 The report firstly seeks to make Members aware of the scope and detail of the Council's safeguarding services and role of the Committee. The Committee's role will be to monitor the performance of each element of the service action plan provided and to comment on planned activity for the coming period. The overall aim is to ensure that the theme of "safeguarding" becoming fundamentally embedded within all aspects of council services.
- 2.6 In order to maintain and improve understanding of the services provided and roles associated with safeguarding, as Councillors and Scrutiny Members specifically, Members are asked to endorse the planning and future provision of suitable training through a range of opportunities.

Previous Consideration of Corporate Safeguarding

- 2.7 This is the third review of the annual corporate safeguarding report. Following a Welsh Audit Office Inspection in 2019 that the format and data presented within this report has required to be revised. Welsh Government are due to implement a change to the Quality Standards (Key Performance Indicators) which provide the basic benchmark of performance for local authorities who deliver care and support to the people of Wales. The new performance data sets will commence from 1st April 2020 and will report to Welsh Government in March 2021. Welsh Government will not be externally publishing this data for any Local Authority for the first year. This means that the collection and presentation in terms of "Safeguarding" data for members to be aware of and scrutinise currently, and in future reports, will change from this year's report and in forthcoming reports. These changes have resulted in a more detailed report than committee have previously received.
- 2.8 At the last Scrutiny Committee review in April 2019, the Committee made the following comments to the Cabinet:
- The Committee noted that some of the information received was out of date such as the VAWDASV training figures. It was recommended that in future annual safeguarding report reports contained up to date information on deadlines related to actions in the individual team plans.
 - The Committee requested that in future reports information was presented itself in a way that lends itself to scrutiny. For instance where possible using percentages instead of figures, and provide comparable data from previous years or other local authorities if that data is not available.
- 2.9 As Scrutiny is not a decision making forum, the Scrutiny Committee's review and subsequent comments / recommendations on this matter will be reported to the Cabinet for consideration and action.
- 2.10 As Elected Members, and Scrutiny Members, the Committee has an important role in considering the arrangements that the Council has in place for Safeguarding, Corporately and for those in direct contact with vulnerable groups.

3 Information Submitted to the Committee

- 3.1 Attached at **Appendix 1** is the Annual Corporate Safeguarding Executive Summary update. This report provides key information on the topic of “safeguarding” for members, provides information on how well the Council is achieving on its safeguarding arrangements, and provides a specific focus on the areas in which the performance is AMBER or RED.

4. Suggested Areas of Focus

Role of the Committee

The role of the Committee in considering the report is to:

- Establish whether associated key priorities and themes are appropriately addressed within the Action Plan (2020/2021) and planned actions are geared to meet the objectives within the timescale concerned.
- Determine whether there are any perceived areas of practice where objectives are not effectively addressed or met (both Corporate or within specific work plans of the Safeguarding Unit)
- Consider whether the structure for the Newport Safeguarding Unit Structure and Individual Teams Key Priority Plans is appropriate to meet the Council’s responsibilities for safeguarding matters.
- Consider whether an adequate monitoring and performance management framework and measures are in place to ensure an appropriate level of management on an ongoing basis and to consider possible arrangements for the Committee to implement.
- Consider the level of planning and future provision of suitable training through a range of opportunities for Members in their roles as Councillors and Members of Scrutiny Committees.

4.1 Suggested Lines of Enquiry

The following broad lines of enquiry have been adapted from the Centre for Public Scrutiny / Improvement and Development Agency ‘Safeguarding Children Scrutiny Guide’ as areas to consider when thinking about safeguarding both children and adults:

4.1.1 Partnership Working:

- Is the relationship between the Council and the Regional Safeguarding Boards (SEWSCB; GWASB; VAWDASVB) clear and working effectively to improve outcomes for children and adults?
- Scrutiny arrangements - Is the Scrutiny Committee for Partnerships aware of all relevant partnerships and are they included on their Forward Work Programme?

4.1.2 Quality and Performance:

- Is there evidence that learning from the regional boards leads to service improvement at system and frontline practitioner level? For example, how embedded and

integrated is the learning following Child Practice Reviews/ Adult Practice Reviews to local practice within Newport Social Services?

- How is the Council and the Regional Safeguarding Boards gathering and using the experiences of children, young people and families to inform improvements to safeguarding arrangements?
- Is there a robust assessment process in place for both children and adults who may have care and support needs and are outcomes well understood?

4.1.3 **Practice:**

- Are universal services supporting vulnerable children well and are there adequate and effective early intervention or prevention services in place for children and families? What safeguards are there to protect children and families from inappropriate child protection interventions?
- Are services reaching the most vulnerable groups e.g. children with disabilities, children in families affected by substance misuse, domestic violence or parental mental illness and children from refugee and asylum seeking communities?
- Do all Care and Support Plans contain specific, achievable, focussed outcomes intended to safeguard and promote the well-being of the person?
- Are these plans measurable and are those care and support plans for children identified in need of protection independently reviewed?
- What is the quality and frequency of supervision and training given to frontline staff? Does supervision routinely address safeguarding practice and performance?
- Role of Members – is the role for Members clear, and accountable?

Section B – Supporting Information

5 Supporting Information

5.1 The Corporate Safeguarding report includes the Corporate Safeguarding Action Plan 20/21 and the following Safeguarding Service areas within Newport City Council Individual Teams Key Data and Priority Plans;

- Adult Safeguarding
- Safeguarding / Quality Assurance (Local Designated Officer)
- Independent Reviewing Officers and Independent Conference Chairs
- Education Safeguarding
- Child Criminal Exploitation (Child sexual exploitation)
- Independent Reviewing Officer Team Plan

6 Links to Council Policies and Priorities

- The Annual Corporate Safeguarding report has links to both the *Aspirational People* and *Resilient Communities* Corporate Plan Commitments and the related Wellbeing Objectives:

Well-being Objectives	Promote economic growth and regeneration whilst protecting the environment	Improve skills, educational outcomes & employment opportunities	Enable people to be healthy, independent & resilient	Build cohesive & sustainable communities
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Corporate Plan Commitments	Thriving City	Aspirational People	Resilient Communities
Supporting Function	Modernised Council		

7 Wellbeing of Future Generation (Wales) Act

5 Ways of Working	Types of Questions to consider:
<p>Long-term The importance of balancing short-term needs with the need to safeguard the ability to also meet long-term needs.</p>	<p>Can the Officers provide actions to any of the Amber and Red</p> <p>Are there any long term trends developing that could affect how this plan is implemented to how the actions are prioritised?</p>
<p>Prevention Prevent problems occurring or getting worse.</p>	<p>How are you ensuring that the needs of the service users monitored and are taken into account when developing the long term strategy?</p> <p>The PRG recommended that education around proper recycling is important to increasing recycling rates, what is the Council doing to increase people's knowledge of how to recycle appropriately?</p>
<p>Integration Considering how public bodies' wellbeing objectives may impact upon each of the well-being goals, on their other objectives, or on the objectives of other public bodies.</p>	<p>How does the Council's implementation of the plan impact upon the services of other public bodies and their objectives?</p>
<p>Collaboration Acting in collaboration with any other person (or different parts of the organisation itself).</p>	<p>How are you using the knowledge / information / good practice of others to inform / influence the Council's work?</p>
<p>Involvement The importance of involving people with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area which the body serves.</p>	<p>How as a Council are we ensuring we are consistently seeking the views of those who are impacted through the implementation of the plan?</p> <p>While developing a long term strategy, how are you ensuring the diverse communities are involved in your decision making?</p>

8. Background Papers

Include all additional documents that are referenced in the report, and those that you have used as background reading. Hyperlink to online versions of them if available.

- [The Essentials - Wellbeing of Future Generation Act \(Wales\)](#)
- [Corporate Plan](#)

Report Completed: October 2020

Submission of Evidence to Scrutiny

Authors: Head of Corporate Safeguarding
 Consultant Social Worker- Safeguarding

Date: February 2020

EXECUTIVE SUMMARY- Corporate Safeguarding (2019- 2020)

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Submission of Evidence to Scrutiny

Authors: Head of Corporate Safeguarding
Consultant Social Worker- Safeguarding

Date: February 2020

Corporate Safeguarding (2019- 2020)

Purpose To, present the annual corporate safeguarding report, which monitors, scrutinises and objectively plans on the theme of “*safeguarding*” being fundamentally embedded within all aspects of council services, functions and duties.

To provide Scrutiny with essential and key information to allow effective scrutiny of the Councils’ safeguarding practice.

To update Cabinet members on the work undertaken to improve arrangements for safeguarding and protecting children and adults who require specific Council services and to ensure that these arrangements are effective.

The Committee is requested to scrutinise and review the progress of work plans for both Corporate Safeguarding arrangements and the safeguarding specific teams.

Summary This is the third review of the annual corporate safeguarding report. The committee are advised that following a Welsh Audit Office Inspection in 2019 that the format and data presented within this report has required to be revised.

The committee are also advised that Welsh Government are due to implement a change to the Quality Standards (Key Performance Indicators) which provide the basic benchmark of performance for local authorities who deliver care and support to the people of Wales. The new performance data sets will commence from 1st April 2020 and will report to Welsh Government in March 2021. Welsh Government will not be externally publishing this data for any Local Authority for the first year. This means that the collection and presentation in terms of “Safeguarding” data for members to be aware of and scrutinise currently, and in future reports, will change from this year’s report and in forthcoming reports. Authors of the report have attempted to be clear in terms of the data we currently provide and what the future reporting requirements will be from April 2020 onwards to Welsh Government.

These changes have resulted in a more detailed report than committee have previously requested to receive, however, members are respectfully reminded that scrutinising the full safeguarding portfolio of duties and responsibilities is a corporate requirement and will therefore result in a lengthier report being provided.

Proposal To scrutinise and review the progress of “safeguarding” being embedded within Council services, and to scrutinise and review the effectiveness of the proposed work plans for both corporate safeguarding arrangements and the safeguarding specific teams.

1. Background

1.1 The Corporate Safeguarding Report was established in 2015 with the objective of reporting on Newport’s performance based on the recommendations from The Wales Audit Office ‘Review of Corporate Safeguarding Arrangements in Welsh Councils’ (2014), in addition to bringing together all of the other safeguarding reporting strands across the council into one safeguarding reporting route. The Learning, Caring and Leisure Scrutiny Committee ratified the initial Corporate Safeguarding Annual Report and Action Plan in April 2015. Since restructuring within the Council this report has since been reviewed by the Overview and Scrutiny Management Committee.

1.2 In 2018 the Scrutiny committee had requested that future reports were reduced in respect of the topic of Safeguarding and formatted to present only strategic and key priority performance based updates for members to scrutinise and review. This format request previously accepted for the report of 2019-2020, the Welsh Audit Office (WAO) follow- up review of Corporate Arrangements for Safeguarding undertaken in June 2019 clearly emphasised that as a Council our annual Corporate Safeguarding Report “*does not currently reflect the considerable range of Safeguarding activity that the Council undertakes*” (p14). In order to be fully compliant with WAO recommendations, the annual report would need to-

- provide the full range of service-based performance data with comparative performance data which can be benchmarked (where possible and appropriate);
- specific data relating to key personnel data (ie. training, safe recruitment, DBS) should also be reported on as standard as a corporate priority and should not be removed from scrutiny/ review;
- conclusions of internal/external audit/inspection reviews should always be presented;
- the performance of contractors and commissioned services on compliance with council safeguarding responsibilities should be presented (where possible and appropriate).

1.3 The Performance and Improvement Framework (Welsh Government) are also introducing a revised set of quality standards which will replace the current performance indicators we report on through the Annual Director’s Report for Social Services. These standards provide the basic benchmark of performance for local authorities who deliver care and support to the people of Wales, this means that the “Safeguarding”

specific data we are required to report on as a council will change and therefore require to be reflected within this annual corporate safeguarding report moving forward also.

Members are reminded that within this report they are provided with data from the Annual Director's Report for Social Services for contextual purposes, there are presently only 3 **specific** "safeguarding" quantitative measures, under the revised set of quality standards there will be an increase to 26 specific "safeguarding" quantitative measures.

1.4. The committee are advised, in order to assure and improve the accountability for corporate safeguarding arrangements across Newport City Council, all future reports to scrutiny committee will comprise of the following information. A council-wide set of performance and information as identified by the WAO recommendations; presentation of the Welsh Government Key Performance measures for Safeguarding specifically, local indicators/ measures from the teams comprising the Safeguarding Unit, and the presentation of any identified risks/ challenges likely to be encountered within the authority and the actions available to mitigate these risks.

1.5 The data presented within this report is the most up to date available. Often the reporting cycles for the varying teams across the service areas are collated and reported at different periods, where there are variations between Year to Date (YTD), whole year data (i.e. 1st April 2017- 31st March 2018), or snapshot data (i.e. Numbers as at 31st December 2018) this is indicated.

Where possible the data for the last 3 years is prepared for scrutiny with an accompanying narrative provided to support understanding on the activities, incidents and performance where there may have been a rise/ fall/ no change in the figures. Members are advised that the 3 years of performance data has not always been possible to present and this may be due to;

- a) a change in the key performance indicators- no longer collecting the data after a certain period and therefore it is not reportable
- b) new performance indicators being introduced resulting from regulation change and introduced to a work plan within the last submission year, therefore, data has only been collected from a certain date
- c) a new project or development has been introduced so data is only available since commencement of the initiative

Benchmarking data is limited currently due to Welsh Government; published data is the only data that can be accurately benchmarked. Therefore, when the performance measure changes in the Annual Director's Report for Social Services were first implemented in 2017 these were not nationally published in the first year, therefore, benchmarking for the 3 years for the 3 safeguarding specific indicators is not possible as the data is still not fully available. The forthcoming agreed changes in data collection for performance measures from April 2020 for safeguarding are implemented there will then be the opportunity for a more robust data set to be scrutinised with our performance being benchmarked against other local authorities and in terms of our own performance.

1.6 It is likely that this change in report format will result in a lengthier report. The presentation of the required data and information through varying reporting styles (i.e. graphs, extracts) will assist in reducing page volume but will also aid members in accessing the report and its content.

1.7 Newport City Council remains an active member of the “Gwent Safeguarding Board”, which is an amalgamation of the two former specific regional boards; the South East Wales Safeguarding Children’s Board (SEWSCB) and Gwent Wide Adult Safeguarding Board (GWASB). Newport continue to host the regional Violence against Women, Domestic Abuse and Sexual Violence (VAWDASV) team and work closely with the regional Partnership Board (VAWDASVB).

1.8 Newport officers are involved at all levels of the work of the three boards. Heads of Children and Adult services are members at both Board’s, the Head of Corporate Safeguarding for Newport chairs the Business Planning meeting for both boards and also chairs the local safeguarding network meetings in Newport. The local safeguarding practitioner network meet in Newport bi monthly and is attended by all partner agencies working across Newport for Adults, Children and specialist services. The local safeguarding network also arranges 2 practitioner events per year, which is open to all practitioners in Newport. The events update practitioners on all local and regional developments such as learning/messages from Child/Adult practice reviews, new services and local developments, as well as introducing updated policies and/or procedures.

2. Scrutiny Recommendations (2018/2019)

2.1 *“The Committee noted that some of the information received was out of date such as the VAWDASV training figures. It was recommended that in future annual safeguarding reports contained up to date information on deadlines related to actions in the individual team plans”.*

This recommendation has been duly noted and accepted. Wherever possible the most up to date performance data is provided. However, members are reminded that where data returns for Welsh Government/ Welsh Audit Office/ Estyn purposes are required these are collected and submitted at certain periods and therefore the data may only be available until a specific period/ quarter currently. For example, some work plans may be able to provide year to date figures however other work plans may only be able to present their data based on figures “as at 31st December 2019”, this is due to both the type of statistical data they present and the governance on whom they report their data too.

2.2 *“The Committee requested that in future reports information was presented itself in a way that lends itself to scrutiny. For instance where possible using percentages instead of figures, and provide comparable data from previous years or other local authorities if that data is not available”.*

This recommendation has been duly noted and accepted. This report has provided comparable performance data from the previous three years (where this has been possible) in relation to our in-house safeguarding performance. As advised, in future reports the possibility to then benchmark with other local authorities will be possible as the “safeguarding” specific performance data will increase from the current three reportable measures and will be published data. Members are advised that when the local authority officially reports to Welsh Government, Welsh Audit Office, etc. figures are the requirement. This report will provide both the actual figures in addition to conversion to percentages or

presentation in graphs, etc. The authors hope that this will aid Members in accessing the volume of information and data whilst ensuring they have the exact figures for accurate scrutiny and assurance purposes.

3. Internal/ External Audits and Inspection Findings (2018/2019):

3.1 There have been 5 external audits/ inspections in this period and 1 internal audit. In all cases the inspection findings have been reasonable/ good.

3.2 The “Adults at Risk” internal audit (October 2019)

Adults at Risk Audit Review- In October 2019 an internal audit review to examine and evaluate the controls in place to ensure that the safety and well-being of those identified as being “adults at risk” is managed in accordance with the relevant legislation. The audit identified “*a number of strengths across all of the areas reviewed and, overall, the day to day operation of the Adult Safeguarding Team was found to be well managed*”.

A weakness that the review identified related to the time taken to undertake strategy meetings. The audit acknowledges that it is often the complexity of the multi-agency professional attendance as a requirement at the meeting which causes the delay rather than the safeguarding team completing the task- this is an issue which will be raised as a wider issue with partner agencies through the Gwent Safeguarding Board. Positively within this audit no critical risks were identified and a ‘**Good**’ assurance rating which reflects that the administrative systems reviewed are well controlled”).

3.3 The review of the Welsh Audit Office Follow- up review of Corporate Arrangements for the Safeguarding of Children, Newport City Council (June 2019)

The external audit findings were issued and concluded the following:-

“Overall, we found that the council has acted on all our previous recommendations and proposals for improvement, however aspects of some remain to be fully addressed”. There were eight recommendations in total and of these three recommendations which were identified as partially addressed, members are advised that actions to address these three identified recommendations have either already been addressed or continue to be addressed as part of the on-going corporate safeguarding work plan. It is from these partially addressed recommendations that members are advised that this current year’s report and all future reports will present additional data and information for them to scrutinise to allow them to effectively quality assure that the Council is meeting its duties and that safeguarding embedded within its culture. Positively the review found that “*The Council considers Safeguarding to be an important area of its corporate activity and its ethos is that ‘Safeguarding involves us all’.*”

3.4 *The Care Inspectorate Wales undertook a focussed activity within Adult Services in August 2019*

Focussed on citizens over 65 years old who stayed at home after intervention from integrated services and who had a care and support plan. Findings, detailed positive interaction with citizens with their individual voices reflected within the care planning, staff positively supported by managers with training opportunities.

3.5 *The Care Inspectorate Wales undertook a focussed activity within Information Advice and Assessment in March 2019, with findings reported in May 2019.*

The focus of the activity was the authority's Information Advice and Assessment arrangements in relation to children and adult services, including the pilot adult and children safeguarding Hub. Findings for both children and adults identified clear processes for citizens; the co-location of the Police and early intervention and Domestic abuse services was identified as a positive and productive use of officer's time to ensure immediate safeguarding when required.

3.6 *The pilot Joint Inspectorate Review of Child Protection Arrangements (JICPA) City of Newport*

The Joint Inspectorate Review of Child Protection Arrangements (JICPA), Pilot: City of Newport- Between 2 and 6 December 2019, Care Inspectorate Wales (CIW), Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS), Healthcare Inspectorate Wales (HIW), Her Majesty's Inspectorate of Probation (HMIP) and Estyn carried out a joint inspection of the multiagency response to abuse and neglect in Newport. This inspection focussed on an evaluation of how local services responded to child exploitation (including at risk of sexual and criminal exploitation). Newport was the pilot city for the new inspection arrangements in Wales. This JICPA included an evaluation of the 'front door' by considering how effectively partners responded to referrals about children who may be in need of help, care and/or support or at risk of significant harm (exploitation). In Newport, all enquiries or concerns about children are progressed through the local Authority safeguarding hub, which is comprised of Police and local authority personnel. In addition, inspectors undertook a more detailed analysis into the effectiveness of services for a group of children who have experienced or who are at risk of exploitation (deep dive) within the community. Finally, inspectors evaluated the effectiveness of the multi-agency leadership and management of safeguarding work.

Newport City Council as an organisation, the inspection was positive and highlighted that there was evidence of effective joint working in place in how our own departments work with one another as well as how we work effectively with external/ partner agencies (i.e. Police, Health).

"We found children's services senior managers communicate effectively with their staff, there is a supportive, open and non-blaming culture set by the head of service. This means practitioners feel 'safe', with sharing of risk decisions. Newport is a learning organisation; innovative thinking was recognised and managers were actively testing new ways of working... There was effective joint-working between school leaders through established groups such as the 'managed moves' group, and more recently, the involvement of multi-agency leaders at the 'School

Exclusion and Exploitation Partners' group and the 'Serious Organised Crime' group. These initiatives complement and support the authority's vision very well in protecting children who are at risk of exploitation." (p4 Newport JICPA Feedback letter).

Also of key importance, which members' attention is drawn to is the comment by the inspectors that,

"Children told us they had been able to form good relationships with professionals working with them from across a range of agencies. We were told about some social workers having long- standing relationships with young people. Research points to the importance of young people having strong relationships with a key individual, so this is a significant finding" (p8).

Recognition by inspectors of the development and implementation of the risk assessment tool for child exploitation, as part of multi- agency practice was positive. Along with the authority's new ways of working which include, the safeguarding hub model and the authority's changing approach (supported by members through strategy) to how children's homes support young people enhancing the current internal residential children home provisions were identified as positive and progressive during this inspection.

There were a number of areas for improvement for every agency to consider in response to the inspection findings, in terms of 'safeguarding' specifically. Those actions identified will be incorporated into either the corporate safeguarding action plan or the individual work plans of the teams within the safeguarding unit once the inspection action plan has been ratified and agreed by JICPA.

4. Developments this year

4.1 Safeguarding Champions

The role of the "Safeguarding Champion" was successfully launched in January 2019, with every council service area ensuring that there has been representation for their service area in attendance both training and forums. The "Safeguarding Champion" role identified as a key strength within the W.A.O inspection (June 2019). Champions have been effective in circulating key safeguarding communications throughout the year across the service area's they represent and have been beneficial in ensuring that those harder to reach staff/ teams/ sites (i.e. those working in sites with no intranet access; shift working; etc.) are identified and ensure materials and information is made available to them. The champions have also been involved in providing feedback regarding the Council's Corporate 'Safeguarding Involves Us All' Policy relaunch held in safeguarding week in November 2019 and in the development of the e-learning mandatory safeguarding training, which all employees must undertake. The 'champions' role has been positively received by service areas to date and has not been reported as time consuming by any of the participants.

The Safeguarding Champions role this year (2020/ 2021) will be utilised to support the roll out of the safeguarding self-assessment tool and disseminating the message and policies such as where volunteers (paid or unpaid) / chaperones/ mentors/ use of contractors are utilised within their service area that the correct checks and assurances are in place.

4.2 Launch of e-learning basic safeguarding mandatory training for all employees

Mandatory basic safeguarding training for all employees and elected members identified within the corporate action plan for 2018/2019. The e-learning package content has been fully developed and ratified, the initial plan had been to launch during safeguarding week in November 2019. This would cover all new starters commencing employment with Newport City Council and replacing the current “Safeguarding” presentation learning as part of the Corporate Induction via page tiger. Unfortunately, there has been a delay in People and Organisational Development (POD) availability to develop the e-learning package and implement on the NHS learning platform, and allow time for testing by a group of Safeguarding Champions for quality assurance purposes. All issues are now resolved and the e-learning mandatory training will be made available for all new starters from 1st April 2020.

All current employees and elected members will be expected to complete the mandatory training within the next 9 months. A series of face-to-face sessions based on the e-learning will be arranged with the social services training department during this period for those staff who do not have access to the intranet.

The delivery of the training will be recorded similarly to the VAWDASV compulsory level 1 training. The data in relation to this training will be reported annually within this report and service areas will be scrutinised where staff have not completed the training. The utilisation of the safeguarding champion role to disseminate and assist with compliance

By ensuring, that basic safeguarding training is mandatory and completed by all employees, volunteers and elected Members of Newport City Council it affirms the Council’s commitment to its ethos that “Safeguarding Involves Us All”.

We are also developing a tiered safeguarding training framework for all employees, which will set out the specific safeguarding training required for their role, Members referred to future development and the Corporate Safeguarding Action Plan for this work.

4.3 Launch of “Caring for someone else’s child” website pages (Newport.gov)

To align with the Council’s Fostering Campaign “20 Reasons to Foster in 2020” the identified work of the Corporate Safeguarding Action plan to host information on the Council’s website regarding “Are you caring for someone else’s child” was synthesised by the Children’s Service Management Team in order to ensure there was no repetition of work or overlap. Therefore, the “20 reasons to foster in 2020” working group have devised landing pages on the Newport.gov.uk website which will host the suggested information identified by the Corporate Safeguarding Action Plan in terms of Private Fostering; Special Guardianship Orders; Friends and Family Carers; Information for Young People. Hosting this information on web-based platforms is a legal requirement under the new Special Guardianship (Wales) Regulations (2018). The Council will be compliant in this respect, but acknowledges that harder to reach and vulnerable groups need to be considered in the accessibility of this information and the communication. The marketing team for the “20 reasons to Foster in 2020” would have assessed this within their equalities

and impact assessment to ensure that all Newport citizens are considered in ensuring this information is being effectively communicated. The launch of these pages on the Newport.gov website will occur in April 2020.

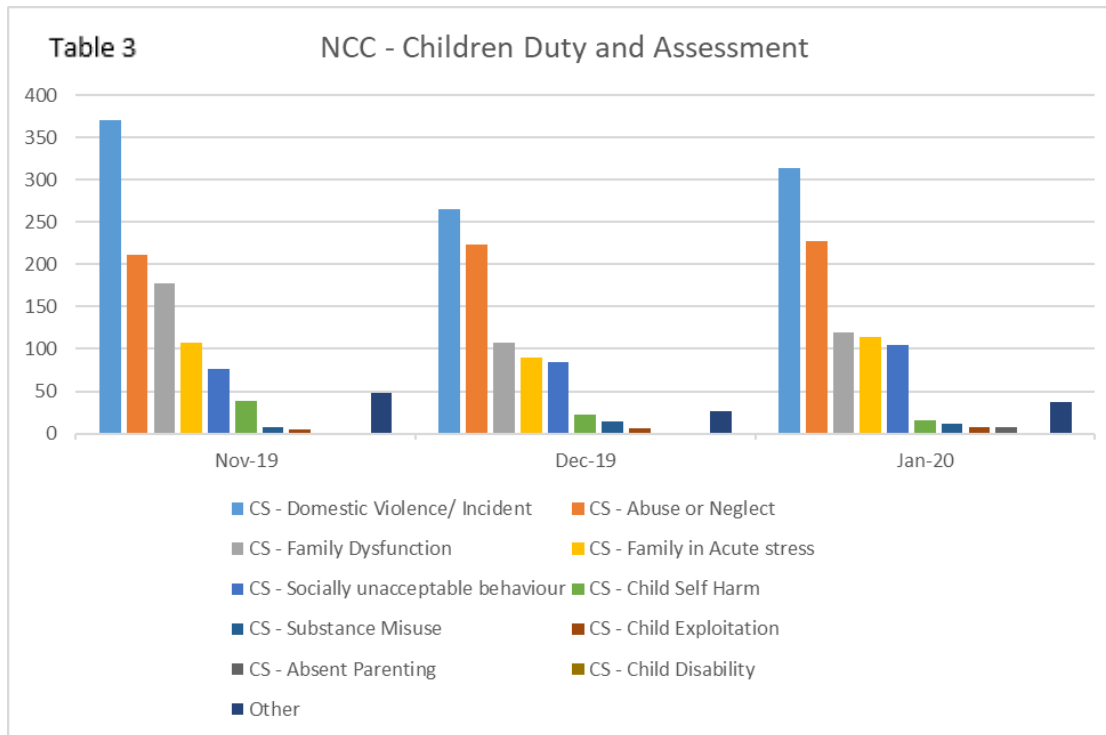
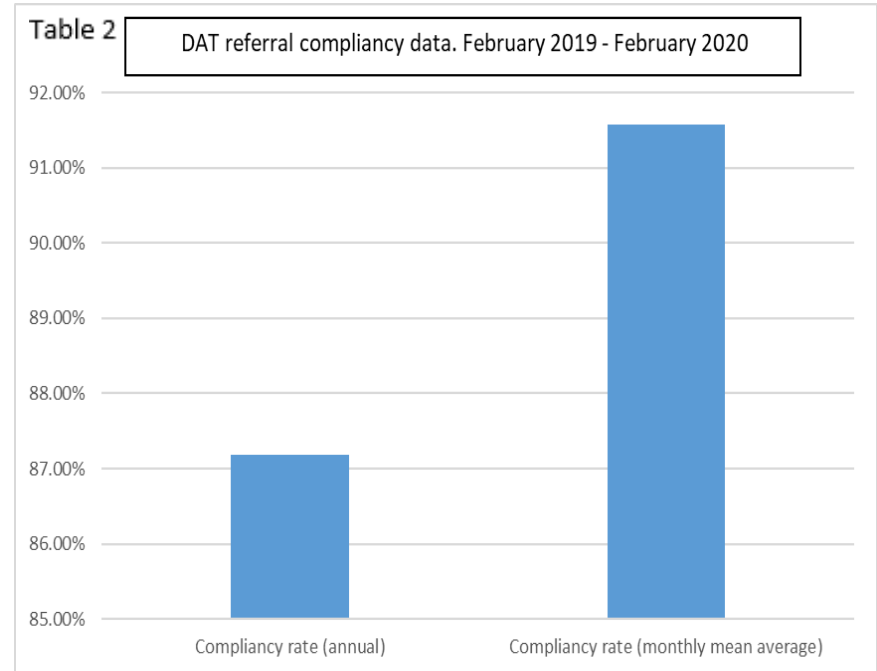
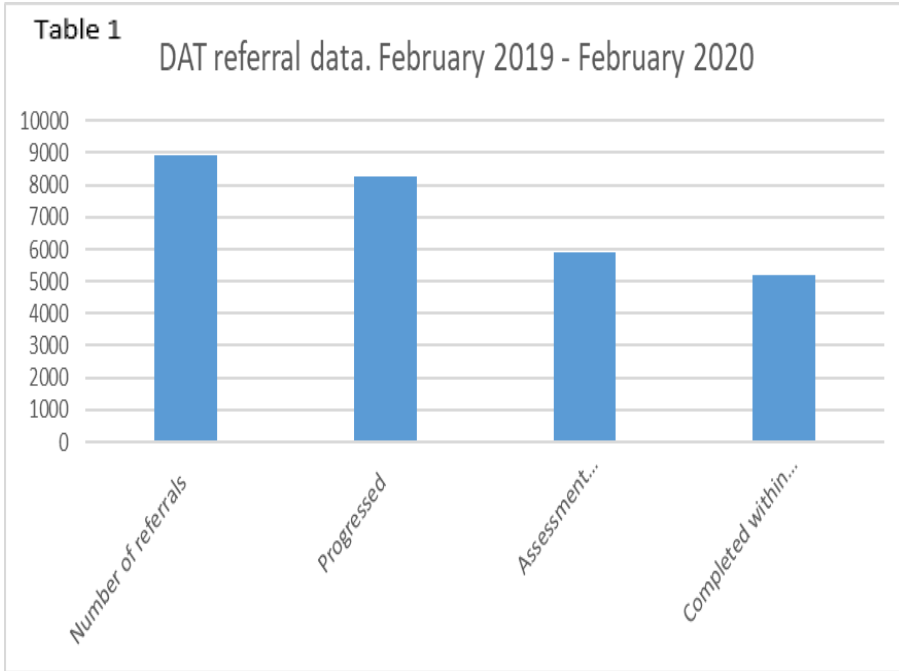
5. Newport Safeguarding Hub update

5.1 The Newport Safeguarding Hub is no longer a pilot and is the authority's 'front door' process. The co-location of Police and Social Services personnel enables sharing of immediate information and improved and timelier decision making for safeguarding children and adults. It remains clear that the safeguarding Hub, would be further enhanced with an improved interface between Health and Education representatives. These agencies report issues of co-location are due to resource availabilities. Wider partnership co-location in the hub such as the Early Intervention Team responding to PPN's (police notifications) where the decision was made for 'No further action' by social services, was identified as strong practice in the recent JICPA (joint inspection) commenting that,

"In only 7% of cases was a re-referral made for these children and families and only 6% of cases were escalated back to the hub. This is an indicator this system is working effectively to identify and prevent needs escalating".

The current effectiveness of the "adult at risk" safeguarding process is robustly under review as there are two referral pathways presently through both the safeguarding Hub and First Contact Team. This is an area of stress/ risk which has been highlighted within the "adults at risk" team plan and highlighted in the reliability of the data coming from two sources for the number of 'duty to enquire' referrals received within the authority and which team/ pathway should manage the process, and ensures progress is then being met within regulatory timescales. The single pathway for adults will streamline the process that all 'adult at risk' safeguarding enquiries come through one point of access and determine the initial action. This may see a rise in the number of safeguarding enquiries over the 12 month period, but will result in accurate data rather than the figures coming from two referral pathways (First Contact Team and Adult Safeguarding Team). This proposal is yet to be fully considered and authorised by the Head of service.

The quality measures (performance indicators) for the Safeguarding Hub (Pilot) were not linked to the Corporate Safeguarding Report at the time of the last annual report as the Hub Pilot was awaiting an external review. The Safeguarding Hub is the front door into the structure and practice of both Adult and Children's Services, the quality measures expected of the Hub will be those determined by the revised set of quality standards for Welsh Government. The hub as a whole will be required to report on standards in addition to safeguarding specific measures (i.e. Information, Advice and Assistance (referral) measures; Advocacy; provision of services) however, and will be reported outside of the annual corporate safeguarding report.



Tables 1 and 2: The compliancy rate over the duration of the year is **87.19 %** however, the monthly mean average calculates at a compliancy rate of **91.57%**. *What this means*: These figures indicate that the safeguarding hub in relation to decision- making and progression to an assessment **within timescale** on Children’s referrals are effectively met.

Unfortunately, data on the numbers of referrals on the previous year cannot be provided for comparison purposes due to a different reporting measurement at that time.

Table 3: Members are provided with snapshot data for a 3 month period on Children’s Services **referral types** for the hub team specifically. *What this means*: They will see that the majority of “reason for referral” are in relation to ‘Domestic Incidents’; ‘Abuse and Neglect’; ‘Family Dysfunction’, this data is in-keeping with trends already identified for the Newport demographic and affirms that strategies and projects in place through the hub are meeting the identified needs for our citizens (i.e. Operation Encompass; use of Preventative services within the hub model- i.e. referrals to family group conferencing).

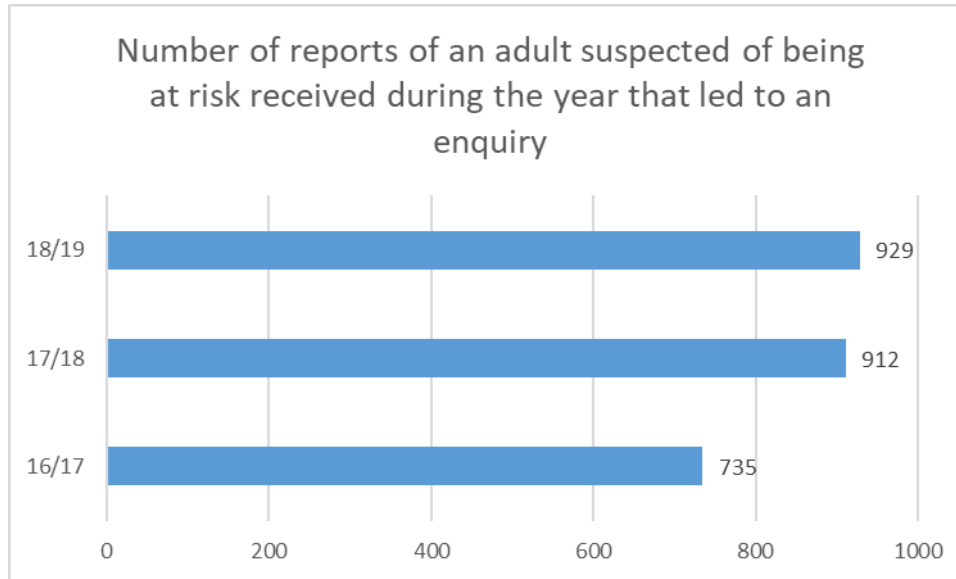
For Members awareness they are advised of a new quality measure we will be expected to record from April 2020:

*“The number of physical punishment by parent/ carer is a factor” and the “number physical punishment by parent/ carer is the **only** factor”,*

This new quality measure is aligned to The Children (Abolition of Defence of Reasonable Punishment) Wales Bill, which assembly members voted in favour of in January 2020 and is now in the final stages before receiving royal assent from the Queen and becoming law (anticipated implementation 2022).

Under the bill, the Welsh Government will change the law to end the legal defence of "reasonable punishment", therefore, meaning that parents/carers who have previously smacked their children may now face criminal prosecution for common assault. The legislation will give children the same protection from physical punishment as adults and protect the rights of children; Wales will join 55 other nations (including Scotland) in implementing legislation which seeks to end physical punishment for children.

6. Adults at Risk data



6.1 The total number of adult protection referrals received in 2017/18 was 912. The total number of reports of an adult suspected of being at risk received in 2018/19 was 929. This represents a rise of 17 referrals and a percentage rise of 2%. The projected figure, for this year 2019/20, for the total number of reports of an adult suspected of being at risk is 937 referrals, a further percentage rise of 1%. For further analysis, members are referred to page 28, in relation to Adult Safeguarding team plan.

7. Operation Encompass

Operation Encompass is a police and education early intervention safeguarding partnership. Police inform relevant primary and secondary schools of any incident of domestic abuse, which is experienced or involves a child or young person. This approach enables the reporting to schools (before the start of the next school day) incidents where a child or young person has been involved in or exposed to domestic abuse.

Newport was the pilot area commencing in December 2018, since this time the project has gone live across the Gwent region in March 2019. A review of the project was undertaken in June 2019 and found that in terms of :

“Partnership working’ 43% of Designated Safeguarding Professionals stated ‘Operation Encompass’ improved partnership working, strategy discussions and joined up approaches, specifically the alignment with missing children reports

‘Quality of referrals’- The additional information provided by Operation Encompass has enabled referrals from schools to meet safeguarding thresholds reduced duplication of the same incident and subsequently improved the quality of multi-agency referral forms (MARFs).

VAWDASV: 47% of schools are more aware of the prevalence of domestic abuse; which also supports the requirements of the Violence Against Women, Domestic abuse and Sexual violence (VAWDASV) whole school approach guidance under the VAWDASV Act 2015, and ACE’s training.

Awareness: Head Teachers stated they are more aware of children not previously on their radar”.

Operation Encompass Statistics for February 2019- July 2019 (most up to date at time of report publication as collated by Gwent Police)

	No. Occurrences	No. Children	Compliance rates	Level of risk per Child		
				High	Med	St'dard
Gwent	1119	1965	59.4	89	551	1325
Breakdown: Local Authority						
Newport	366	614	63.4	45	231	338

Between April 2019 and December 2019 Encompass alerts were received for **2313 Newport children**; 400 of these were repeat victims of domestic abuse. 45% of the 377 high-risk alerts received across Gwent were in Newport.

Gwent Police have recorded high levels of domestic incidents in Newport for a number of years. Therefore, when the number of reported incidents involving children and the notification process to schools via Operation Encompass was being trialled Newport was likely to have one of the highest number of reported occurrences in comparison to the other four local authority areas in Gwent.

Since the project started within Newport, the operation has been well received with the benefits of the early notification being received for both the learners and staff being acknowledged. There are areas for improvement planned from April 2020 regarding process management with Gwent Police introducing a direct alert notification to the schools rather than through the Newport Safeguarding Hub (as current process) and developing closer working between Education and Preventions regarding domestic abuse, linking Early Intervention Prevention support and

school support for children directly. This collaborative early intervention approach shows another safeguarding practice within Newport City Council illustrating our commitment to “Safeguarding Involves Us All”.

8.DBs in Education checks completed over 3 years

8.1 We conducted a review of Education staff in relation to current checks for the Disclosure and Barring Service procedures, to ascertain with People and Organisational Development (POD) a scoping exercise of numbers of staff with a DBS over 3 years old. The information will be prepared for the Senior Leadership Team in terms of recommendations for central education and schools in general for consideration. Central Education have agreed for 3 yearly DBS checks for all staff. The wider discussion with the senior leadership team will consider recommendations for schools. (NB. the figures presented do not include volunteers/ chaperones as this data was not available at the time of the report being completed; once a centrally held register is compiled for volunteers and chaperones this key personnel data will be available).

DBS in Education over 3 years old where a re-check is not automatically completed

Date check due	Schools	Education	RIH	TOTAL	COST
2018/19	2,176	130	155	2,461	123,061
2019/20	291	37	16	345	17,229
2020/21	326	29	8	362	18,116
2021/22	339	33	12	384	19,195
	3,132	229	191	3,552	177,600

Each DBS check costs an average of £50 and requires Employment Services to issue the check and then for the line manager to verify the identity documents for the employee. Initial consultation with Service Manager’s (Social Services and Education Services) advocated and recommended that a corporate adoption of 3 yearly re-checks of DBS for **all** employees becomes a corporate mandatory requirement with a centralised system managed by People and Organisational Development.

The DBS status of employees and volunteers where a DBS is required in order to fulfil a position (whether paid or on a voluntary basis) should be viewed as standard practice across **all** service areas. This would be in-keeping with our ethos that “Safeguarding Involves us all” and fulfilling our safeguarding obligations in terms of assuring the suitability of those working with our children and citizens in Newport.

It is therefore proposed as a recommendation of this report to Scrutiny that initially support is given to the proposal that 3 yearly re-checks of employees within Education Services are made mandatory within Corporate Policy and managed via a centralised system by POD (as they are within Social Services).

This requirement for re-checks of DBS every 3 years for ALL employees across **all** council service areas (to include re-checks of volunteers/ mentors/ chaperones/ etc.) will need to be approved by the Senior Leadership Team and go before Cabinet for endorsement and inclusion within the DBS and Safer Recruitment Policies, and Corporate Safeguarding Policy Suite.

It is acknowledged that there would be both resource and financial implication costs associated with both;

Phase 1, Education re-checks,

Phase 2, all other employees where a DBS is held and re-check required, however members are asked to balance this against the corporate duties and obligations to ensure that safeguarding checks for those employed to work with children and adults at risk are being effectively safeguarded.

9. Future work and areas of stress/ risk

9.1 There are three specific areas of stress/ risk in this period for Members to be aware of:-

- The first in relation to the resource and financial implications of the DBS re-checks both within Education Services also on-going management of this process across the wider service areas.
- Secondly, Adult and Children Services will be required to manage the practice and process changes in relation to the launch of the Wales Safeguarding Procedures. These will include; “Safeguarding allegations/ Concerns about Practitioners and those in positions of trust”- Managing Professional Concerns; and changes from Deprivation of Liberty Safeguards (DoLS) to Liberty Protection Safeguards (LPS) being implemented all within a 7 month period (April- October 2020).
- Thirdly, corporate compliancy rates in relation to mandatory safeguarding training requires improvement, specifically for the VAWDASV training, which remains low for the organisation as a whole, also to ensure that compliancy is met for the new e-learning package of basic safeguarding awareness being launched from April 2020.

10. Wales Safeguarding Procedures- implementation April 2020

10.1 The Wales Safeguarding Procedures are new national guidance, the procedures detail a set of safeguarding guidelines for adults and children at risk in Wales, standardising practice and ensuring consistency of approach across our six regions. Whether safeguarding an adult at risk from abuse or neglect or protecting children from abuse, neglect and harm, the procedures are based on the same principles which reflect the principles underpinning the Social Services and Wellbeing (Wales) Act 2014, this has meant that former procedures such as All Wales Child Protection Procedures, In Safe Hands, have been replaced in order to meet the requirements of the new legislation, however, this has meant changes in practice particularly within Adult and Community Care.

Practitioners from across Wales, including employees of Newport City Council, were involved in the consultation on the procedures via the Gwent Safeguarding Board and were able to communicate their views in relation to proposed practice changes and variations.

Practitioners already have access to the new procedures to familiarise themselves with the new requirements, through the Welsh Government safeguarding procedures App. The Gwent Safeguarding Board are working with the Newport training department in relation to the “Train the Trainer” package which is currently being prepared for launch by New Pathways (official training provider on behalf of Social Care Wales) in the months of February and March before the procedures are implemented in April 2020.

11. Deprivation of Liberty Safeguards to Liberty Protection Safeguards- implementation October 2020

11.1 Members are provided with information regarding the changes in legislation for the council as a supervisory body to be aware of. The regional Deprivation of Liberty Safeguards Consortium (hosted by ABUHB, Health) has taken the lead with Newport officers as part of the consortium to develop an understanding of the legal duties and requirements of local authorities under the new legislation. The key changes relating to the Mental Capacity (Amendment) Act 2019. The Mental Capacity (Amendment) Act 2019 received royal assent in May 2019. The effect of the new legislation will be to replace the Deprivation of Liberty Safeguards (DoLs) to the Liberty Protection Safeguards (LPS). The important changes to the legal duties of Local Authorities, Health Boards and providers (care homes) and the increased scope of responsibility that the Mental Capacity (Amendment) Act 2019 will bring in order to safeguard and uphold the Human Rights of vulnerable people who lack mental capacity to consent to their care arrangements.

The new legislation will have a significant impact upon health and social care staff. The Act will require staff to possess specific knowledge, competencies and skills to implement the requirements of the Act in caring for and making determinations about the citizens, they care for. Implementation is expected to commence in **October 2020** with full implementation expected by 2021.

Further detailed information on the New Liberty Protection Safeguards Framework can be found in the Appendices section.

11.2 *What this means for Newport:* Presently there are **310** Deprivation of Liberty authorisations in place within Newport (12/02/2019 – 11/02/2020). It is anticipated that with the changeover to the new Liberty Protection Safeguards from October 2020 there will be a significant increase of deprivations required for citizens in Newport due to the new legislation. This means that the management of both the assessment and review process of the LPS process and its framework will see a significant rise in the number of deprivations which will require management within the local authority, this will impact on resources both from a workforce and financial perspective.

The data for the number of deprivations will be recorded and reported to Scrutiny in 2020/21 and annually thereafter.

12. Wider audit on safeguarding across all service areas within Newport City Council- introduction of a self- assessment tool

12.1 As part of the continued work to embed “safeguarding” within all council service areas we are developing a self- assessment tool which will allow service areas to review their safeguarding arrangements to identify strengths and weaknesses and to ensure they are exercising their obligations in line with the Council’s Safeguarding Policies and Procedures. By introducing an annual self-assessment of “safeguarding” within every service area this would strengthen and assure that safeguarding practices and procedures across the entirety of the Council were being adhered to and where areas of weakness were identified they could be swiftly responded to and then addressed by the most appropriate resource/ team. The implementation of the self-assessment tool would also assist us in meeting two of the partially met WAO recommendations in terms of ensuring “*All relevant staff, members and partners understand their safeguarding responsibilities*” and “*Strengthen safe recruitment of staff and volunteers*”.

12.2 A recommendation to members is that this audit should be integral to assuring that “safeguarding” is embedded into the entire council’s work plans. The Council sets out clear guidance that all service areas are required to consider Safeguarding risks in their service planning processes and this self-assessment tool is used as a measure in meeting this requirement.

12.3 The self-assessment tool is still in the design phase and uses the WAO and Welsh Government tool used in Education, (Keeping Learner’s Safe- Audit Tool). It is proposed to scrutiny committee that the self- assessment toolkit will be sent out annually to all service areas by the Quality Assurance Unit (Safeguarding Unit) who will then collate the data for it to be made available to the Head of Corporate Safeguarding and used for service planning purposes and for scrutiny purposes within this annual report. (See work-plan for the proposed timings).

13. Development of a central register of volunteers/ chaperones (paid and unpaid) to ensure safeguarding checks and training compliancy is adhered to

13.1 The WAO review highlighted that the authority lacked a centrally located register of its use of volunteers (paid/ unpaid) across the service areas and whether these persons required to have specific safeguarding checks (ie. Enhanced DBS checks) or specific training (ie. beyond basic safeguarding awareness). The audit acknowledged that there is a clear Safer Recruitment Policy in addition to DBS and volunteer recruitment policies in place, the work undertaken by People and Organisational Development last year (2018/2019) with Schools/ Education in reviewing DBS checks for staff every three years is complete. WAO were satisfied that the council had adequate personnel checks in place conducted in line with policy and that the data regarding volunteers was available with each individual site (i.e. each school; day centre). The WAO report recommended that the Council could make improvements in having a centrally located register. Therefore, it is planned that a review of each service area will be completed in the safeguarding work plan for this year to ascertain where all volunteers/ chaperones are/ or may be used across all council service areas; identify the current numbers of volunteers/ chaperones; ensure they have the correct safeguarding checks/ training in place. A register will then be compiled and centrally located within People and Organisational Development (POD), each service area will be responsible for notifying POD annually of any changes in volunteers, etc.

The wider information will then be included within the tiered safeguarding training frame-work which is being developed to ensure that where volunteer/ chaperone roles are identified that the appropriate checks/ training/ reviews are included on the matrix for managers to access and be aware and accountable for.

The review had queried how the local authority could seek assurances for a more consistent approach in ensuring that contractors through commissioned services were up to date with checks and completed training across all service areas not just within Education and Social Services, it is therefore recommended that the self-assessment audit tool could assist in addressing this issue.

14. Performance Measures for “Safeguarding” provided to Welsh Government

14.1 Members are reminded that within this report they are provided with data from the Annual Director’s Report for Social Services for contextual purposes, there are presently only 3 **specific** “safeguarding” quantitative measures which we presently report on, under the revised set of quality standards there will be an increase to **26 specific** “safeguarding” quantitative measures from April 2020.

Quality Measure	2018/2019	As at 31/1/2020	Performance Narrative
% of adult protection enquiries completed within statutory timescales	98.9%	99.87% (Target 95%)	Newport have performed well in respect of the response to the “Duty to report an adult at risk”, we have increased performance on last year’s figure by 0.97% of all referrals received have a decision made within the statutory timescale of 7 working days in respect of the potential adult at risk. The WG target being 95% and the Welsh average currently recorded as 90%.
% of re-registrations of children on local authority child protection register	2.4%	1.14% (Target 5%)	<p>The percentage of re-registrations of children on Newport’s Child Protection Register within the year has further reduced from last year’s figure by 1.26%, the WG target is 5 % and the Welsh average is 5.1%.</p> <p>The actual number of re-registrations in this period has been very low, illustrating good safeguarding practice and that Newport is performing well in terms of achieving the identified outcomes/ needs of safeguarding plans for children.</p>
Average length of time for all children on the child protection register during year	231	350 (Target 230) Number of children on Newport’s child protection register as at 31.1.20-131	<p>Although it presents as a sharp rise in the average length of time for children on the child protection register this should not be automatically viewed as a negative performance in this area. It is recommended that a child should not be identified as “at risk” on the register for a period of more than 2 years. The increase in time of statutory intervention with the child and family is likely indicative of longer term interventions working to keep the child within the family rather than removing the child who would then be subject to a looked after child status- this action would see a reduction in child protection registration figures but a surge in the child looked after population. Although the figure is higher than last year’s performance and the Welsh Government target, consideration also needs to be given to the growth in the number of children on Newport’s child protection register over the course of the past years (March 2018- 95; march 2019- 103; Feb 2020 -142).</p>

15. Training

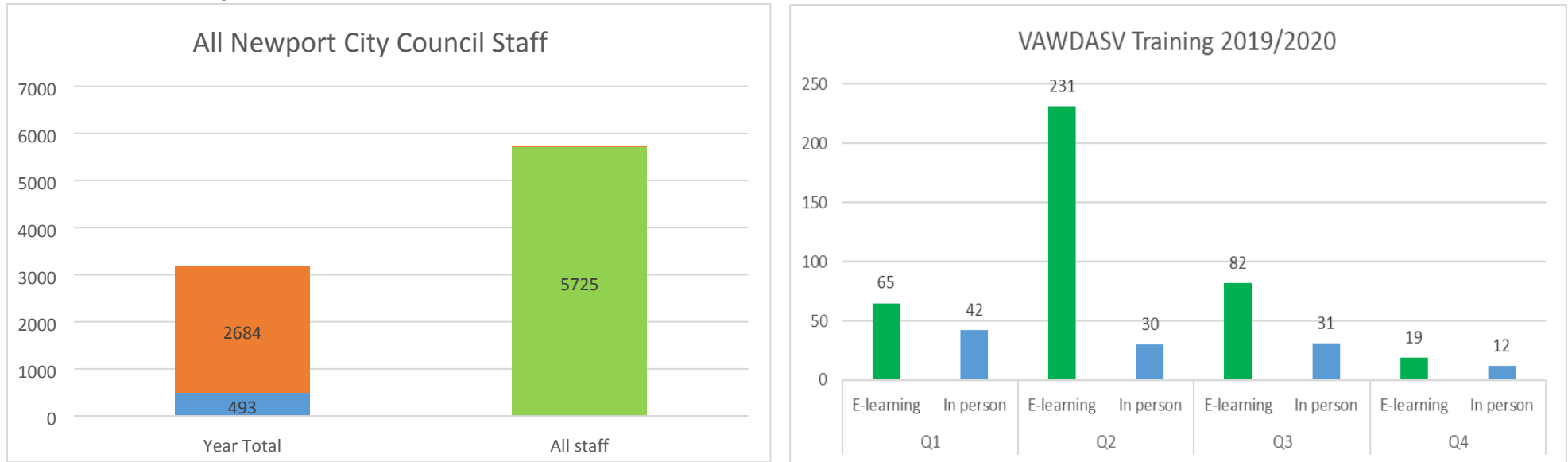
15.1 The local authority has a duty to ensure that safeguarding training is proportionate to an employee's role and is available and provided.

15.2 In addition to the mandatory e-learning basic safeguarding training which all employees and members will be expected to complete, we are currently devising a tiered safeguarding training framework with the Social Services Training Unit and People and Organisation Development which will identify roles across the council service areas and the level of safeguarding training and checks (ie. DBS requirements) for that role.

This is a significant mapping exercise in identifying varying roles across teams and structures however, once in place this will be a valuable resource in ensuring 'safeguarding' duties regarding training and checks are known and are being conducted. The framework will be linked to a central register which is being developed for volunteers/ chaperones to ensure that they are up to date in terms of training and checks and more widely linked to employees training records via the clear review and I-Trent systems to ensure they have completed the mandated basic training, any additional training and where non-compliance is identified appropriate action can be taken.

15.3 There will be a changeover from the current basic safeguarding training corporate induction programme to the e-learning package from 1st April 2020. Data regarding the mandated training will be provided for scrutiny within next year's report (2020/2021) in relation to all new employees and all current employees by service area (including elected members).

15.4 Training Data April 2019- March 2020 Level 1 VAWDASV “Ask and Act” Mandatory Training for all Council Employees:



A compliancy rate (total number of staff trained) of only 46.88% as of 31st March 2020.

Despite VAWDASV training being made available both via e-learning and in person (as represented above); notifications via the Safeguarding Champions, dissemination via staff bulletins and service area reminders by People and Organisational Development directly, the compliancy in terms of all employees having completed the level 1 VAWDASV ‘Ask and Act’ e-learning to March 2020 has still not been met.

As this training is a mandatory requirement of all employees it is therefore a recommendation of this report that Members identify this as a key area of concern/ stress in that the Council’s safeguarding duties for training are not presently being fully met due to the non-compliance across all council service areas to undertake this training within a reasonable period.

Future annual reports will provide evidence of the Council’s compliance with all mandatory Safeguarding training and VAWDASV training.

16. Reviewed Corporate Safeguarding Action Plan (2019/2020)

What outcomes do we want to achieve? (objectives to achieve)	How will we make this happen?	When will we achieve this?	How will we know it's making a difference? (performance measures)	RAG status	Reviewed Status
1. Review Schools DBS Procedures	DBS review for Education staff is underway in collaboration with HR, starting with a scoping exercise of numbers of staff with a DBS over 3 years old and with a preparation of accurate information to be discussed with SLT regarding options going forward. Schools will be required to hold the information locally and update.	Working for completion July 2019	Full data available from HR, schools holding all staff information, SLT agree timescales for DBS reviews for existing staff if, over 3 years. Schools ability to provide full data for inspection purposes.	Amber	<p>Amber</p> <p>Phase 1- March 2020- Firstly, CMT: recommending that DBS re-checks within education should automatically be completed and are made mandatory within Corporate Policy and managed via a centralised system by POD (as they are within Social Services).</p> <p>Phase 2- Recommendation to Cabinet via Corp SG report April 2020- The requirement for re-checks of DBS every 3 years for ALL employees across all council service areas (to include re-checks of volunteers/ mentors/ chaperones/ etc.) should then be discussed at SLT and Cabinet for endorsement and inclusion within the DBS and Safer Recruitment Policies, and Corporate Safeguarding Policy Suite.</p>
2. Improve how "safeguarding" information is	Develop and launch "Are you caring for Somebody Else's	1) Content	Citizens of Newport report that they can access	Amber	Green

<p>communicated externally to the citizens of Newport in order to ensure that our citizens know who to contact if they need information, advice or assistance and to promote the Council's commitment to safeguarding by communicating essential information and highlighting where changes have or will be made (ie. legislation/ policy/ council procedures).</p>	<p>child?" campaign to bring to citizen's attention their legal requirements in relation to private fostering obligations.</p> <p>Review the current Newport.gov webpages below- can this information be presented in an alternate format to improve ease of access: How Social Services Can Help? Safeguarding and Abuse: (Child Protection/ Adults at Risk) Develop a webpage for children/ young people- "I'm worried about someone or something"</p>	<p>development of pages and ratification of content by CSMT by end of quarter 1 (June 2019)</p> <p>Dissemination strategy to be agreed with Comms & Marketing department upon agreement of information content (June 2019)</p> <p>IT web page content development and launch by end of quarter 2 (September 2019)</p>	<p>information, advice and assistance and feel that the information is communicated to them clearly.</p>	<p>1. This work was synthesised with the "20 reasons to foster in 2020" work on Newport.gov.uk website- due for launch April 2020</p> <p>Amber- 2. How Social Services Can Help? & Develop a webpage for children "I'm worried about someone or something"- has been delayed until after the launch of the "20 reasons to Foster in 2020" campaign.</p> <p>Development of young people's page will commence in May 2020.</p>
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17. Corporate Safeguarding Action Plan 2020/ 2021

What outcomes do we want to achieve? (objectives to achieve)	How will we make this happen?	When will we achieve this?	How will we know it's making a difference? (performance measures)	RAG status
1. Launch e-learning basic safeguarding training for ALL employees and members- ensure compliancy across all service areas within the first year for course completion is as close to target 90%	1) 1 st April 2020- all new employees will complete the e-learning package as part of their on-boarding learning prior to commencing employment as per IT requirements 2) All employees/ members to be notified of mandatory course completion requirements commencing from May 2020 (Launch of e-learning May with face to face training for those in remote sites or non access to computers from June onwards) 3) First review of data completion August 2020 before service area scrutiny by QA and POD 4) Corporate SG report- data scrutiny February 2021	1) April 2020 2) May 2020 3) August 2020 4) February 2021	All new employees will have completed basic safeguarding awareness training and know their council duties and responsibilities prior to commencing their position. Target completion rate of existing employees and members will be met and be up to date with basic safeguarding awareness and their council duties and responsibilities. This can be scrutinised and tracked through the data within the annual figures within Corporate SG report and where non-compliance is identified the service area can be challenged.	Green
2. Implementing the safeguarding self-assessment tool for every council service area to complete annually which ensures that "safeguarding" is embedded throughout their service area and that	1) Endorsement of the annual safeguarding self-assessment tool to be ratified as an action by Scrutiny and Cabinet via the Corporate Safeguarding Action Plan (20/21) 2) Self- assessment toolkit to	1) February 2020 2) June 2020 3) June-September 2020 4) September 2020 5) February 2021	Self-assessment undertaken in each service area annually, (September period) - identifying areas of strengths and areas of risk/ threats (ie. training; checks) which can then be addressed by the service area themselves to action and scrutinised through the collated data of the annual corporate safeguarding report- where patterns are identified action can be taken to mitigate risk or highlight areas of good performance within Council	Green

<p>they remain compliant in terms of their duties and responsibilities and take action to address where areas of risk/ weakness are identified.</p>	<p>be designed by Quality Assurance (based on WAO proforma and Keeping learners safe proforma) and ratified by Corporate Safeguarding Service Manager and HOS (Children & Adults) 3) Awareness raising of the self-assessment toolkit via all heads of service and Safeguarding Champions in June Forum; bulletins up to launch 4) Implementation of self-assessment tool-kit in September (drop in sessions on completion of tool-kit to be scheduled and support of safeguarding champion also made available) 5) Data returns and collation by Quality Assurance on self-assessment from November-December for reporting in February 2021.</p>		<p>Services and reflected in other service areas (February period).</p>	
<p>3. Develop a corporate register of volunteers/ chaperones/ mentors (paid/ unpaid) for all Council Service areas</p>	<p>1) Scoping exercise in every council service area identifying every team where volunteers/ chaperones/ mentors (paid/ unpaid) are or may be used 2) Following an audit of each service area identifying where volunteers/ chaperones/ mentors are currently used a central register will be created</p>	<p>1) June 2020 2) September 2020- NB. timescale dependent on POD partners to develop system or link to I-Trent 3) November 2020- NB.</p>	<p>There will be a centrally located register held by POD of all volunteers used across all council service areas. Should information be required about a volunteer (ie. their training/ safeguarding check status) then this information can be quickly accessed.</p>	<p>Green</p>

	and held by P.O.D. 3) Creation of a register where Volunteers, etc. may be used within service areas and what training/ checks would be required for their role- this requires to be linked to the Volunteers Policy and then publicised; cascaded to staff through varying forums. (to be completed in collaboration with POD & training).	Timescale dependent on POD partners re. creation of central register at point 2		
4. Develop a tiered safeguarding training framework for all roles across the organisation (including volunteers) to be clear on the level of safeguarding training and safeguarding check they must have in order to undertake their role	Early stages of the project with Social Services training department, identifying roles within services areas. Collaboration with POD is being arranged to develop this project. Safeguarding Champions Forum to identify volunteers/ chaperones/ mentors will also be utilised in June 2020.	Arrange project meeting with Safeguarding Unit; Training Department and POD- lead officers Claire Broome (SS Training) and Lynsey Thomas (Safeguarding Unit) - May 2020	There will be a clear safeguarding training framework which staff/ managers from all council service areas can access to identify what level of safeguarding training is required for their employment role (including volunteers) to ensure compliancy in terms of safeguarding training. This tiered training framework could also be developed as a future project to be linked to the clear review and personal development plans of employees.	Green

18. Safeguarding Service areas within Newport City Council- Individual Teams Key Data and Priority Plans

Members are respectfully reminded that descriptions on the roles/functions of individual teams have been provided in previous reports and have therefore not been included in the main body of this report, however, within the appendices section a team briefing and update has been included for Members to access for further context information should they so wish to do so. Members are therefore provided only with key data, the review of priority plans and future planning for 2020/2021 in this section.

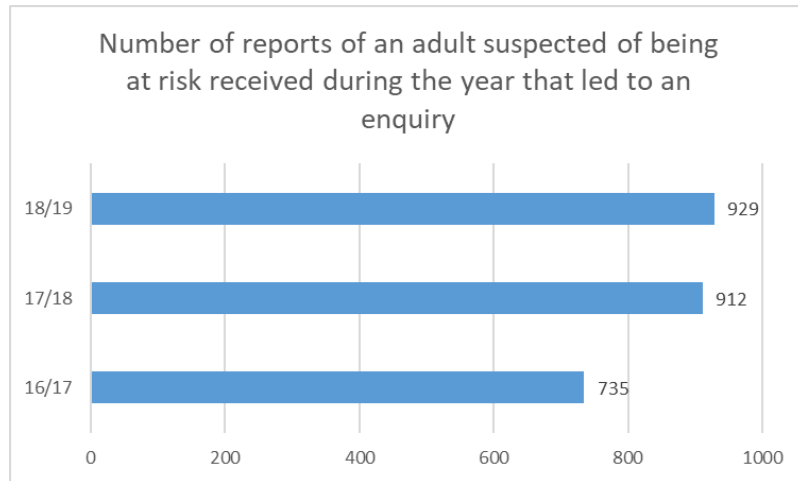
18.1 Adult Safeguarding

18.1a Reviewed Key Priorities for Adult Safeguarding Team 2019/2020

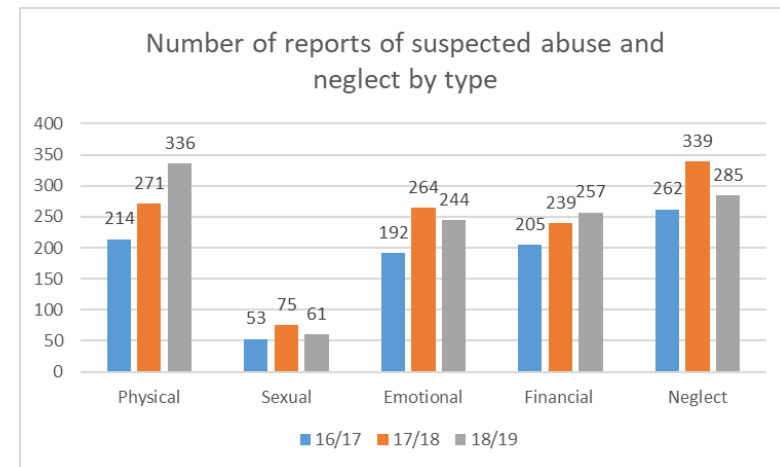
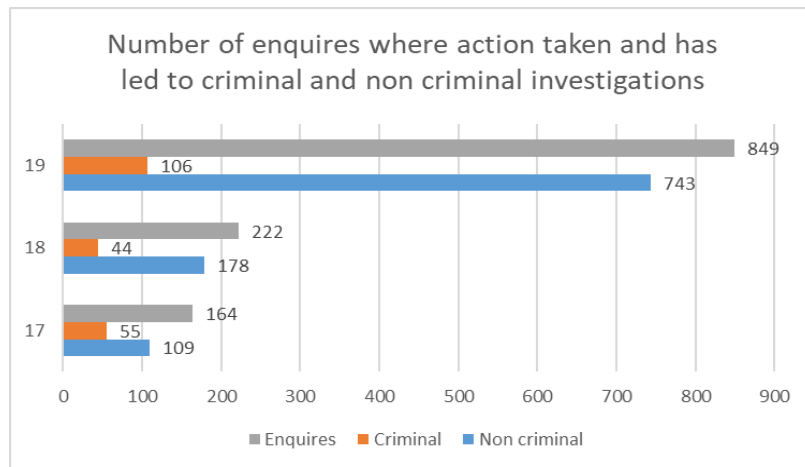
What outcomes do we want to achieve? (Objectives to achieve)	How will we make this happen?	When will we achieve this?	How will we know it's making a difference? (Performance measures)	RAG status	Review of Objective as at February 2020 for Corporate SG Reporting
The development of an effective information system and participate in developing an All Wales Adults Safeguarding recording document.	<p>Implementation of WCCIS in March 2018</p> <p>The system, adopted across Wales has started to capture greater sharing of information across Wales Not just for local performance measures but Welsh Government requirements and regional Developments.</p>	<p>March 2018</p> <p>May – June 2019</p>	<p>Improved accurate and accessible data will be provided.</p> <p>An All Wales recording system for the Adult Safeguarding process.</p> <p>Monitored by the Safeguarding Boards and Welsh Government.</p>	Amber	<p>Green</p> <p>The All Wales recording form has been developed but waiting final amendments before being implemented by April 2020</p>
To raise general public and professional awareness of 'adults at risk' everybody's responsibility	<p>Continue to support the work of the Communication and Engagement Sub group, (GWASB) which includes raising awareness to the public and professionals.</p> <p>Support the development of a new Gwent Safeguarding web site that will provide information in respect of Adults, Children and VAWDASV.</p> <p>Newport City Council web based information is accurate and updated regularly (for internal and external access).</p> <p>Task and Finish group is in progress to review and amend literature and leaflets. Arrange meetings and forums with multi-cultural groups within the City to raise awareness of abuse.</p>	<p>The Communication and Engagement Group have a detailed work plan for the next 12 months.</p> <p>Launch date in May 2019.</p> <p>April 2019</p>	<p>Web development completed. Finishing information pages to be added.</p> <p>Communication and Engagement subgroup in GWASB. Attend the Mosque Forum and community based events to raise awareness of safeguarding in the community.</p>	<p>Amber</p> <p>Amber</p> <p>Amber</p>	<p>Green</p> <p>Web site is fully functional although in its infancy.</p> <p>A working group is being developed to ensure the website is updated and reviewed regularly. This needs to be an ongoing piece of work.</p>

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18.1b Adults at Risk data



The total number of adult protection referrals received in 2017/18 was 912. The total number of reports of an adult suspected of being at risk received in 2018/19 was 929. This represents a rise of 17 referrals and a percentage rise of 2%. The projected figure, for this year 2019/20, for the total number of reports of an adult suspected of being at risk is 937 referrals, a further percentage rise of 1%.



We have seen an increase in the number of physical abuse referrals and a slight reduction in the neglect category. The referrals received evidence a surge in the number of non-criminal investigations following an enquiry and a rise in criminal investigations. This is significant in that it illustrates that safeguarding measures and interventions are being employed to safeguard “adults at risk” to meet the new procedural requirements but also highlights that this has meant an increase in terms of resource impact for the Adult Safeguarding team itself in responding to the numbers and managing the cases.

18.1c Future Planning for Adult Safeguarding Team

Key Priorities for Adult Safeguarding Team (2020/ 2021)

What outcomes do we want to achieve? (Objectives to achieve)	How will we make this happen?	When will we achieve this?	Who is responsible?	How will we know it's making a difference? (Performance measures)	RAG status
Implement the new All Wales Adult Safeguarding procedures	Training delivered to ensure the new Safeguarding Procedures are adopted. This includes the new ways of working. An All Wales form has been developed to capture the current recording process. The form is in the final stages of amendments.	April-December 2020	Newport City Council, Adult Services and the Gwent Safeguarding Board.	Performance measures are built in within the form to accommodate the required statistical information submitted to the Welsh Government annually. However to ensure we capture all the requirements within the new Safeguarding procedures additional data collection will need to be built into the new All Wales form.	Amber
Develop a first point of contact for all Adult Safeguarding Concerns	Agree a pathway and process with the First Contact Manager – to be authorised by the Head of Adult Services	April-December 2020	Head of Safeguarding, Head of Adult Services, Adult Safeguarding Manager & First Contact Adults Manager	This will provide greater consistency for all safeguarding concerns reported to Newport City Council. The First Contact Team will be responsible for undertaking the s.126 enquires and determining the action required which could be to pass onto the Adult Safeguarding Team to instigate the formal safeguarding process. If and when this pathway is implemented Data collection will improve considerably. It's likely that the number of adults reported within a 12-month period will increase but the number of enquires that led to action required after 7 days will decrease. However, it should provide a more accurate picture.	Amber

Threshold discussions within the safeguarding HUB are being held to consider the requirement for strategy discussions with partners. Early intervention and prevention is also a key consideration in the threshold discussions.

Findings in a Newport domestic homicide review indicated stronger partnership and sign posting is required for adult safeguarding and the VAWDASV legislation. The team continue to work closely with specialist IDVA's in the HUB and therefore have data to support early intervention by specialist services.

The team continue to work regionally with GWASB and the VAWDASV partnership board and be active members of sub-groups continually developing practice and learning across Newport and Gwent.

Adult Practice Reviews and the lessons and messages from them will continue to be a key feature of the service. The development of staff to undertake and participate in the reviews and share the messages with colleagues in practice and through learning events will be a necessity.

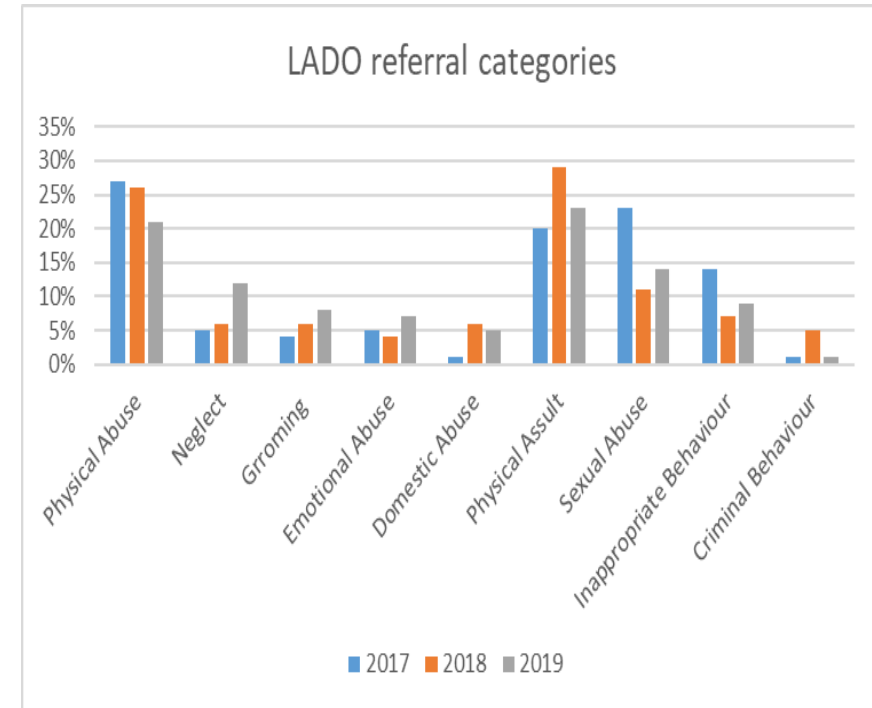
18.2 Safeguarding/Quality Assurance (Lead Authority Designated Officer)

18.2a Reviewed Key Priorities/ Themes for Quality Assurance/LADO 2019/2020

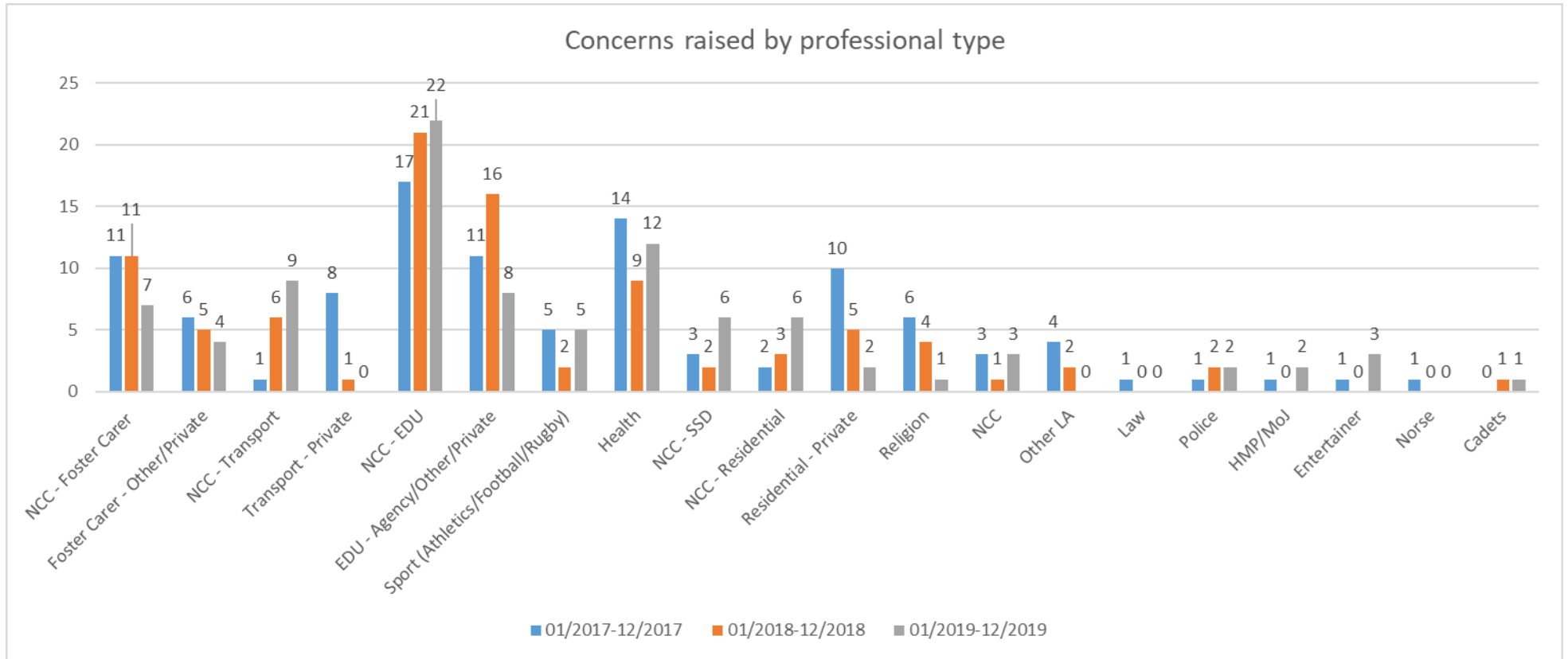
What outcomes do we want to achieve?	How will we make this happen?	When will we achieve this?	How will we know it's making a difference?	RAG status	Review of Objective as at February 2020 for Corporate SG Reporting
Embed further developments of WCCIS recording processes	Agreement of data sharing and establishing appropriate safeguards to protect confidential employee information	August 2019	System in practice Improvement in workflow	Amber	Green Recording to be placed in the Allegations module of WCCIS. New privacy settings to be rolled out in version 13 (October 2020)
Raising the awareness of the processes for investigation of allegations against professionals	Training program developed Roll out to professionals	October 2019	The number of professionals who have completed the training & evaluation.	Amber	Green Due to the changes with the Wales Safeguarding Procedures full training for the new procedures will be provided from February 2020 and will cover allegations against professionals.

18.2b LADO data

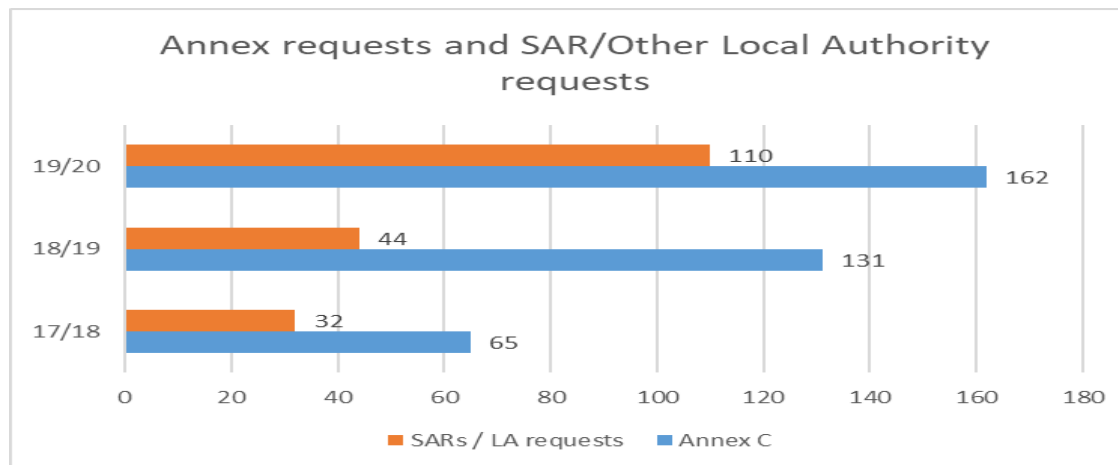
Outcome Classification as a %	Total PSM's	Substantiated	Un-substantiated	Unfounded	Demonstrably False	Malicious
2017	107	30%	30%	5%	0%	0%
2018	94	19%	27%	5%	1%	0%
2019	93	33%	22%	5%	0%	0%
		Threshold for PSM not met	No further action	Resignation	Forwarded to another LA/POVA	Awaiting outcome / carried forward
2017		20%	10%	0%	3%	3%
2018		17%	20%	1%	9%	1%
2019		9%	15%	0%	2%	14%



The total number of professional strategy meeting cases which have progressed has remained similar over the past 3 years, however the data shows that of those which have 'not met threshold to proceed to a PSM' has decreased to 9% in 2019. Concerns raised about a professional from the Local Authority Transport team and Residential teams has risen by 50% from 2018 data. Concerns regarding Health professionals has also increased by 33% from the previous year. Concerns raised about Local Authority Foster carers has decreased by 36% from 2018. This illustrates that there has been an improvement in both partners/ agencies and within our own organisation in recognising and responding to concerns and referring appropriately to the LADO.



18.2c Key data for Quality Assurance Team



There has been a significant increase in both the number and complexity of SAR and Police Annex requests, received within the last 3 years by the team. This pressure has further intensified by the changes with the General Data Protection Regulations (2019) where completion deadlines decreased from 40 to 30 days. For context purposes, Members are advised that 1 complex SAR request can consist of 7000+ pages of records to redact, and a Police Annex request where there are multiple victims in addition to the alleged perpetrator can be in excess of 3000 documents.

Other pressures within the service are in relation to an increase in the number of complex redactions requested. The management of the process between safeguarding quality assurance and Legal services, often further narrows the completion deadline and when the information is provided for court purposes under annex processes this requires further scrutiny of the records to ensure the correct information is disclosed, thus impacting on timescale for completion for staffing resources within our team.

Due to pressure with corporate compliance we have an additional fixed term post to assist with this increase in work, however, the ability to cope with the demands if this post were not to be renewed is likely to result in non-compliance in meeting the requirements of SAR/annex processes as per regulatory requirements. This may mean that the local authority may see a rise in the number of complaints received for breaching timescales and fines may be incurred by the Information Commissioner's Office.

18.2d Future Planning for Quality Assurance/ LADO

Key Priorities/ Themes for Quality Assurance/LADO 2020/2021

What outcomes do we want to achieve? (Objectives to achieve)	How will we make this happen?	When will we achieve this?	Who is responsible?	How will we know it's making a difference? (Performance measures)	RAG status
On-going completion of SARs/ Annex/ Information requests for Children's Services within target timescales (GDPR compliant and IM target PI indicator)	On-going HOTH logging of requests. Liaison with IM and legal where cases are assessed as complex re. timescale-Team to use Info@Work/ WCCIS to complete redaction until new ways of working are identified	Ongoing when requests received- timescale target request to end date within 30 days	QA	PI compliancy target as per GDPR regulations- standard 30 days; 60 days where assessed as complex	Amber

Implement allegations module of WCCIS	Implement version 13 Design forms	October 2020	PIT / Mike Sloan	Improved recording in line with Wales Safeguarding Procedures Able to monitor LADO (PSM) on WCCIS	Green
To support the implementation of the action plan resulting from the JICPA inspection	- Update policies/ procedures where identified within the action plan - Support CMT in tasks cascading information to operational teams on changes in practice/ procedure resulting from inspection findings via bulletins/ practice briefings	Proposed actions based on initial findings letter to be discussed at CSMT by Lynsey Thomas (April 2020) CSMT to draft action plan based on formal feedback from JICPA once received	QA- Lynsey Thomas CSMT	Children's services will be compliant with regulatory requirements and should a re-inspection occur evidence will be available that recommendations have been addressed and the authority is graded favourably.	Green
Reviewing Quality Assurance Audits within Children's Services	<ul style="list-style-type: none"> CSMT evaluation of quality assurance audit and policy review cycle and implementation and agreement on how this will be implemented across Children's Services in 2020/2021 	June 2020	QA Mike Sloan/ Lynsey Thomas	There will be an agreed quality assurance policy in place expected of all teams within Children's services to complete which will be overseen by the QA department and reported on to CSMT. Patterns/ trends and areas of strengths and weakness in practice will be identified and reported on and can be scrutinised and addressed via these 2 channels of review.	Green

18.2e Future Planning

- Reviewing Quality Assurance Audits within Children’s Services
- LADO- To look at integration with the safeguarding HUB and examine potential for more joined up multi agency response
- Continue to raise awareness of PSM process following the implementation of the new procedures and Professional Concerns process within Adult Safeguarding (under development with Gwent safeguarding Board)

18.3 Independent Reviewing Officers and Independent Conference Chairs

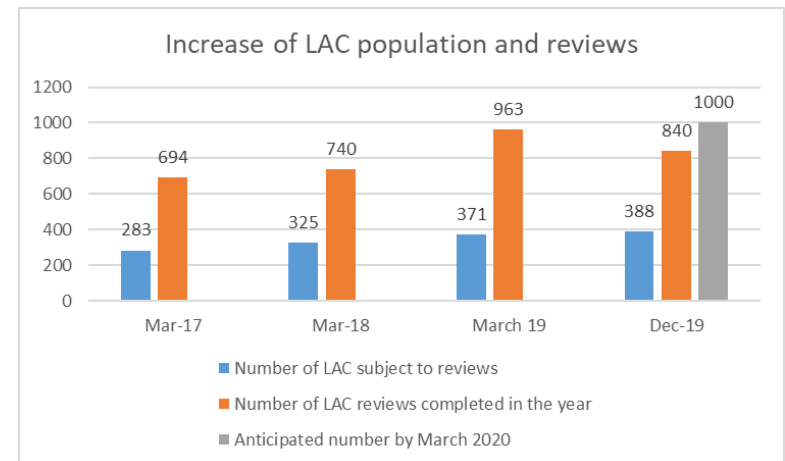
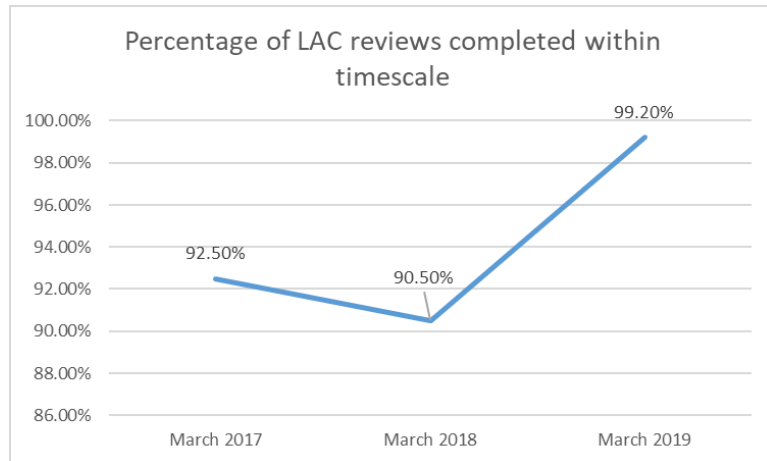
18.3a Reviewed Key Priorities/ Themes for Child Protection Reviewing service 2019/2020

What outcomes do we want to achieve? (Objectives to achieve)	How will we make this happen?	When will we achieve this?	Who is responsible?	How will we know it's making a difference? (Performance measures)	RAG status	Review of Objective as at February 2020 for Corporate SG Reporting
to maintain current levels of performance for LAC and Adoption reviews	Monthly reports (WCCIS) and utilising technology when required.	March 2020	IROs	Statistical analysis via WCCIS	Green	Performance has been maintained despite increased workload.
Develop a Monitoring System to increase service user participation in LAC reviews	New system has now been developed and necessary documentation has been rolled out to front line teams	March 2020	IROs/Front line teams	Statistical analysis to be developed to ensure compliance with rollout of new system.	Amber	The new system has been introduced in December 2019. Feedback on its effectiveness will be monitored over the next 6 months.

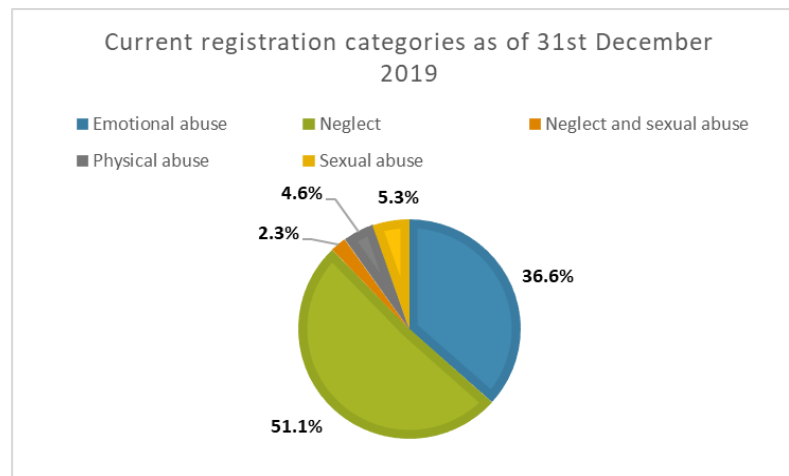
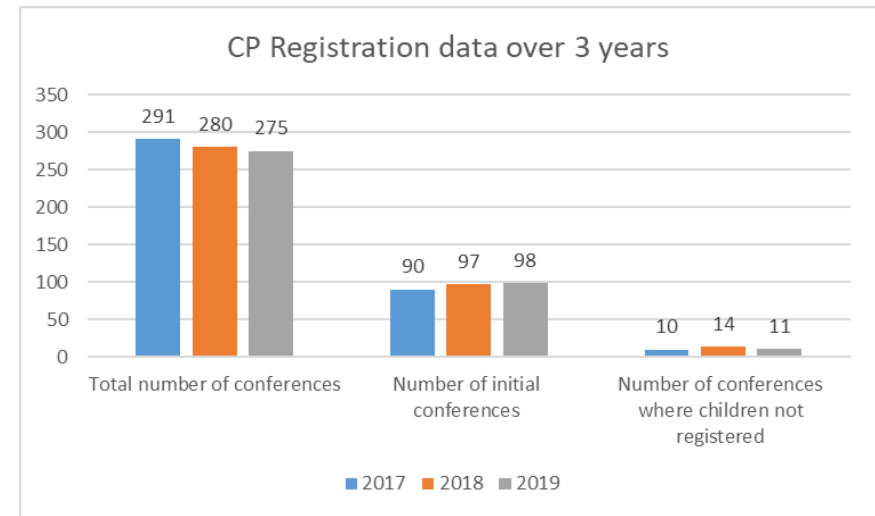
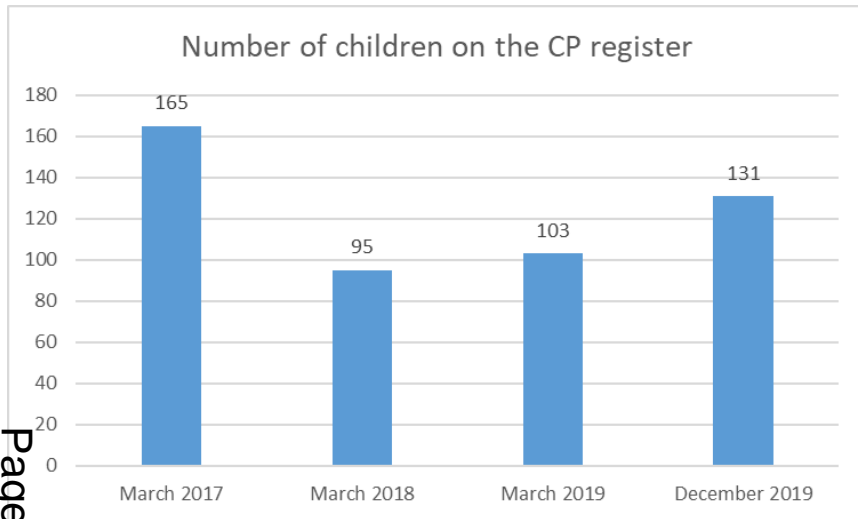
System to raise legitimate concerns in regard to Looked After Children by their IRO which clearly holds CS to account and helps raise appropriate concerns and drive up standards of care for LAC.	Dispute resolution process is in place.	March 2020	IROs/Local Authority Management (Corporate Parent)	Positive feedback from service users and IROs that all relevant information and consultation has taken place.	Amber	System is in place
System and guidance to be produced to ensure that IROs are kept updated in regard to LAC in line with Care Planning, Placement and Case Review (Wales) Regulations.	Guidance and Training has been produced for all front line social workers to ensure compliance with the current regulations.	March 2020	IROs and front line teams and managers.	When IRO are updated regularly and in line with the regulations.	Amber/ Green	This has improved over time but we continue to monitor.

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18.3b Key Data for Child Protection Unit



There is a clear indication of an increase in our looked after child population over the last 3 years and therefore an increase in the numbers of LAC reviews being completed by IROs.



The data shows that there has been an increase in the number of children identified on Newport's Child Protection Register within this period. Neglect and Emotional Abuse remain the predominant categories of registration; this has not changed for the past three years. We can see from the data that of the cases being referred for an initial child protection conference the majority result in the child(ren) being identified as "at risk of significant harm" therefore their need for protection, care and support is being identified appropriately and those cases which are not appropriate are not being brought un-necessarily. Members, will note that there was a reported increase in the average number of days spent on the child protection register as identified within the Director's Report for Social Services (see 6), however, as previously explained these increases do not necessarily indicate a negative performance and require to be viewed in the context that identifying children "at risk of significant harm" and working with the family via a statutory intervention framework is the right decision for the child and is a safeguarding action to work with and manage risk.

18.3c Future Planning for Independent Reviewing Officers and Independent Conference Chairs

Key Priorities for Independent Reviewing Officers and Independent Conference Chairs 2020/2021

What outcomes do we want to achieve? (Objectives to achieve)	How will we make this happen?	When will we achieve this?	Who is responsible?	How will we know it's making a difference? (Performance measures)	RAG status
Child Protection processes for Child Protection Conferences to be updated in line with the new Wales Safeguarding procedures.	Amendments to paperwork and processes and training input both for front line teams and partner agencies. Consultation with service users.	March 2021	Independent Conference Chairs and Business support Unit.	Compliance with new procedures and associated guidance. Service User feedback through user participation.	Amber
Improvements and amendments to documentation for LAC reviews and Adoption reviews.	When in use via the WCCIS system and are being used appropriately.	March 2021	IROs and WCCIS team	Improvements in quality of reviews and recording system. Feedback from user participation and consultation system.	Amber

18.3d Future Planning

With the increase in the Looked After Children numbers and the consequential increase in reviews, it has impacted on the IRO group to ensure that they are able to monitor and appropriately challenge the Local Authority when required if there is drift identified in the Care and Support Plans. The Business Support team will continue to work with the Independent Conference Chairs to streamline the conference process and increase service user participation. Service User participation will be at the forefront of our work this year with an emphasis on ensuring advocacy services are maximised for all looked after children and all children of an appropriate age who are involved in Child Protection processes, including the Child Protection Conference itself. We will also continue to monitor the priorities from last year to ensure that they embed in practice and used appropriately. We will continue to offer guidance and training whilst also ensuring our independence throughout.

18.4 Education Safeguarding

18.4a Performance measures for the Education Safeguarding, Care & Support Officer is captured for the reporting purposes of Estyn and Welsh Government, therefore, in order to evidence performance of 'safeguarding in education' specifically the following 2 data sets have been extrapolated for members to scrutinise for the past 3 years;

- *The numbers of Designated Safeguarding Leads in all Newport Schools whom have completed the appropriate training/ renewed their training*

	Training for DSP up to date (2-3yr renewal)
2017/2018	90%
2018/2019	100%
2019/2020	100%

- The number of schools where the annual safeguarding self-evaluation audit has been completed in all Newport Schools

	Annual Safeguarding self-evaluation completed
2017/2018	76%
2018/2019	87%
2019/2020	90%

As illustrated in the data; there has been a steady improvement in the completion of safeguarding training and safeguarding audit evaluations within all Newport schools over the past 3 years, showing that these duties expected from “Keeping Learners Safe”, and in the wider legislative context of the Social Services and Wellbeing (Wales) Act, are being actively addressed both within the Education Service workplan and the Corporate Safeguarding workplan effectively.

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18.4b Reviewed Key Priorities/Themes for Education Safeguarding, Care & Support Officer 2019/20

What outcomes do we want to achieve? (Priorities)	How will we make this happen?	When will we achieve this?	Who is responsible?	How will we know it is making a difference? (Performance measures)	RAG status	Review of Objective as at February 2020 for Corporate SG Reporting
Embed VAWDASV/ ACES priority: further develop school-based support for children experiencing domestic abuse. This includes Encompass	Deliver VAWDA strategic plan objectives relevant to Education: ‘whole-school approach’ checklist.	October 2019	ND	Regional VAWDA strategic plan evaluation. Completion rates for VAWDA training	Amber	Green Whole school approach shared with school safeguarding leads in Autumn 2019. Implementation will be supported through

roll out across schools and education placements in Newport.	Ensure safeguarding training resources for schools & model policy includes awareness of Encompass.	July 2019	ND	monitored termly. Safeguarding self-evaluations to show evidence of impact from Sept '19.	2020. Training resources for school staff include Encompass; model policy includes section on Encompass; letter provided to schools to send to parents to inform them of Encompass. Schools are beginning to evidence delivery and impact of healthy relationships work with young people. Current work is in place to ensure effective co-ordination of support from schools/Preventions when an Encompass alert is received. Case studies to be
	Further develop work with Gwent police/ACES regional group to provide support to schools/families.	Ongoing 'task & finish group' actions	ND		
	Education safeguarding Officer to attend ACES training.	June 2019	ND		
	Evaluation of whole-school approach added to safeguarding self-evaluation document for schools from Sept 19.	July 2019	ND		
	Use analysis of Encompass data to target support for children experiencing domestic abuse.	From April 2019	ND		
	Attend 'Early Intervention Project' meetings with Preventions to share Encompass data and facilitate multi-agency working.	Monthly meetings from April 2019	ND		

						completed Spring term 2020 to show the impact of support.
Implement a Prevention/intervention programme for children at risk of both criminal and sexual exploitation, in partnership with other agencies (social services, police, YOS).	Multi-agency working group convened to plan a programme of support/interventions.	May 2019	ND/MR	Identification toolkit in place and shared with schools.	Amber	Green Exploitation toolkit shared with Safeguarding Leads at termly meeting. Ongoing support in place (Spring term meeting). Weekly attendance by ESO/Education at exploitation strategy meetings in place to ensure education issues are addressed.
	Continue to work with police as part of SOC group and support multi-agency interventions.	ongoing	ND	Schools have understanding of risks and referral pathways. Partnership work in place to support children at risk of exploitation.		
Embed the implementation of the new national 'safeguarding toolkit' for	Provide opportunities for sharing good practice in	June 2019/ Nov 2019	ND	Completion of safeguarding self- evaluations	Amber	Amber Approximately 90% of

schools.	regards to evidence gathering: termly safeguarding meetings.			monitored.		schools have a current safeguarding audit in place; 25% of schools are currently using the new safeguarding toolkit and others are beginning to use the new tool. Good practice is shared in termly meetings.
	Monitor completion of school self-evaluations.	ongoing	ND	Samples of self-evaluations demonstrate good practice.		
	Dip sample approx. 6 self-evaluations per term.	Termly	ND			
	Work with pilot schools on 'peer review' of self-evaluations.	Autumn term 2019	ND	Peer-review pilot in place.		
Facilitate effective multi-agency working between Education/Social Services/Preventions to support vulnerable children.	Written guidance for schools to be provided regarding Child Protection conferences/reports. Liaison with IROs.	July 2019	ND	IROs report increase in written reports submitted to conference (termly monitoring)	Amber	Green Education attendance at CP conferences during school holidays addressed: ESO coordinates attendance by education officers.
	Provide 'safeguarding learning events' to address issues raised by education. To be attended by Social Services	June 2019/ Spring 2020	ND/MR	Issues raised by schools are addressed effectively. Positive	Amber	Green A series of education briefings for social services staff were well attended in Jan 2020.

	team managers & Headteacher representatives.			responses from attendees.		Social Services staff will attend Education service event in Summer 2020. Learning events no longer required as Children's Services staff attend termly safeguarding meetings.
Ensure that there are increased opportunities for the voice of children and young people to be heard.	Ensure that pupil voice is captured in the evidence used by schools as part of the safeguarding toolkit.	Termly dip samples	ND	Feedback to schools Pupil voice interviews	Green	Green Pupil voice interviews undertaken during dip sample visits; feedback used to inform priorities for schools.
	Half-termly school visit (linked to dip sample of toolkit) to include pupil voice on safeguarding.	Term/y visits to schools	ND			

18.4c Future planning:

These priorities are until April 2020; new priorities will be set in April for 2020/21 via the Education Annual self-evaluation Calendar. Key priority objectives for the Education Safeguarding, Care and Support Officer will then be identified and aligned between the Education Service and the Children and Young People's Service (Safeguarding) as it is a shared role.

It is forecasted that continued work on ensuring the usage of the safeguarding self-evaluation toolkit being used within all Newport schools within this year is a continued key priority; as is ensuring the LACES officers are routinely involved in meeting the education care and support needs of those children/ young people who are looked after by Newport City Council, specifically focussing on those newly established residential provisions within Newport.

18.5 Child Criminal Exploitation (Child sexual exploitation)

18.5a There has been a significant improvement in the recognition of other forms of exploitation of children within Newport, including Child Criminal Exploitation (CCE) and how this interacts with Child Sexual Exploitation (CSE), trafficking and modern slavery. Service delivery has needed to reflect this focus for safeguarding children in Newport and there has been a significant and innovative restructuring to reflect this within our practices (as highlighted within the recent Joint Inspection).

18.5b The restructuring within Children and Young People's Services, has also taken place within this period to align with the changes in operational practice recognising Child Exploitation and how this must be identified and managed within the operational teams. The previous actions identified for the CSE priorities have now been concluded and migrated to the Child Exploitation strategy and will be implemented by the operational teams of children's services directly. Members are advised that there will no longer be a team plan in relation to Child Exploitation (Child Sexual Exploitation) to scrutinise as accountability for the on-going development of the tool-kit and strategy has been delegated to the operational teams and will be reportable via the Children's Services Overall Work-plan. Therefore, the completed/reviewed CSE work plan (2019/2020) can be found as an appendix document for members to access should they wish to.

19. Resource implications (employment and financial)

Members are reminded that the service area plans do have resource and financial implications in terms of resource commitments across the service areas. Including the DBS re-checks; role identification and monitoring (including non-compliance) of training requirements with POD partners and training department; and the resource strains identified regarding the pressures on the service areas where the new procedures for safeguarding are being implemented from April 2020. Although, each service area is already extensively stretched the proposals within the corporate and team action plans require to be objectively scrutinised and considered to ensure that as an authority we remain compliant in terms of WAO and Welsh Government recommendations, and where recommendations have been made through external/ internal audits and inspections we have done our utmost to make the required changes.

Appendices

Appendix 1- Liberty Protection Safeguards

Appendix 2- Individual Safeguarding Teams

Appendix 3- CSE reviewed/ completed work plan 2019/2020



Appendix 1- Liberty
Protection Safeguar



Appendix 2
Individual Safeguar



Appendix 3 cse
completed work pla

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