

Submission of Evidence to Scrutiny

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Corporate Safeguarding (2017-2018)

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

To provide Cabinet members with essential and key information to build their understanding and knowledge on the topic of “safeguarding” in order to allow them to effectively scrutinise local safeguarding practice.

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

Summary This is the first review of the annual corporate safeguarding report. The original report was established in November 2016 and sought to synthesise the various safeguarding reporting strands into one Corporate Safeguarding report which provides scrutiny information on how well the council is achieving on its safeguarding arrangements. Since the development of this report there have been significant changes in the quality assurance measures which are required to be reported on within the Director’s report for Social Services (formerly the annual council reporting format –ACRF), this has meant that there has been some change in the required key performance indicators for “safeguarding” specifically. Although it will remain the principal objective of the annual Director’s Report for Social Services to report on these performance measures the safeguarding specific indicators have been extrapolated and have been provided as performance measures for scrutiny purposes within this report for members to be aware of. This information has been provided in a separate table for ease of reference however the performance measures will also be referenced within the specific team action plan, for example, the performance measure for “duty to enquire” regarding an adult at risk is also detailed within the “Adult at Risk” team action plan.

The report is again provided in two parts, with part one providing members with the corporate over- view in terms of safeguarding requirements and arrangements based upon the Welsh Audit Office “Review of Corporate Arrangements in Welsh

Councils” (October 2014), used to form the basis of the reporting format and structure, and additionally provides the “safeguarding” specific quality measures as defined within the Director’s report for Social Services. Part two of the report presents the key priority work plans for each team incorporated within the Safeguarding Unit for Newport City Council and allows members to scrutinise and reflect upon the work being undertaken to ensure effective safeguarding arrangements are in place for children and adults in Newport.

Proposal To scrutinise and review the progress of the key priority work plans for both corporate safeguarding arrangements and the safeguarding specific teams.

1. Background

- 1.1 “Safeguarding involves us all” was the key headline of the safeguarding campaign launched within Newport City Council in 2014. This campaign highlighted how safeguarding is everybody’s business and identified the responsibilities of all staff and elected members, both corporately and individually, via the suite of safeguarding policies and procedures. This campaign was in part due to the recommendations made resulting from The Wales Audit Office ‘Review of Corporate Safeguarding Arrangements in Welsh Councils’ (October 2014) which found that many of the corporate safeguarding responsibilities within local authorities across Wales were underdeveloped and not well understood. The detailed survey findings and recommendations specifically for Newport City Council were considered in the Learning, Caring and Leisure Scrutiny Committee (15th April 2015) where a safeguarding action plan was ratified. It is from the recommendations of the WAO review to “*improve the work of the council’s scrutiny committees to ensure it is providing assurance on the effectiveness of the council’s corporate safeguarding arrangements (proposal 4)*” and “*identify and agree an appropriate internal audit programme of work for safeguarding (proposal 6)*” that this annual report on Safeguarding has been established.
- 1.2 The Annual Report of the Director of Social Services (2017) acknowledges that Social Services has faced challenges in this period seeing significant budget reductions at a time of increasing need for a population which is growing quickly with indicators for deprivation showing that we have some of the highest rates of vulnerable Children and Adults in Wales. Additionally, with the implementation of the Social Services and Well-Being (Wales) Act 2014 there has been both a cultural and practice change required from Adult and Children’s Services in order for the local authority to be compliant with the new legislation, moving away from the traditional models of providing social care services to one which ‘promotes the wellbeing of people and carers who need care and/or support’. The Act provides opportunity for innovation and positive change and certainly focusses on the “Well-being” of our citizens, but as with any major change in legislation the Act requires to ‘bed in’ and the implications for front line practitioners in this ‘new world’ has been an additional challenge experienced within this period.

- 1.3 As identified within the annual report of the Director of Social Services, the new Act (Social Services and Well-Being Act 2014) has brought a number of legislative changes into the practice of social work in Wales. One of the most significant changes from a safeguarding perspective is the new definition of an “adult at risk” and the new legal duty to report where there are concerns identified for either a Child or Adult. This new legal duty to report is of significance and clearly illustrates how safeguarding is everybody’s business, hence a further reason for the establishment of a corporate safeguarding report of this nature to assure members of the pro-active arrangements which the local authority are under taking in safeguarding provisions and service planning. “Safeguarding” under the new Act is covered in more detail in Part 1 of this Report.
- 1.4 Newport City Council is an active member of each of the two regional safeguarding boards that have amalgamated under the umbrella of “Gwent Safeguarding”. The two specific boards are the South East Wales Safeguarding Children’s Board (SEWSCB) and Gwent Wide Adult Safeguarding Board (GWASB); working alongside both boards we also have strong partnership and embedding of the Violence Against Women, Domestic Abuse and Sexual Violence Partnership Board (VAWDASVB). The context for each Board is described below and provides Members with information regarding the changes resulting from the new Act (Social Services and Wellbeing (Wales) Act 2014).
- 1.5 Newport officers are involved at all levels of the work of the three boards. Heads of Children and Adult services are members at both Boards, the safeguarding service manager for Newport chairs the business planning meeting for both boards and also chairs the local safeguarding network meetings in Newport. The local safeguarding network in Newport meets bi monthly and is well attended from all partner agencies 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.
- 1.6 Detailed information about the Boards and their work can be accessed via the Gwent Safeguarding website however a synopsis and key contact details for each board has been provided below:

www.gwentsafeguarding.org.uk



- **South East Wales Safeguarding Children's Board (SEWSCB)**



Local Safeguarding Children Boards (LSCB's) were introduced on a statutory footing by Welsh Government in October 2006 through the Children Act (2004). The Local Boards were set up with a number of statutory partners including Police, Health, Probation and a range of Local Authority services including Children's Services, Youth Offending Service, Education and Housing. For a number of years they operated on a local authority boundary basis (former Newport Safeguarding Children's Board) however in July 2013 the five local authorities merged to form the Regional SEWSCB. The Social Services and Well Being (Wales) Act 2014 specifies the objectives of Safeguarding Children's Boards as being:

- To protect children within its area who are experiencing, or are at risk of abuse, neglect or other kinds of harm, and
- To prevent children within its area from becoming at risk of abuse, neglect or other kinds of harm.

The SEWSCB is chaired by – Damien McCann - damien.mccann@blaenau-gwent.gov.uk
Vice Chair – Gareth Jenkins - JENKIG2@CAERPHILLY.GOV.UK

- **Gwent Wide Adult Safeguarding Board (GWASB)**



The regional Gwent Wide Adult Safeguarding Board (GWASB) was established in January 2011, merging the existing tri Council Area Adult Protection Committee arrangements in Blaenau Gwent, Torfaen and Monmouthshire, with those of Caerphilly and Newport. However, this Board was not a statutory partnership until the introduction of the Social Services and Well Being (Wales) Act 2014, which ensured that GWASB was on an equal statutory footing with the Children's Board, Therefore, this Board now has duties and statutory functions to perform as per the children's safeguarding board. The Social Services and Well Being (Wales) Act 2014 specifies the objectives of Safeguarding Adult's Boards as being:

- To protect adults within its area who;

- Have needs for care and support (whether or not a local authority is meeting any of those needs), and
Are experiencing, or are at risk of, abuse or neglect and,
To prevent those adults within its area mentioned above from becoming at risk of abuse and neglect

The GWASB is chaired by – Keith Rutherford - keith.rutherford@torfaen.gov.uk
Vice Chair – Lin Slater - Lin.Slater@wales.nhs.uk

Both the **SEWSCB** and **GWASB** consist of a strategic membership for the Board and a number of sub groups responsible for completing the work and ensuring this is disseminated for implementation in regional safeguarding practices. It is prescribed in legislation and guidance that each Board must produce an Annual Plan and an Annual Report detailing work undertaken and achievements which is reported directly into Welsh Government. Currently the business support processes for facilitating and supporting these two boards is being developed in order to merge the work of Adult and Children subgroups where practicable and reasonable to do so, however, the SEWSCB and GWASB have not merged into one strategic board at this point. The close collaboration and joint attendance across the two streams of safeguarding practice and policy ensures a robust tie with all agendas, including VAWDASV and therefore reduces duplication of work streams and ensures attendance to all Board objectives are met.

- ***(South East Wales) Violence Against Women, Domestic Abuse and Sexual Violence Partnership Board (VAWDASVB)***



Newport City Council host the pilot team of officers for this legislation on behalf of the Gwent region and Welsh Government.

The Violence Against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015 aim is to improve the prevention, protection and support for people affected by violence against women, domestic abuse and sexual violence. This Act recognises that Public Services need to work together to protect people experiencing such abuse and from suffering any further harm and protecting any children within the family. The VAWDASV partnership board will report annually to each of the Gwent Public Service Boards. The Act introduces requirements for relevant authorities to prepare, publish and implement strategies to contribute to the pursuit of the purpose of the Act and through a guidance power the Act will also introduce:

- A National Training Framework on VAWDASV
- A principles based approach to targeted enquiry for these issues across the Public Service known as “Ask and Act”
- Improved multi agency collaboration in relation to VAWDASV
- Improved commissioning of specialist VAWDASV services

The implementation of “Ask and Act” will be overseen by the South East Wales VAWDASV Partnership Board which is responsible for driving early implementation of “Ask and Act” within two sites; the Abertawe Bro Morgannwg Health Board and the South East Wales Local Authorities in order to establish a model or models of implementation which are fit for national rollout. The South East Wales VAWDASV Board receives information and updates from the Regional Adviser through the “Ask and Act” Steering Group. The work plan of the VAWDASV Board ensures that this ACT dovetails with the Social Services and Wellbeing (Wales) Act 2014, The Wellbeing of Future Generations (Wales) Act 2015 and The Housing (Wales) Act 2014 requirements in relation to safeguarding duties and responsibilities. Currently the Engagement and Communications sub group of the SEWSCB feeds directly into the VAWDASV Board and future planning and process mapping for this subgroup to merge the adult and children’s engagement and communication subgroups will also aid in ensuring that “Ask and Act” is embedded throughout ALL council service areas.

The VAWDASVB is chaired by – Rhian Bowen Davies - rbowendavies@outlook.com (previous National independent representative for Welsh Government VAWDASV)

Vice Chair– Rob Hartshorn. - hartsr@caerphilly.gov.uk

1.7 The Social Services and Well-being (Wales) Act 2014 also establishes a National Independent Safeguarding Board which works alongside the regional safeguarding boards to secure improvements in safeguarding policy and practice throughout Wales. The two boards, Children and Adults are required to complete and report annual plans to the Wales National Independent Safeguarding Board. It is recorded at the National Safeguarding board's summit in 2017 that focussed on safeguarding leadership in Wales that the *"design of an effective practice culture to safeguard children, young people and adults is compromised by increasing demand and diminishing resources"*.

The National Independent Safeguarding Board is chaired by Dr Margaret Flynn and has five appointed members,

- Keith Towler, the former Children's Commissioner for Wales
- Ruth Henke QC, an eminent lawyer in the protection of Children and vulnerable Adults
- Simon Burch, a former director of social services at Monmouthshire Council
- Jan Pickles OBE, programme director at the NSPCC, Jan also attends the Gwent Boards as the National Board representative.
- Rachel Shaw, designated nurse, safeguarding Children at Public Health Wales.



<http://safeguardingboard.wales/>

2. Format of the Report

- 2.1 The report is presented in two parts. Part one focusses on the theme of “safeguarding” providing essential information to members to inform their understanding of the topic, this section will provide relevant links to Welsh Government “safeguarding” training videos, regional safeguarding board websites for familiarisation and exploration purposes and specific training resources from approved agencies/ services. It is the anticipated outcome that by providing members involved in the scrutiny of safeguarding arrangements with the right level of useful information on the theme that they will feel able to effectively conduct their duties whilst feeling supported in knowing where and who to go to should they require to clarify or establish any further information.
- 2.2 Part one will then introduce the recommendations made from the Welsh Audit Office ‘Review of Corporate Safeguarding Arrangements in Welsh Councils’ (October 2014) and will report on the measures and arrangements currently in place for corporate safeguarding arrangements and highlight to members the future work anticipated in relation to corporate safeguarding.
- 2.3 Part two presents the key priority work plans for each team incorporated within the Safeguarding Unit for Newport City Council and allows members to scrutinise and reflect upon the work being undertaken to ensure effective safeguarding arrangements are in place for children and adults in Newport.

Part 1- “Safeguarding” and corporate safeguarding arrangements

1. What is “safeguarding”?

- 1.1 Safeguarding means protecting people’s health, wellbeing and human rights, and enabling them to live free from harm, abuse and neglect (Care Quality Commission, 2014). Every person whatever their background, culture, age, disability, gender, ethnicity, religious belief, has a right to participate and live in a safe society without any violence, fear, abuse, bullying or discrimination. For those children and adults “at risk” living within our society they have a right to be protected from harm, neglect, exploitation and abuse and wherever concerns are identified for those believed to be “at risk” of harm that the appropriate and proportionate action will be taken to make enquiries and to ensure the safety of that person (whether an adult or child).
- 1.2 All employees of Newport City Council are required to undertake the Corporate Induction Training which offers basic safeguarding awareness and advises all employees of their responsibilities in relation to safeguarding. Additionally, for those employees whose employment results in them directly coming into contact with Children generally and Adults who may be identified as “at risk” they must also complete additional safeguarding training proportionate to their role. The following resources represent the basic safeguarding information which is available and communicated to employees as part of their induction.
- All Employees must attend the Corporate Induction Session where “Safeguarding Awareness” Slides are presented.
 - For those staff whose employment brings them into direct contact with Children they must complete the basic safeguarding awareness presentation created by the South East Wales Safeguarding Children’s Board.
 - For those staff whose employment brings them into direct contact with Adults who may have care and support needs a leaflet has been created by the Gwent Wide Adult Safeguarding Board.
 - Where employees are identified as requiring further/ more advanced safeguarding training proportionate to their employment (ie. social care practitioners; education staff; etc.) the appropriate training will be identified as part of the wider induction and “Clear Review” development plan of the employee and overseen by their line manager. Further safeguarding training can be accessed via regional safeguarding boards; in-house training (ie. social services training department); and on occasions bespoke training facilitated by external agencies (ie. Children in Wales/ Barnardo’s/ etc.).

- Elected members were provided with an “Overview of Safeguarding” training session delivered in November 2017 (**attachment 1**). It is proposed that this over view training is timetabled annually for all members to attend in addition to providing a programme of safeguarding topic specific sessions (ie. child sexual exploitation; modern day slavery; etc.) which can be facilitated throughout the year (please refer to action plan and future development section of the report for more detail).
- 1.3 Newport City Council has a suite of Safeguarding Policy documents encompassing Children, Adults and Education, which all staff, including voluntary staff members, elected members and contractors must adhere to. These policies were first launched in 2014 as part of the original “Safeguarding Involves Us All” campaign and are hosted on the intranet as well as being promoted within the council induction training. These policy documents have since been reviewed to ensure compliance with the new Act and relevant changes in legislation and regulations (**attachments 2-5**). The policies have been ratified and are due to be relaunched as part of the refresher campaign for “Safeguarding Involves Us All” in the 2018 period.

2. Safeguarding in a legislative and policy context

- 2.1 The Social Services and Well-Being (Wales) Act 2014 is a major change in legislation for Wales which modernises and brings together former social care law, it seeks to simplify how care and support will be delivered to those giving and receiving care and support (Adults, Children and Carers). The Act strengthens the safeguarding and protection of both Adults and Children and there are new duties on relevant partners of the local authority to inform them when it suspects that a person (Adult or Child) may be “at risk”. There are also new legal powers to protect Adults “at risk”.
- 2.2 The following video is a Welsh Government produced resource which summarises the Act and what the Act means for citizens:
- <https://www.youtube.com/watch?v=-Ci5WByP6Gw>
- 2.3 Section 197(1) of the Act prescribes definitions of ‘abuse’ and ‘neglect’ as follows:
- “*abuse*” means physical, sexual, psychological, emotional or financial abuse (and includes abuse taking place in any setting, whether in a private dwelling, an institution or any other place),
 - “*financial abuse*” includes, having money or other property stolen; being defrauded; being put under pressure in relation to money or other property; having money or other property misused,

- “*neglect*” means a failure to meet a person’s basic physical, emotional, social or psychological needs, which is likely to result in an impairment of the person’s well-being (for example, an impairment of the person’s health or, in the case of a child, an impairment of the child’s development).

The following is a non-exhaustive list of examples for the categories of abuse and neglect:

- *Physical abuse* - hitting, throwing, drowning, burning, shaking, poisoning, suffocating, scalding, slapping, over or misuse of medication, undue restraint, or otherwise causing physical harm to a child or adult.
- *Sexual abuse* - rape and sexual assault or sexual acts to which the person has not or could not consent and/or was pressured into consenting. In respect of children, where a child or young person is forced or enticed to take part in sexual activities whether or not the child is aware of what is happening. This includes;
 - Physical contact, including penetrative or non-penetrative acts;
 - Non-contact activities such as involving children looking at, or involved in the production of pornographic material or watching sexual activities;
 - Encouraging children to behave in sexually inappropriate ways.
- *Emotional/ Psychological abuse* - threats of harm or abandonment, humiliation, verbal or racial abuse, isolation or withdrawal from services or supportive networks, coercive control (‘coercive control’ is an act or pattern of acts of assault, threats, humiliation, intimidation or other abuse that is used to harm, punish or frighten the victim). Emotional abuse may involve conveying to children that they are worthless or unloved, inadequate, or valued only in so far as they meet the needs of the person. Exposure of children, directly or indirectly, to domestic abuse.
- *Neglect* - failure to access medical care or services, negligence in the face of risk-taking, failure to protect a child from danger (including lack of supervision/ exposure to adults who pose a risk), failure to give prescribed medication, failure to assist in personal hygiene or the provision of food, shelter, clothing.
- *Financial abuse* in relation to people who may have needs for care and support may include –
 - unexpected change to their will;
 - sudden sale or transfer of the home;

- unusual activity in a bank account;
- sudden inclusion of additional names on a bank account;
- signature does not resemble the person's normal signature;
- reluctance or anxiety by the person when discussing their financial affairs;
- giving a substantial gift to a carer or other third party;
- a sudden interest by a relative or other third party in the welfare of the person;
- bills remaining unpaid;
- complaints that personal property is missing;
- a decline in personal appearance that may indicate that diet and personal requirements are being ignored;
- deliberate isolation from friends and family giving another person total control of their decision-making.

2.4 A “*child at risk*” is defined under the Act as a person under the age of 18 years who:

“(a) is experiencing or is at risk of abuse, neglect or other kinds of harm, and

(b) has needs for care and support (whether or not the authority is meeting any of those needs)” (section 130 (4)) .

Although the Act does enforce change in respect of social work with children fundamentally the existing legislation for safeguarding children (ie. The Children Act 1989) remains in place.

2.5 An “*adult at risk*” is defined under the Act as a person over the age of 18 years who:

“(a) is experiencing or is at risk of abuse or neglect,

(b) has needs for care and support (whether or not the authority is meeting any of those needs), and

(c) as a result of those needs is unable to protect himself or herself against the abuse or neglect or the risk of it” (Section 126 (1)).

This definition is of significance and marks a major change from a legislative and policy context as the former definition in respect of a “vulnerable adult” has been replaced with a more broad ranging definition of an “adult at risk” with new legal duties and powers being placed on local authorities and partner agencies to act and respond to **all** adults who meet this definition.

2.6 An “*Adult Protection and Support Order*” is a new legal order which the local authority can apply to the courts to obtain in respect of identified or suspected “adults at risk”, this is a major change in legislation and within social work practice with adults as safeguarding adults prior to the Act had relied upon the former “vulnerable adult” definition and where there were no statutory powers or legal orders available when concerns were suspected or identified. This change in legislation is likely to see a more broad ranging scope of reasons

for intervention given the definition terminology change and in respect of timeliness in gaining access to the “adult at risk” when an order has been invoked.

- 2.7 “Safeguarding” is also intrinsically embedded within The Well-Being of Future Generations (Wales) Act 2015. This Act ensures that public bodies think more about the long term, work better with people and communities and each other, look to prevent problems and take a more joined-up approach to ensure sustainability and ultimately to create a Wales that we all want to live in, now and in the future. In order to achieve the “well-being duty” we must ensure that our citizens are safe, residing in well-connected communities and within a society where people’s physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.

The following resources have been identified to provide further detail about the Well-Being of Future Generations (Wales) Act 2015::

- <http://gov.wales/topics/people-and-communities/people/future-generations-act/future-generations-act-video/?skip=1&lang=en>
- A guide to the Well-Being and Future Generations Act - [The Essentials - Summary of the Well-being and Future Generations \(Wales\) Act](#)

- 2.8 The Violence Against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015 is a further new piece of legislation within Wales reflective of safeguarding. The VAWDASV Act 2015 aims to improve the Public Sector response to domestic abuse; sexual violence; honour based violence; forced marriage and female genital mutilation by providing the strategic focus to improve the arrangements for the prevention, protection and support for individuals affected by such violence and abuse. The Act introduces requirements for relevant authorities (local authorities, local health boards, fire and rescue and National Health Service trusts) to prepare, publish and implement strategies regarding a principles based approach to targeted enquiry known as “Ask and Act”, an improved multi-agency collaboration and improved commissioning of services in relation to VAWDASV, and a national training framework on VAWDASV . The five South East Wales local authorities have been selected as an early adopter site in Wales for “Ask and Act” to develop and implement policies and processes ahead of a national roll out, the Regional VAWDASV Advisory Team is located within the Newport Safeguarding Unit. Members should be aware of the corporate responsibilities of the Local Authority and strengthening senior leadership requirements in relation to VAWDASV, the following training videos have been identified to assist members in respect of this legislation;

- **1st Episode - The role of senior leadership** <https://www.youtube.com/watch?v=nS1W5hALkY4>
- **2nd Episode- A Workforce Issue** <https://www.youtube.com/watch?v=liSV8nootbE>

3. What are our corporate responsibilities regarding safeguarding?

- 3.1 The Safeguarding Action Plan presented to the Learning, Caring and Leisure Scrutiny on 15th April 2015 used the six proposals for improvement recommended by the Wales Audit Office review of “Local Authority Arrangements to Support Safeguarding of Children”. This action plan has now been developed to also incorporate and reflect the wider context of safeguarding Adults under the new Act. The corporate safeguarding action plan (PART 1) in addition to the individual work plans of the teams within Newport Safeguarding Unit (PART 2) illustrate how we as an organisation will ensure that the duty of “safeguarding” is embedded across all service areas.
- 3.2 The local authority also has duties to report on the National Measures identified within the Director’s Report for Social Services. The safeguarding specific quality assurance measures taken from the Director’s Report for Social Services are illustrated in the tables below and provide members with the performance reported to Welsh Government in the 2017 report. A narrative column has been provided for members to accompany this data for context purposes and is taken directly from the Director’s Report. Members are respectfully reminded that the following data is safeguarding specific extracted from the wider data set required for Welsh Government as National Measures. As a local authority we also record and monitor our own local safeguarding performance measures to quality assure our performance and planning and this data is recorded within the team specific action plans (see part 2 of the report).

Quantitative data:

% of adult protection enquiries completed within statutory timescales	97.78%	Newport have performed well in respect of the response to the “Duty to report an adult at risk”, as 97.78% of all referrals received have a decision made within the statutory timescale of 7 working days in respect of the potential adult at risk
% of re-registrations of children on local authority child protection register	10.91%	The percentage of re-registrations of children on Newport’s Child Protection Register within the year in this period is currently

		<p>10.91%, this is a slight increase on the number recorded in the previous period. Viewing the number of re-registrations should not automatically be framed in the context that there has been a failure to protect the child from abuse, harm or neglect during the original period of registration as the re-registration period may result from entirely separate circumstances to the original registration reason.</p>
<p>Average length of time for all children on cpr during year</p>	<p>265.3</p>	<p>The average length of time for children on the Child Protection register during this year was 265 days. It is important to note the context in which this statistic is supplied and it must be taken into account that the safety and permanency planning for a child identified “at risk” of abuse or harm should always be considered/ reviewed on an individual basis, as one child’s circumstances for registration will not be the</p>

		same as another child's circumstances even if within the same registration category.
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Qualitative data:

Survey data responding to "People reporting that they feel safe"		
Carers Survey 84% (84) carers said they felt safe; 12% (12) said sometimes, 4% (4) did not feel safe.	Adult Survey 75% (311) of adults felt safe; 15 % (57) said 'sometimes'; 6% (24) said no. (unaccounted 4% did not respond to survey question)	Children's Survey 19 out of 22 children felt they were safe (86%), the other 3 children said they felt safe 'sometimes'.

4. Planned developments to enhance safeguarding within Newport

4.1 Newport Safeguarding Hub (pilot)

Newport City Council agreed to pilot a safeguarding multi-agency HUB on behalf of Gwent partners. On Monday 12th February 2018 Newport City Council are hosting a pilot safeguarding Hub on behalf of Gwent councils and partner agencies. The Hub is based in the Civic centre and professionals working within the Hub to begin with are, the Police, Social Services Children safeguarding (duty) and Adult safeguarding, Children Preventions and Newport independent domestic abuse advisors.

There is no precedent for a safeguarding HUB across 5 Local Authority areas and the pilot will be focussing on:

- Information gathering
- Assessment of risk
- Decision making.

The pilot will be compiling data and measuring to evidence if delivering safeguarding services through the HUB model will improve efficiency and processes by robust partnership collaboration and decision making.

The process will also evidence if there is an improved citizen journey and feedback to referrers.

There will be a full evaluation of the pilot at 3 and 6 months and will be reported back to strategic leaders. The results of the evaluation will also inform the Council's future planning in respect of delivering services through such a resource past the pilot phase.

4.2 Mental Capacity Act (Deprivation of Liberty safeguards)

The revised Mental Health Act of 2007, developed an alternative legislative pathway to be considered primarily for adults with mental capacity issues by the introduction of the Mental Capacity Act 2005. The legislative provision for deprivation of liberty safeguards (DOLs) is located within the Mental Capacity Act 2005. In 2015 The Law Commission completed a consultation regarding a review of the Dols Process, which has been criticised for being bureaucratic and unnecessarily complicated. It remains unclear, with the present Government's list of commitments as to when the review of this legislation will occur; until then, the process remains as it is.

Newport City Council has legislative responsibilities to discharge all duties as a Supervisory Body within the Act. As a Supervisory Body we are responsible for scrutinising, authorising as appropriate and reviewing all DOLs authorisations for citizens in Care homes within Newport, and also any Newport citizen that is ordinarily resident but may be accommodated outside of the City, and is subject to a deprivation safeguard.

Authorisations for Newport council are at Head of Service and Service Manager level within adult services and safeguarding. Regionally Newport City Council are part of a Gwent Consortium model funded by the 5 local authorities and ABUHB, the regional team manage all requests for authorisations under schedule A1 of the Deprivation of Liberty Safeguards 2009 (hospitals and care home residents). Funding contributions by the 5 LA's and ABUHB is based on Population numbers within each area.

When the regional team are notified of a request for a citizen to possibly have a deprivation applied for, the team arrange for a Best Interest Assessment (BIA) to be completed by the pool of staff dedicated within the regional team.

Regional team composition:

- 1 x dedicated Team lead/ BIA
- 5x Dedicated BIA's
- Seconded BIA's (from LA's and ABUHB)
- Pool BIA's [a group who have agreed to undertake BIA work of 1x month]
- 2 x admin Local Authorities,

Hospital deprivations are managed by the Gwent Dols Team, and the Supervisory Body is the ABUHB.

Newport has the second highest number of care homes in the region (22) and has increased requests for authorisations as a result. The applications for authorisations have continued to increase annually across Wales and the UK. Within a year Welsh Government report a significant increase in Welsh statistics, CSSIW and HIW Annual Monitoring Report for Health and Social Care 2014-2015 reported the figures below;

2013 - 2014	631 applications across Wales
2014 ~ 2015	10,679 applications across Wales

Newport statistics for DOLs recorded by the Regional team:

April 1st 2016- March 31st 2017 339 referrals complete and 201 in progress (197 Female 142 Male)

Not all requests for DOLS are managed by the regional team, Newport Adult Social Services manage all applications for citizens living in supported living types of accommodation. These are managed through the Court of Protection and have significant impact on resources and financial pressures on the Council.

Future challenges for developments for discharge of DOLs duties;

1. Financial pressures for Court of Protection applications
2. Increase in volume of work for initial Authorisation for DOL
3. Increase in number of review of DOLs Authorisations (some are very short)
4. Increase in volume of work predicted as a result of raising awareness of DOLs within Childrens services and case Law specifically for 16-18yr olds or children in residential establishments at age 18.
5. Increase in case law regarding deprivations in the community is proving a difficult area to quantify as many citizens are not known to social services, but all authorisations will be the responsibility of Newport Council.
6. Increase in paid advocacy (RPR) is evidencing an increase in appeals.
7. Training for staff continual requirement
8. Contracting and commissioning of care to ensure all Managing Authorities (Care homes) are aware of their duty to refer in a timely manner and not allow a DOLs to lapse without review or discharge.
9. Care reviews to include all legal authorisations and DOL requirements.

Future annual safeguarding reporting will include a DOLs specific action plan within Part 2 of this report and will evidence the work completed and pending in regards to the number of BIAs completed and pending; DOLs authorisations completed; reviews completed in time frame; discharge of DOLs.

4.3- Elected Members “Safeguarding” training

During 2017 we facilitated a whole Member training event, addressing the corporate safeguarding agenda to raise awareness with Members (**see attachment 1**). We have agreed to facilitate a number of safeguarding topics throughout the year to enable Members to discuss specific issues and gain an increased understanding of service areas. Topics suggested for this programme of work include:

- Child Sexual Exploitation, how do we manage the process in Newport, current numbers and practice?
- Adult Safeguarding, duty to report and duty to enquire what does that mean in practice?
- Professional Strategy meetings, how do we manage concerns regarding professionals and safeguarding issues with children and adults? Looking at the process and understanding risk.
- Child protection conferences, when do we have them, what are the outcomes? Do we complete within timescales, what is the role of an Independent Reviewing Officer (IRO)
- Adult and Child practice reviews, what are they and are they of benefit to improved services?
- Domestic Homicide Reviews, the process and responsibility for shared learning
- Safeguarding Champions throughout Newport Corporate services.

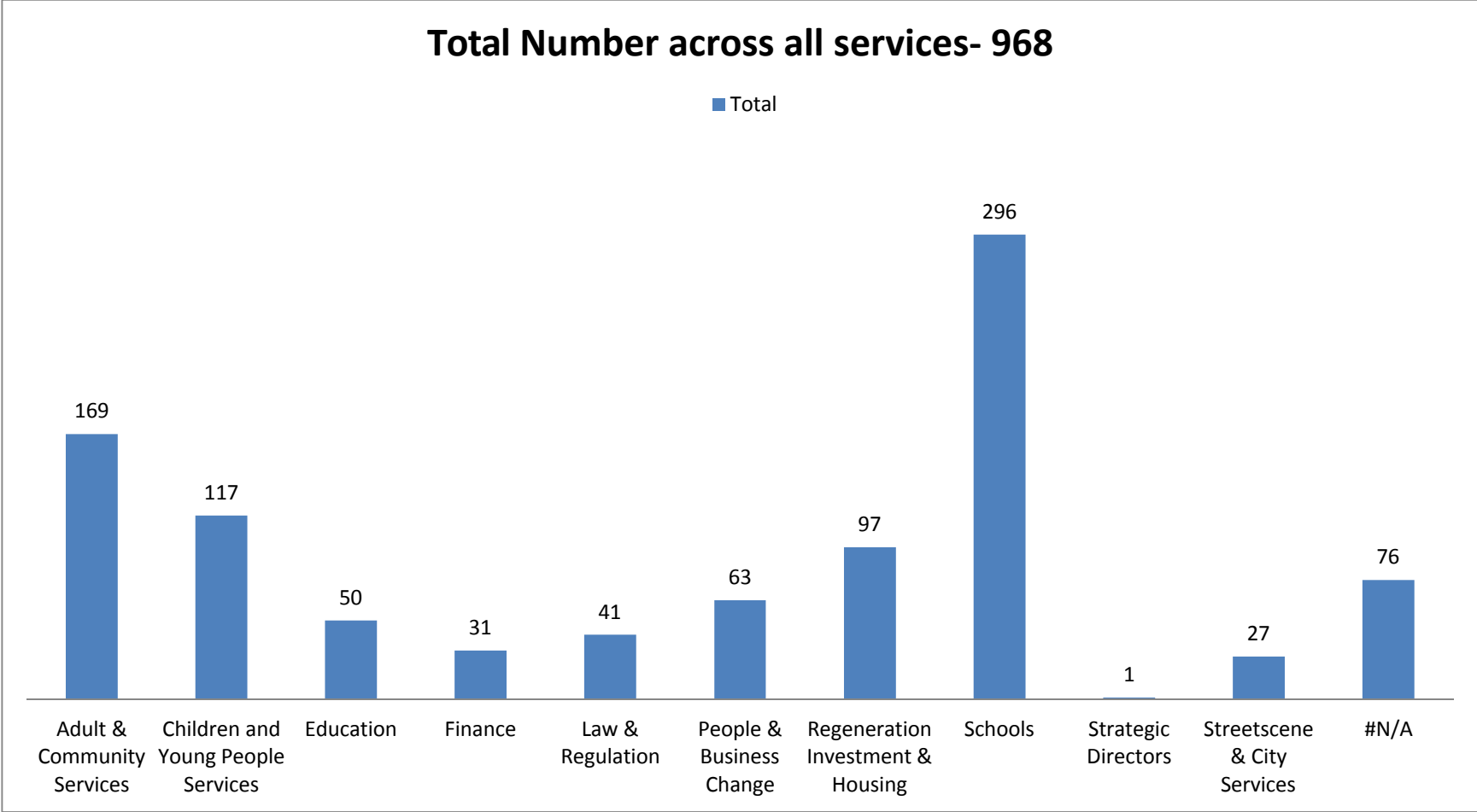
4.4 E- learning and training

The local authority has a duty to ensure that safeguarding training is mandatory for all staff (including volunteers, elected members) and is proportionate to their role requirements. Encompassed within this includes the Welsh Government request to ensure that all employees where possible (those who have not been affected by Domestic Abuse) complete the e-learning course- Violence Against Women, Domestic Abuse and Sexual Violence. The total number of employees categorised into service areas has been provided in table 1:

(Table 1)

Adult & Community Services Count	628
Children and Young People Services Count	409
Education Count	364
Finance Count	94
Law & Regulation Count	261
People & Business Change Count	112
Regeneration Investment & Housing Count	643
Schools Count	3865
Strategic Directors Count	3
Streetscene & City Services Count	393
Total of every employee	6772

Currently 968 employees have completed this specific e-learning course and the figures for each service area have been provided in the graph below.



It is evident that further progress is still to be made in order to meet the required target for Welsh Government, therefore, this is a key priority on the corporate safeguarding action plan over the forthcoming year to deliver on improving the numbers of employees who have completed this training.

This work will be in addition to the key priority already identified regarding the creation of a corporate-wide system to identify, track and monitor compliance on attending safeguarding training in all Council departments, elected members, schools, governors and volunteers.

4.5 Relaunch “Safeguarding Involves Us All” Campaign

The “Safeguarding Involves Us All” Campaign will be relaunched within this next quarter and will incorporate the revised Safeguarding Policy Suite (**attachments 2-5**); launching the “Safeguarding Champions” role within each service area (**attachment 6**); and revising the information provided on the Safeguarding section of the staff intranet to ensure that all of the information is relevant, up to date and provides useful links which include Gwent Safeguarding Boards.

Part 1- Corporate Safeguarding Action Plan (2017/2018)

1. Key Priorities/ Themes for Corporate Safeguarding (2017/2018)

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 the Corporate Safeguarding Policies and Procedures developed in 2014 to ensure they are Act Compliant and relaunch the suite of documents across all service areas to ensure that all Council employees are aware of their responsibilities.	<ul style="list-style-type: none"> - Safeguarding documents to be reviewed by lead authors (education/ adults/ children) to ensure they are complaint with the SSWB Act. - Work with H.R/ Legal to establish a process for recognising "failure to act" in safeguarding circumstances as a potential disciplinary matter and reflect this 	<ul style="list-style-type: none"> - Education Policy Completed (September 2017) - Children's Policy review by end of November 2017 - Adult's Policy review by end of November 2017 - Completed, ratified by CSMT, need to be relaunched - Proposal of process to be submitted to Heads of Service for preliminary discussion by 	All Employees will know basic safeguarding information and their responsibilities regarding safeguarding as an employee will be clearly communicated and understood.	<p>Green</p> <p>Policies have been updated in line with new Act</p> <p>Where we are currently: AMBER</p> <ul style="list-style-type: none"> - Policies need to be relaunched as part of safeguarding awareness campaign - Need to work with legal and HR re. "failure to act"

	<p>within the corporate mission statement of safeguarding.</p> <ul style="list-style-type: none"> - Documents to be re-launched utilising the intranet resource and notification via the staff e-bulletin to ensure all employees know where to access the information. 	<p>March 2017 Outstanding-18/19</p> <ul style="list-style-type: none"> - Policy relaunch and dissemination Outstanding-March 18 		
<p>To meet the WAO recommendations the council should confirm the “senior lead officer who is accountable for safeguarding and protecting children and young people with corporate responsibilities for planning improvements”; and the “appointment of a lead member for safeguarding”</p>	<ul style="list-style-type: none"> - Heads of adult and children services raise at corporate level and agree appropriate representation highlighting importance of the role 	<ul style="list-style-type: none"> - Within forthcoming quarter for 2018 	<p>All Staff will be aware of the following identified persons identified with Safeguarding responsibilities:</p> <ul style="list-style-type: none"> - Senior Lead Officer: James Harris (Strategic Director- People) - Lead Member for Safeguarding: Councillor Paul Cockeram (Cabinet Member for Social Services) 	<ul style="list-style-type: none"> - Amber This information will be publicised within the Safeguarding Awareness Campaign and via the safeguarding champions network; wider staff news information; intranet “safeguarding” section
<p>Agree designated corporate safeguarding champions within all</p>	<ul style="list-style-type: none"> - Nominations for champions for each service area 	<ul style="list-style-type: none"> - March 2018 <p>All information prepared</p>	<p>Every service area reflects that “safeguarding” is a key priority/ theme</p>	<p>Amber “Safeguarding</p>

<p>Council Service Areas who will be responsible for championing “safeguarding” within their service area and providing advice and direction for staff within the service area should a query/ concern arise.</p>	<p>to be requested by Heads of Service/ Safeguarding Service Manager.</p> <ul style="list-style-type: none"> - Identified Champions Register to be created by the Safeguarding Unit. The register should be held centrally by Human Resources and updated should an identified champion no longer hold that position. - Champions’ names and contact details to be published on the intranet safeguarding tab and communicated via e-bulletin. - Champions to be briefed/ supported in respect of their role by the Safeguarding Unit (QA/ Service Manager) ensuring they are aware of the safeguarding policies and processes of who 	<p>and ready for nominations from each service area.</p> <p>Schedule of meetings to be agreed for the year to establish the safeguarding champions network</p> <p>Register to be held in HR and reviewed at each network meeting to ensure correct officers in post.</p>	<p>embedded within all services being delivered by the Council.</p> <p>All employees will feel that they know who and how to contact the right person within the organisation should they have a query or concern.</p> <p>Improvement in how information on safeguarding is shared across the organisation collectively.</p>	<p>Champions” briefing and requirements have been ratified by CEO and will now require to be presented to Heads of Service Areas to identify an appropriate employee (Document attached as appendices for Members to view- attachment 6)</p> <p>Clear strategy for taking forward in18/19 will be evidenced through staff news and as part of all service areas information.</p>
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	<p>to contact/ where to direct and access information on safeguarding generally and in specific circumstances.</p> <ul style="list-style-type: none"> - Review with service leads if the Action plan in each service area reviewed by People Portfolio Board outlines safeguarding training as a key priority 			
<p>Develop a system to identify, track and monitor compliance with attendance at safeguarding training in all council departments, elected members, schools, governors and volunteers and to identify and prompt those staff members who require refresher safeguarding training as part of their role.</p>	<ul style="list-style-type: none"> - Corporate e-learning induction regarding safeguarding information to be reviewed by Quality Assurance (Safeguarding Unit) with People and Business Change (Jane Westwood- Gover). Amendments to the e-learning module to be ratified through Heads of Service 	<ul style="list-style-type: none"> - August 2017 	<p>There is a corporate safeguarding register which identifies those staff members who require additional/ refresher safeguarding training beyond the corporate induction process. Those identified employees will be notified and can be monitored through the system to ensure that they have attended the required safeguarding training proportionate to their role.</p>	<p>Amber- Page Tiger will be used as the new corporate induction- will work with Business Change to further this once established, new induction occurring from March 2018</p>

	<ul style="list-style-type: none"> - and Cabinet. - Work with People and Business Change to identify all those staff/ positions which require additional/ refresher safeguarding training and then devise a register and monitoring process. - General “Safeguarding” training provided to all members (Nov 2017) and an offer extended to members to provide a rolling programme of safeguarding awareness training sessions on specific issues (ie. CSE, DOLS) 	<ul style="list-style-type: none"> - August 2017 <p>November 2017</p>	<p>The council will be able to demonstrate via evidence (data) that those employees who require refresher/ additional safeguarding training are compliant.</p> <p>All council members have awareness in respect of their safeguarding duties and responsibilities</p>	<p>Amber- Need to meet with HR and training department to track additional refresher training processes and to monitor and track the e-learning completion requirements for VAWDASV</p> <p>Green- Overarching safeguarding delivered to Members.</p> <p>Amber- Agree ongoing Member specific safeguarding training/awareness to be timetabled throughout the year.</p>
<p>Improve the range, quality and coverage of safeguarding performance reporting to provide adequate assurance that corporate arrangements are working effectively and Council’s Scrutiny</p>	<ul style="list-style-type: none"> - Develop a corporate safeguarding report for scrutiny (to be reviewed annually) which reports on the effectiveness of the 	<ul style="list-style-type: none"> - November 2016 	<p>The Council will be able to demonstrate and feel assured that robust systems/ processes are in place across the Council which ensure that “corporate safeguarding” arrangements are being</p>	<p>Green</p> <p>Annual report now established which synthesises all safeguarding reporting into 1 report for members – this action</p>

<p>Committees are provided with assurance on the effectiveness of the Council's Safeguarding Arrangements</p>	<p>Council's corporate arrangements and the specific effectiveness of the teams which form Newport's Safeguarding Unit.</p> <ul style="list-style-type: none"> - Children and Adult Services Performance Board continue to meet six weekly to review performance which includes safeguarding data. 	<ul style="list-style-type: none"> - On-going 	<p>met and the specific work plans of the teams within Newport Safeguarding Unit are effectively delivering on their identified key priorities.</p>	<p>can be removed from future action planning</p>
<p>Improve how "safeguarding" information is 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>	<ul style="list-style-type: none"> - Remove the former Safeguarding Children in Newport (SCIN) website as this is redundant due to the regional board establishment. - Update the "safeguarding" information on the external website to ensure it reflects the new SSWB Act and include useful information (ie. definitions of "adult at risk" and the new duty to 	<ul style="list-style-type: none"> - January 2017 - January 2017 	<p>Citizens of Newport will be provided with essential and relevant information on "safeguarding" with the anticipated outcome that they feel that their health, well-being, human rights and opportunity to live in a community free from harm, abuse and neglect is being promoted and supported by the local authority.</p>	<p>Amber</p> <ul style="list-style-type: none"> - Established that Gwent Police communication and digital team maintain the site, request has been made for the site to be taken down. Links to GWENT Safeguarding Board available instead- need to check this is on Council internet page - Need to update the safeguarding intranet page with

	<p>enquire); links to regional safeguarding boards (adults and children).</p> <ul style="list-style-type: none"> - Future development on this section of the website to include links to endorsed partner agencies videos/ resources/ information for young people/ parents/ carers on specific safeguarding topics 	<ul style="list-style-type: none"> - August 2017 		<p>new policies, safeguarding champions details, add safeguarding links on the intranet page for safeguarding topics (ie. CSE) once re- launch campaign completed</p>
<p>Newport Safeguarding Hub (pilot) to improve more robust and collaborative ways of multi- agency working to safeguard the citizens of Newport so they receive the right support from the right service at the right time</p>	<ul style="list-style-type: none"> - Establish the NSH to function within Newport City Council premises - Work collaboratively with multi agency partners (police/ education/ health/ probation) to establish agreed NSH processes and procedures - Provide evaluation data at months 3 	<ul style="list-style-type: none"> - Go Live date February 2018 - 3 monthly and 6 monthly evaluation to regional heads of service to determine benefits of maintaining the Newport Safeguarding Hub beyond the pilot phase and to support a regional rollout of the model if progressed 	<p>Robust and collaborative decision making via multi agency working arrangements to effectively safeguard the citizens of Newport providing the right service at the right time. A reduction in the number of citizens inappropriately receiving costly services from Social Services, Health Police and partner agencies.</p>	<p>Green- Hub Pilot has been launched, evaluation reports due in month 3 (April 2018) and month 6 (July 2018).</p>

	and 6 to inform the outcome of developing a safeguarding hub locally with a view to rolling out the model regionally			
Mental Capacity Act Deprivation of Liberty Safeguards data to be added as a work plan to Part 2 of the Annual Corporate Safeguarding Report	- Data set and key priorities specifically for DOLs to be created and added as a work plan to the annual report	- February 2019	Detailed information regarding the required performance measures for DOLS will be provided for scrutiny and quality assurance by members.	Green- DOLS information and data has been provided to members within this report and all future reports a specific action plan will be incorporated into Part 2 of the report.

Part 2- Safeguarding Unit Individual Teams Key Priority Plans

1. Newport Safeguarding Unit Structure



2. Individual Teams Key Priority Plans

Child Sexual Exploitation	Independent Reviewing Officers/ Safeguarding Administration	Safeguarding in Education	Quality Assurance (Children's Services)	Local Authority Designated Officer	Adult at Risk	Violence Against Women, Domestic Abuse and Sexual Violence
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Part 2- Child Sexual Exploitation team key priority plans (2017/2018)

1. Child Sexual Exploitation Team Narrative

Child Sexual Exploitation (CSE) is: 'the coercion or manipulation of children and young people into taking part on sexual activities. It is a form of sexual abuse involving an exchange of some form of payment which can include money, mobile phones and other items, drugs, alcohol, a place to stay, 'protection' or affection. The vulnerability of the young person and grooming process employed by perpetrators renders them powerless to recognise the exploitative nature of relationships and unable to give informed consent.'

The CSE Manager works in conjunction with local agencies to ensure an effective multi-agency Sexual Exploitation Service is delivered to children, young people and their families in accordance with statutory requirements and in line with both national and local policy, guidance and procedures. The CSE Manager is based within the Children's Safeguarding Unit and their responsibilities include;

- To co-ordinate and oversee Newport City Council's response to CSE
- To manage and co-ordinate the Newport Multi-Agency Newport CSE Forum
- To co-chair and contribute to the Newport Multi Agency Sexual Exploitation (MASE) meeting
- To assist agencies to understand the extent of Child Sexual Exploitation
- To ensure that senior managers from relevant agencies are aware of their responsibilities in relation to CSE
- To ensure that there is a consistent and coherent approach taken within and between agencies to address CSE
- To track actions arising from CSE meetings by all agencies and challenge any identified deficit
- To identify service gaps and report these appropriately to senior management
- To facilitate effective data analysis to inform strategic discussion and decision making
- To contribute to the development and dissemination of organisational policies and procedures
- To assist with the identification and distribution of specialist training resources associated with CSE
- To ensure the involvement of young people, parents/carers and communities in service planning and delivery
- To respond effectively and efficiently to complaints regarding service delivery within statutory timeframes
- To develop links with neighbouring authorities
- To attend local partnership meetings and conferences on behalf of the authority county wide
- To provide regular reports to Senior Management

(Caseholding of CSE cases remains the responsibility of children’s social work teams with guidance and expertise provided by the CSE Manager as required).

Child Sexual Exploitation is a specific form of child abuse and therefore comes under the All Wales Child Protection Procedures 2008 and the All Wales Protocol; Safeguarding and Promoting the Welfare of Children who are at Risk of Abuse through Sexual Exploitation. The Newport City Council Child Sexual Exploitation Guidance has been reviewed and updated in January 2016 and provides an overview of how the All Wales CSE Protocol is implemented in Newport.

2. Key Priorities/ Themes for Child Sexual Exploitation 017/2018

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
<p>Prepare: All agencies working with Children to assume CSE to be present and have specified objectives to support the identification of children and young people subject to or at risk of CSE All Staff are aware of the All Wales Protocol and Newport CSE Guidance document</p>	<p>1) Ensure that all staff and volunteers have access to and undertake training to raise their awareness of the risk factors associated with Child Sexual Exploitation; 2) Provide specific multi-agency training for managers and front line workers, residential staff and foster carers around the issues of sexual exploitation</p>	<p>1) Ongoing plan of training to allow for staff changes/turnover 2) December 2016 and ongoing</p>	<p>Positive evaluation following audits. Earlier identification of CSE concerns. Practitioners reporting confidence in their knowledge and abilities in responding to CSE concerns during case audits and staff briefings. Training logs detail increase in trained</p>	<p>Green – however due to staff turnover and changes in research and best practice guidance there is a need to maintain regular training</p>

	<p>3) Provide specific training / guidance around any element of CSE to frontline teams and agencies providing direct support to children, as required</p> <p>4) Promote awareness via the Newport CSE Forum, Practitioner Forum and Foster Carer Forum and via the monthly MASE meetings</p>	<p>3) Ongoing</p> <p>4) Ongoing</p>	<p>practitioners across all agencies working with children.</p>	
<p>Prevent: Preventative services to be in place to support children and their families where there are risks of CSE.</p>	<p>5) CSE prevention and awareness raising work to be undertaken by schools, youth groups and all agencies in direct contact with children (e.g. Families First, Education Social Workers, Youth Workers)</p> <p>6) Early indicators of CSE to be identified and appropriate</p>	<p>5) 2016-2017 Academic Year: Full programme of preventative work was completed within this academic year.</p> <p>6) Ongoing for future year groups.</p>	<p>Reduction in high risk CSE cases in Newport</p> <p>Increase in referrals to Families First for preventative work around issues related to CSE (healthy relationships, self-esteem, keep safe)</p>	<p>Green– targeted work has taken place within Newport secondary schools and is ongoing, targeting specific groups and ensuring improved recognition of CSE and early support services available</p>

	referrals made			
<p>Protect: Measures in place to ensure children are protected from CSE and that agencies are acting appropriately to reduce risks and protect children.</p> <p>Agencies to work together to ensure effective safety planning and disruption tactics are employed to tackle CSE in Newport.</p> <p>Agencies to work together to develop services that are appropriate and effective in meeting identified needs.</p>	<p>7) Weekly CCM report detailing CSE strategy meetings held and outcomes agreed</p> <p>8) Review of strategy meetings and agreed actions to ensure processes are followed and actions are appropriate to safeguard</p> <p>9) Multi Agency Sexual Exploitation Meeting (MASE) trial in Newport</p> <p>10) Development of Forest Lodge Residential Unit</p>	<p>7) Ongoing</p> <p>8) Ongoing</p> <p>9) Commenced October 2016 and following trial, agreed to continue and to be rolled out across Gwent.</p> <p>10) Partially completed and some changes are ongoing</p>	<p>Robust system where inappropriate decision making can be quickly identified and challenged.</p> <p>Robust system to ensure effective multi-agency planning to safeguard the child/ren.</p> <p>Annual case audit identifies improved outcomes for children</p> <p>Reduction in SERAF score</p> <p>Reduction in numbers of children at high risk of CSE in Newport</p>	<p>Amber – work is underway, but not fully completed.</p>
<p>Pursue: All agencies working with children to have a clear and shared understanding about how they can contribute to the disruption and prosecution of perpetrators and to the support of victims through a consistent child centred approach</p>	<p>11) Supporting children to disclose by developing positive relationships; Multi-agency agreement on Key Professional role</p> <p>12) Effective multi-agency working and information sharing leading to:</p>	<p>11) Ongoing</p> <p>12) Ongoing</p>	<p>Increase in related convictions</p> <p>Annual case audit identifies better understanding of problem profile and risk areas in Newport.</p> <p>Practitioners report increased awareness of</p>	<p>Green – through development of the MASE meeting there is better engagement of all agencies in support and disruption plans. Work remains ongoing and problem profile is updated by Gwent police with input by all key agencies</p>

	Increased prosecutions and the development of a Problem Profile for Newport.		their roles in tackling CSE via forum membership and during case audit discussions.	
<p>Analyse: All agencies working with children to contribute to case audit procedures in order to analyse responses to CSE risk; identify what works in tackling CSE; identify gaps in service delivery and share good practice.</p> <p>Data to be collated on CSE cases for local and national service development.</p>	<p>13) Clear audit and QA process to be implemented</p> <p>14) Annual report to be completed on the outcome of interventions and in particular any exceptions to effective inter-agency working and cooperation of partners</p> <p>15) Data to be collated on all CSE cases</p>	<p>13) Completed</p> <p>14) Ongoing – annual</p> <p>15) Ongoing via the MASE meeting</p>	<p>Audit documents completed and all involved agencies contributing to the process</p> <p>Information on all CSE cases to be forwarded to the safeguarding team to ensure data collection is completed.</p>	<p>Green – processes in place and work is being completed as scheduled</p>

3. Key Data for Child Sexual Exploitation Team

Number of Identified High Risk CSE cases in Newport where a SERAF strategy meeting has occurred for period October 2016 – Present (October 2017) = **74**

Number of strategy meetings held in relation to High Risk CSE cases in Newport between October 2016 and 2017 = **182**

4. Future Planning

Below are the areas of work identified by the Newport CSE Forum, by the MASE meetings and via individual strategy meeting that require further planning and development in order to be fully implemented. There has been a significant improvement in recognition of other forms of the exploitation of children, including child criminal exploitation (CCE) and how this interacts with CSE, trafficking and modern slavery.

There is currently no All Wales protocol on CCE and whilst the CSE protocol is currently under review, and it is hoped that a comprehensive exploitation protocol, incorporating all forms of exploitation will be developed, there is a need in the interim to develop a process for managing these cases within Newport in order to ensure recognition, response and safety planning are all effective in managing these risks.

- A comprehensive, multi-agency protocol for managing cases of CCE
- A multi-agency action plan to address children's exploitation of all forms, human trafficking and modern slavery in Newport
- Awareness raising/training on all forms of exploitation, including trafficking and modern slavery.

The MASE meeting was trialled in Newport in October 2016 and following review, this was agreed to be an effective tool, and provided a strategic overview of current high risk cases. It has since been agreed by the local safeguarding board to implement MASE meetings across all Gwent Authorities and work is underway to review the Newport MASE, agree on joint terms of reference and information sharing protocols and ensure consistency across Gwent as the other meetings go live.

CSE screening to be included within the trial of the Newport Safeguarding Hub to ensure quality of referrals, CSE recognition (and other forms of exploitation) and CSE Protocol compliance.

More creative ways to engage children, families and carers in safety and disruption planning; in case reviews and audits and in reviews of support services are required, and provide an ongoing challenge and permanent addition to the Newport Multi-Agency CSE Forum Action Plan.

Part 2- Safeguarding Unit individual teams key priority plans

1. Child Protection Unit Team Narrative

Team Structure: The team consists (currently) of 4.5 Independent reviewing Officers/Independent Chairs, this includes a Team Manager who carries the half caseload as an IRO. Supported by Business Support Team Leader and 4 Conference Administrators. The IRO's chair all reviews for Looked After Children (In the care of the Local Authority), all adoption reviews (Looked After Children placed for adoption) and all Pathway Reviews (Young People formerly Lac up to the age of 19). The IRO's also chair all Child Protection Conferences for children who are deemed to be at risk of significant harm and need to be placed on the Child Protection Register and be subject of a Child Protection Plan to help to safeguard them from harm that has been identified in Conference.

The role and function of the IRO's is set out in the Adoption Act 2002 and is also referenced in further legislation such as the Family Justice Review and the Social Services Well-being (Wales) Act 2014 (Section 100), the regulations governing their role as an IRO can also be found in the Care Planning, Placement and Case Review (Wales) Regulations 2015. The role of the IRO as an independent chair in child protection conferences is laid down in the All Wales Child Protection Procedures and also in Working Together to Safeguard Children. The IRO role is to monitor the performance of the Local Authority in regard to its role as the corporate parent of looked after children. This is mainly done through regular reviews of the child/young person's care plan. If the IRO is not satisfied with the care afforded the child or any aspect of the care plan then they can raise concerns to a higher authority up to and including the Chief Executive. In addition the IRO, if they consider it appropriate, can refer the child's case to a Welsh family proceedings officer (CAFCASS).

The IRO role as an independent chair is to ensure that Child Protection Conferences are conducted appropriately and ensure that the decisions are from a multi-agency perspective and ensuring the voice of the child and the parents are heard in conference. The Independent chair must also ensure that conferences are undertaken within the specified timescales and reviewed at specified intervals in line with procedures.

The IRO's also provide guidance and advice to front line teams when requested. They will also provide training on child protection for social workers, foster carers and other groups if requested. They also provide training on 'Signs of Safety' (Risk Assessments) to help to enhance

social work practice. Essential in the role of the IRO is working in partnership with other agencies. These agencies are primarily Police, Health and Education as well as Children’s Guardians for children whose cases are being taken through care proceedings via the courts. With regard to Performance of the team in recent years has always performed well and Newport were the best performing Authority in Wales in regard to Looked After Children’s Reviews being completed within statutory timescales. Newport has also in recent years never dropped below 98% compliance in regard to timescales for completion of child protection conferences. The ongoing challenge for the team is that since April 2015 we have had between 1 and 2 IRO posts less than in previous years.

2. Key Priorities/ Themes for Child Protection Unit 2017/2018

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
To maintain current levels of performance for LAC reviews and Adoption Reviews	Monthly report from CCM Develop different ways to review cases utilising technology when required	Ongoing March 2018	Annual Performance Indicator Annual performance Indicators and increase in compliance for LAC reviews	Green Monthly reports in place Amber; technology being identified and liaison with front line teams ongoing.
Develop a Monitoring System to increase service user participation in Lac reviews.	Recording and reporting system to be developed in Liaison with Performance Information Team. Develop different methods for consultation with young people utilising modern technology where appropriate	March 2018 March 2018	When there are clear indicators that service user participation is increasing. Increase in service user participation and feedback from them via consultation process	Amber- Different approaches are being looked at and service users will be consulted in due course. Amber- Service user participation is sporadic at present.
System to raise legitimate concerns in regard to Looked after children by	Utilise IRO concerns via children’s case management system.	March 2018	Positive feedback from service users and their carers as well as other	Amber- System currently in place but has not been monitored over time or

their IRO which clearly holds people to account and helps to raise concerns and drive up standards of care.	Develop clear monitoring and recording system to capture this information over time.		professionals. Feedback forms to be developed.	feedback sought.
System and Guidance to be produced to ensure that the IROs are kept updated in regard to Looked After Children in line with The Care Planning, Placement and Case Review (Wales) Regulations 2015	Guidance to be produced for all front line social workers to ensure compliance with the current regulations.	March 2018	Positive feedback from IROs and service users that all relevant information and consultation has taken place.	Amber – System is currently sporadic and has not been monitored over time.

3. Key Data for Child Protection Unit

- 1) Number of Looked After Children subject to Reviews (including adoption and pathway reviews) as of February 2018 – **372**
- 2) Number (Approximately) of Looked After Children’s Reviews (including adoption and Pathway reviews) to be completed within statutory timescales from January 2018 to the end of December 2018- **781**
- 3) Number of Initial Child Protection Conferences completed.
January 2017- December 2017- **186**
- 4) Number of Review Child Protection Conferences completed January 2017- December 2017- **371**
- 5) Number of Transfer-In Child Protection Conferences completed
January 2017-December 2017- **15**

April 2016- August 2016- **106** (* NB. this performance indicator is no longer a requirement for WG reporting therefore, this data has not been recorded post September 2016).

4. Future Planning

Over time the Child Protection Unit will continue to build on its current levels of performance. The personnel within the team are highly motivated and very experienced individuals who have worked within the field of social care and child protection for a number of years. They are ably supported by the business support staff and systems are continually being developed to improve and enhance the performance of the team.

The current challenges to the team will be addressed in the next few months which has been helped by both the IRO team and the business support team both being fully staffed (as of 25th September 2017). Fully staffed the issues of high caseloads are beginning to be addressed as well as more flexible ways of working, although the LAC population has increased substantially over the last few months.

With a full staff complement service delivery has improved and the levels of quality assurance have enhanced. Further discussions are taking place as to the core business for the team and what current responsibilities can be devolved to other parts of Childrens services (Pathway Reviews of young people over 19 are now being undertaken by the Pathway service as well as adult services). Further discussions are ongoing for the remaining Pathway cases of people over 18 to be devolved to the Pathway service and adult services so that IROs can focus on their core business of Looked After Children. Recent legislation as well as recent court judgements will continue to increase the accountability and responsibility of the IROs in regard to the cases that they review and the challenge ahead is to meet the new demands while continuing to improve practice, both within the team and with the front line social work teams. Multi-disciplinary liaison and multi-agency working will remain at the forefront of our practice.

More creative ways of engaging children and young people throughout the process of child protection conferences and looked after children' reviews. Agile working practices and assisted technology are assisting in facilitating this outcome.

Part 2- Safeguarding Unit individual teams key priority plans

1. Education Safeguarding Team

The Education Safeguarding Officer is placed within Social Services and funded by Education. The key role is to support schools in implementing national guidance on safeguarding in education (Keeping Learners Safe 2015), and monitoring schools' compliance with guidance and legislation. A significant area of work is providing safeguarding support and training to schools. The role involves regular attendance at LA MARAC meetings and supporting the work of the SEWSCB, including membership of sub-groups and local/regional working groups. The ESO is part of the LA safeguarding team, working closely with the LADO for Child Protection and the wider Children's Services team. The current role also includes the line-management of the Education co-ordinators for Looked After Children.

2. Key Priorities/ Themes for Education Safeguarding 2017/2018

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
<ul style="list-style-type: none"> ➤ To develop more robust education safeguarding monitoring systems, including self- 	Termly monitoring of all school SG policies Monitoring of schools' safeguarding training: whole-school, SG Leads, governors.	Data base in place Sept 2017 Half-termly monitoring/reviewed in Supervision.	100% of schools with current policies in place. 100% of schools with current training in place. 100% of schools completed	

<p>evaluation tools</p> <p>*ESMT priority 4</p>	<p>Collating audit action plans</p> <p>Audit visits to schools (min. 4 per term)</p>	<p>From Oct 2017</p> <p>Ongoing</p>	<p>audits.</p> <p>Audit visits demonstrate effective safeguarding practice in place.</p>	
<p>➤ To improve the quality and timeliness of safeguarding referrals made by Schools to Children and Family Services by developing an effective monitoring and audit system</p>	<p>Dip samples of schools with high numbers of referrals</p> <p>More focussed termly meetings with DAT dep. manager to quality assure referrals received</p> <p>DAT/CP managers to attend termly meetings with DSLs</p> <p>Continue to provide support/training to schools where needed/ identified.</p>	<p>On-going through reporting period</p> <p>On-going through reporting period</p> <p>On-going through reporting period</p>	<p>Quality assurance measures and scrutiny of the dip sample to verify that the information being supplied is appropriate and results in Children's Services Team being able to make decisions on the information provided.</p> <p>Robust system in place to identify issues with referrals received and addressed by ESO.</p> <p>Positive evaluation from Children's services teams verifying that the referrals made by schools are appropriate and follow statutory procedure, process and timescales.</p>	

<p>➤ To develop the training programme for designated safeguarding leads in schools.</p>	<p>Develop the half day training provision for Designated Leads and offer this on a termly basis.</p> <p>Put in place termly network meetings for DSPs, ensuring current safeguarding priorities are shared. Engage other professionals, particularly Duty & Assessment team.</p> <p>Ensure consistency of whole-school Safeguarding training</p>	<p>Termly from June 2017</p> <p>Termly for May 2017</p> <p>From May 2017 (train the trainer event)</p>	<p>Positive evaluations from training</p> <p>Positive Evaluations from meetings</p> <p>School safeguarding audit records/school audit visits</p>	
<p>➤ To have in place a revised Education Safeguarding policy and a 'toolkit' for Designated Leads</p>	<p>Current policy to be revised by ESO</p> <p>Toolkit to be resourced with regional colleagues</p>	<p>July 2017</p> <p>Sept 2017</p>	<p>Schools to adopt new policy from Sept 2017</p> <p>Positive feedback from schools received</p>	

Part 2- Safeguarding Unit individual teams key priority plans

1. Quality Assurance (Children's Services) Team Narrative

The Quality Assurance Team (Children's Services) is responsible for ensuring that effective and efficient business and practice processes are in place to allow social work practitioners within the service area to deliver robust quality services to children and their families within Newport. The team is responsible for embedding new legislation; regulations and policies within the social work systems and practices of Newport, this is achieved in a number of ways to ensure compliancy, this includes policy and procedural guidance development (in-house and regionally via the SEWSCB); providing a quality assurance framework to review/ audit practice standards reporting where practice standards are of concern or potentially at risk of becoming sub-standard; developing and reviewing business processes with the social work teams and performance information team.

Partnership working is integral to the work completed within the unit, regional collaborative planning and resource developments (ie. policies/ procedures/ guidance) via the South East Wales Safeguarding Children's Board (SEWSCB) are key to the work delivered by the unit and further development and cross service sector working with the Gwent Wide Adult Safeguarding Board (GWASB) and Violence Against Women, Domestic Abuse and Sexual Violence Board (VAWDASV) has commenced given the wider remit of the Safeguarding Unit as a whole. We also support and facilitate Multi- Agency Supervision sessions and Regional Practice Reviews (which include Child Practice Reviews; learning events) which focus on improving social work practices and sharing learning from cases where a child has been harmed or has died.

The team is responsible for the management of cases for those children who reside on a Special Guardianship Order where financial support packages are in place and require to be reviewed annually in accordance with the Financial Policy operated by the local authority. We offer direct advice and assistance to the SGO carers and children/ young people and refer cases to the operational social work teams when there are identified areas of concern or risk which require statutory intervention. The team also facilitates practical support and assistance to the operational teams in respect of the financial assessment processes where child arrangement orders or special guardianship orders have been granted.

Subject Access Requests made by the person themselves and from a range of multi-agency professionals including the Police; CAFCASS; other local authorities are managed and facilitated by the team. Skilled and critical thinking to redact the requested records is required in order to ensure that the parameters of information sharing/ disclosing are in keeping with the Data Protection Act (1998), 2013 Protocol and Good Practice Model for the disclosure of information in cases of alleged child abuse and linked criminal and care directions hearings, and local authority policy.

The Quality Assurance Team consists of a Principal Officer for Quality Assurance (0.5 post)- who also holds the post of the Local Authority Designated Officer (LADO- 0.5 post); Consultant Social Worker (part-time post); social work assistant for SGO cases (full time post) and social work assistant to LADO (full time post).

2. Key Priorities/ Themes for Quality Assurance (Children’s Services) 2017/2018

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
Ensure teams have up to date policies and procedures which are compliant with new legislation and regulations resulting from the Social Services and Well-Being (Wales) Act 2014.	<ul style="list-style-type: none"> • Develop a process to launch new policies and communicate the key changes to practitioners. • Review policies in a timely manner- devise a reviewing schedule. • Develop the intranet as a resource base for practitioners to be able to access policies and procedures. • Maintain regional links via the SEWSCB Policies Group and to 	<ul style="list-style-type: none"> • 1st April 2018 • Ongoing • On-going -1st August 2018 • On-going 	<p>Policies of the local authority are compliant with legislation.</p> <p>Colleagues feel that they have accessible and up to date policies which guide and complement practice and the intranet resource base becomes the core hub for social work practice and information finding.</p> <p>All policies have an agreed reviewing schedule and are reviewed within the identified timescales.</p>	Green

	develop regional policies which enhance multi-agency collaboration.			
Ensure that effective and efficient business processes are in place to ensure quality practice.	<ul style="list-style-type: none"> Continued development of business processes with the social work teams to ensure practice is Act compliant. Development of business processes and forms and support the implementation process for WCCIS To continue to support super users within the authority to maintain current best practice. 	<ul style="list-style-type: none"> Ongoing March 2018 On-going 	<p>Social Work and Systems practice will improve as a result of clearly defined processes.</p> <p>Staff will feel more confident in their duties, they will record and access information more efficiently and P.I data will be more robust and consistent.</p>	Green
To develop a quality assurance framework to audit and scrutinise the practice occurring within social work teams in order to inform practice improvements and areas of risk for the organisation.	<ul style="list-style-type: none"> Review the process of Team Manager Audits. Implement a process for the use of Independent Reviewing Officer Monitoring documents. Complete bespoke audits as required. Work collaboratively with regional safeguarding boards on multi-agency quality assurance. 	<ul style="list-style-type: none"> June 2018 June 2018 On-going On-going On-going 	<p>Robust quality assurance framework will be in place which informs senior managers of current practice and any areas for improvement.</p> <p>Evidence of progress in regional development of action plans and practice as developed by the regional boards.</p>	<p>Amber</p> <p>There has been a delay in reintroducing the team manager audit cycle due to the Principal Officer and CSW requiring to complete projects in addition to their main workstreams in addition to covering redaction work and SGO case management whilst awaiting recruitment to the vacant SWA post.</p>

	<ul style="list-style-type: none"> • Support and Facilitation of Multi-Agency Supervision Sessions regionally. • Support and facilitation of Regional Practice Reviews (including Learning Events; Child Practice Reviews) and implementation of learning. 	<ul style="list-style-type: none"> • On-going 		
<p>To develop and implement a process for “safeguarding” as a key theme to be incorporated and embedded within the duties and functions throughout all Council Service Areas.</p>	<ul style="list-style-type: none"> • Developing the corporate safeguarding report for annual scrutiny • Reviewing the corporate safeguarding requirements against the WAO report (2014) for members to be informed of how well the council is achieving in its safeguarding duties and functions in addition to the national measures • Revising the “Safeguarding” 	<ul style="list-style-type: none"> • November 2016 (completed) • November 2016 (Completed) • March 2018 	<p>An annual corporate safeguarding report established and data/ narrative evidences that the council is effectively meeting its safeguarding responsibilities.</p> <p>All staff members and elected members will feel that they know the right level of information about safeguarding and understand their duties both corporately and individually.</p>	<p>Amber As identified within the corporate safeguarding action plan (part 1) there is outstanding work in relation to the development of e-learning and the safeguarding information provided at the point of induction. This work in addition to the identified work of developing a system to track and monitor employee safeguarding training (as identified in part 1 action plan) will continue throughout 18/19</p>

	<p>information shared currently within new starter induction processes</p> <ul style="list-style-type: none"> Establishing a “safeguarding” refresher training module for ALL staff members to access at specific points within their employment 	<ul style="list-style-type: none"> March 2018 		
<p>Continue to deliver ancillary support services to support fieldwork teams.</p>	<ul style="list-style-type: none"> Continued management of SGO financial reviews and monitoring; facilitating advice, assistance and support services to those children who reside on SGO’s and to their carers. Advise and support teams on the financial reviewing processes on the active cases held within the fieldwork teams Adoption Allowance support cases are now also case held by the team, however these financial assessments are undertaken by finance officer within Resources Undertaking Subject Access Reviews 	<ul style="list-style-type: none"> On-going On-going On-going On-going 	<p>Annual financial reviews are completed within timescales and a robust monitoring of finances for those carers open to the team are reviewed and calculated accurately.</p> <p>SGO carers and the children/ young people supported feel that they can access services and information.</p> <p>The provision of SAR information is provided</p>	<p>Green</p>

	<p>as per departmental service level agreement</p> <ul style="list-style-type: none"> • Undertaking Annex C Police Requests and other professional agencies requests for information • Undertaking monthly regulation 32 inspection visits to the three local authority children's residential homes- providing an independent review of practices and highlighting any areas of concern/ recommendations for the local authority to consider (these reports also form a part of the CSSIW Inspections) 	<ul style="list-style-type: none"> • Monthly- On-going 	<p>within statutory timescales and redacted in accordance with local policy and statutory legislation.</p> <p>The statutory requirement for the monthly inspections of the residential children's homes takes place within the required timescales and any areas of practice concerns are identified with the local authority at the earliest opportunity in order to support the best possible care and support planning for the children residing within these homes.</p>	
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3. Key Data for Quality Assurance Team

- 1) Number of Annex C (Police) requests completed April 2015 – March 2016 :**34** ; **April 16- March 17: 57**
- 2) Number of SAR and requests from LA, other agencies to view files requests completed **April 16- March 17 : 43**
- 3) Number of Special Guardianship Order cases open on a financial basis between **April 2015 –March 2016 : 117**
- 4) Number of Special Guardianship Order cases open on a financial basis **Present (Oct 2017): 145**
- 5) Number of Adoption Allowance cases open on a financial basis **Present (Oct 2017): 46**

4. Future Planning

Building on our current objectives we have identified the following areas of opportunities for service provision and planning which we intend to develop in future work;

- Intensive mapping exercise of Special Guardianship Order cases (considering interventions and disruptions experienced within the past year since the rise in the number of orders made). The exercise will assist in identifying how current and potentially new services can aid permanence and stability within the placements with a view to minimising future interventions and ultimately seeking to prevent breakdown of placement (re-entry into care or other).
- Review of the financial assessment process and procedures for Adoption Allowance Payments made by the local authority with consideration of applying the means test model applied for SGO/ Residence Order payments in order to align payments and processes for non-lac payments.
- Further development of the social services intranet page to extend beyond a staff manual which solely hosts policies/ procedures/ guidance to becoming the social services core hub (to include research/ good practice library/ blogs- newsfeeds key communications for teams) where all practitioners navigate to in order to share and find information.
- Further regional collaborative working and planning to develop and standardise practice/processes and enhancing the cross service sector working (ie. Adults and Children) through regional boards including GWASB and VAWDASV.

The potential challenges which may be experienced have been identified as follows;

- Competing work demands which divert the capacity of the team to deliver the work programme.
- Changes in team personnel.
- Buy-in from operational teams: re-establishing the quality assurance framework as a key priority may not be reflected as key priority for operational team managers.
- Competing demands regarding best practice processes for Newport as an authority against the regional context of standardising processes (one size fits all approach).
- Increase in the number of SGO finance only cases has risen, we have also found that a number of the cases which have transferred into the team have required on-going advice and assistance support in addition to the annual financial review, this has impacted upon the amount of time and resource commitment of the SWA and CSW to address these needs wherever possible in an attempt to not divert cases back to operational teams which will create increased workflow within front door services however this has resulted in more time resource investment into these cases by our team which diverts time away from other work streams.

- Forthcoming WCCIS system: potential resourcing and capacity issues given the lead in time required to implement the system in addition to the difficulties of implementing a new system which will impact upon both practice and business process perspectives.
- Over the last year there has been a significant rise in the use of annex c requests by the police. The CPS are now looking to review all material prior to a charging decision. This reflects concerns over evidence disclosed to the defence. This is resulting in a much greater workload for the team.

Part 2- Safeguarding Unit individual teams key priority plans

1. Local Authority Designated Officer

The LADO has responsibility for managing allegation where there are concerns raised about professionals working with children in Newport. Professionals includes those in paid employment and volunteers, both within statutory settings and in the voluntary sector, and would include any adult in a position of trust.

Where an allegation is made in respect of an individual there are several strands to any investigation including safeguarding investigations (s47), criminal proceedings and employment considerations. The LADO is essentially responsible for ensuring that these process are co-ordinated and that information is shared appropriately. The key to this process is the chairing of professional strategy meetings involving all relevant professionals. The processes are underpinned by the statutory guidance, Working Together, and also by the All Wales Child Protection Procedure

The LADO is part of the Quality Assurance Team, which consists of a Principal Officer for Quality Assurance (0.5 post)- who also holds the post of the Local Authority Designated Officer (LADO- 0.5 post); Consultant Social Worker (full time post); social work assistant for SGO cases (full time post) and social work assistant to LADO (full time post).

2. Key Priorities/ Themes for LADO (Children's Services) 2017/2018

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
Embed recording into WCCIS	Develop process map and wccis forms	August 18	System in practice	Green

	<p>Agreement of data sharing and establishing appropriate safeguards to protect confidential employee information</p> <p>Develop process of migration</p>		Improvement in workflow	
Raising the awareness of the processes for investigation of allegations against professional	<p>Training program developed</p> <p>Roll out to professionals</p>	April 18	<p>The number of professionals who have completed the training</p> <p>Training evaluation</p> <p>Raised awareness of professionals</p>	Green Ongoing process

3. Key data for PSM

Professional Strategy Meetings (Concerns raised in respect of professionals working with children)

- 1) Number of concerns raised in respect to professionals working with children / vulnerable adults in 2017 86, of which 70 went to professional strategy meetings

4. Future Planning

- To look at integration with the MASH and examine potential for more joined up multi agency response
- Continue to raise awareness of PSM process
- Continue to streamline recording processes. .

Part 2- Safeguarding Unit individual teams key priority plans

1. Violence Against Women Sexual Abuse and Sexual Violence (VAWDASV)

Newport City Council is the host for the VAWDASV team that are piloting the legislation introduced in 2015 for the Gwent region. The National Strategy on Violence Against Women Domestic Abuse and Sexual Violence 2016-2021 was launched by Carl Sargeant AM in November 2016. The Strategy provides the leadership and direction which will promote consistency and best practice in a way in which violence against women, domestic abuse and sexual violence is prioritised and tackled across Wales, focussing on preventative, protective and supportive mechanisms with the aim of creating a Wales that we all want to live in, where everybody is able to live free from fear in safer communities.

There are several pieces of Welsh legislation which impact on this area and objectives and actions identified in this Strategy that need to be taken into account to achieve the overall Strategy.

The Well-Being of Future Generations (Wales) Act 2015 sets out seven well-being goals which are relevant to prevention of violence against women, domestic abuse and sexual violence and support survivors, including an equal Wales, a healthy Wales and a Wales of cohesive communities, that public sector bodies have to take action to achieve.

The Social Services and Well-being (Wales) Act 2014 provides a legal framework for improving the well-being of people (adults and children) who need care and support, carers who need support, and for transforming social services in Wales.

The Housing (Wales) Act 2014 enshrines in legislation the role of the local authority in preventing and alleviating homelessness. The Act specifies that whether a person or a member of that household is at risk of abuse, including domestic abuse, is a factor in determining whether it is reasonable to continue to occupy accommodation.

As part of the Strategy a National training framework is under development and will support relevant partners of their statutory duties to ensure staff are trained and understand their role in 'Asking and Acting' when they have concerns or information suggesting a citizen is in an abusive relationship. The pilot VAWDASV team is a regional Gwent resource and Newport Education will be piloting the roll out of Ask and Act with schools, the second phase will include adult services.

2. Key Priorities/ Themes for Violence Against Women Sexual Abuse and Sexual Violence 2016/2017

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
<p>Staff trained to Ask and Act, NTF Groups 2 & 3</p> <p>Establishment of VAWDASV 'champions' (trained as Group 3 Ask & Act) across key roles within NCC.</p> <p>'Champions' support staff 'asking and acting'</p>	<p>Test the Train the Trainer model as part of phase 2 early adoption of Ask and Act.</p> <p>In line with NCC's submitted NTF training plan 2017, implementation will start with Education, Adult Services (initially first contact and homecare staff, giving priority to senior staff and 'champions'), then Community Development staff (total 270 staff for Group 2 in 2017 - 18, total 27 staff for Group 3 in 2017 - 18)</p> <p>Group 3 'champions' to be trained first</p>	<p>End of March 2018</p>	<p>Adult services and community development staff - increased confidence amongst these staff to 'Ask and Act'.</p> <p>Group 3 'Champions' established to support staff that are 'asking and acting'.</p> <p>Data recorded on staff completing 'Ask and Act' enquiries.</p> <p>Rise in referrals to Adult safeguarding determining VAWDASV as a factor.</p>	<p>Red</p> <p>Due to delays with modifying Group 2 and 3 training following phase 1 early adoption (modifying was the responsibility of Welsh Government and WWA), at the end of quarter 2 (2017 – 18) phase 2 Ask and Act training has not recommenced. It is hoped training for Group 2 will commence before the end of quarter 3 and Newport's aim will be to train a total of 135 staff to Group 2 (this represents half the number identified in Newport's training plan 2017 – 18)</p>

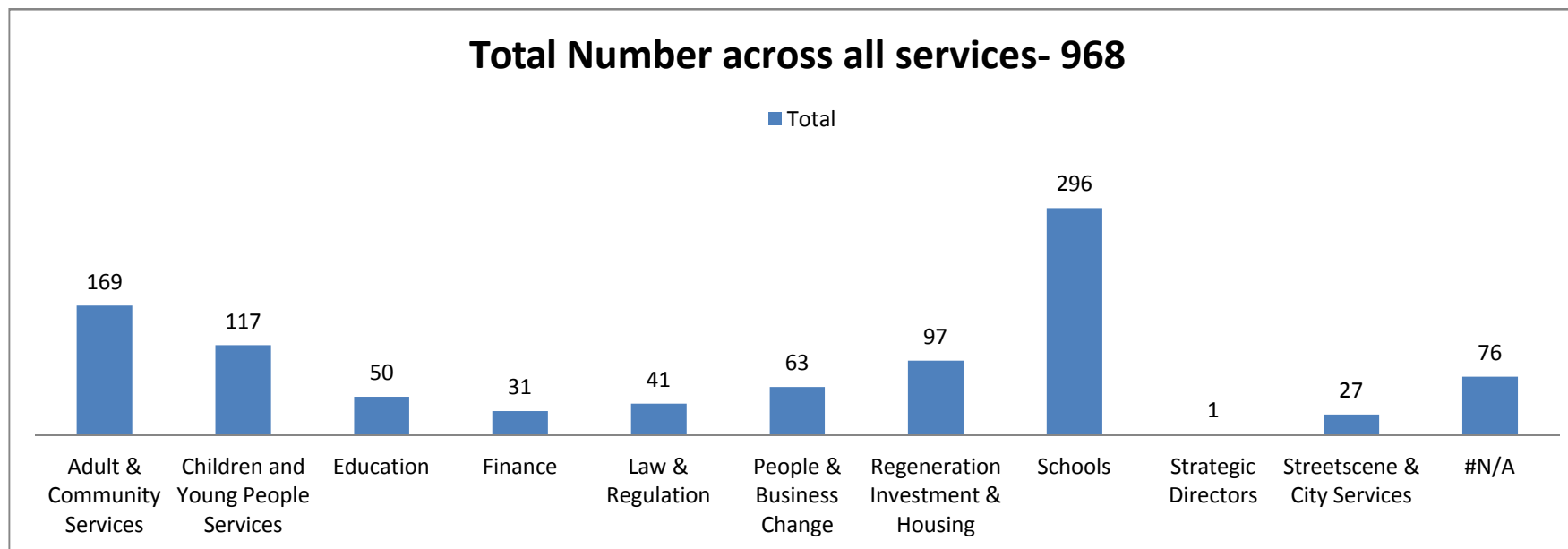
	Recruit local authority staff to become trainers and undertake Train the Trainer			<p>Gwent is still awaiting confirmation of changes to Group 3 delivery from Welsh Government.</p> <p>The remaining 135 staff identified for Group 2 Ask and Act training in 2017 – 18, will be trained during 2018 – 19, along with a further 210 staff (if there is the capacity to do so) in line with NCC's submitted NTF training plan for 2018 - 19.</p> <p>The plan is to train 27 Newport staff each year to Group 3 Ask and Act ('Champions') once this training is available.</p>
E-learning for all Council staff	<p>Promotion and staff newsletter and enabling safeguarding champions to be aware of what is required.</p> <p>E learning is under development with Welsh Government and we also need to develop face to face training where e-learning not appropriate.</p>	April 2018 in line with statutory requirement	<p>All staff will have received a basic awareness training and there will be raised awareness across the organisation on aspects of violence against women, domestic abuse and sexual violence</p> <p>Data available on staff completions for NTF Group 1.</p>	<p>Amber</p> <p>At the end of quarter two (end of Sept 2017) 9.9% of Newport CC 's workforce has completed NTF Group 1 learning – this includes e-learning and alternative face to face training.</p>
Member awareness	E-learning/workshops to	April 2018	Completion by Members.	Amber

training	be provided		Performance data to evidence completion	
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3. Key Performance Data for VAWDASV

By March 2018 we will be able to report on the council's performance against the statutory requirement to train 100% of its staff to NTF Group 1 training (both e-learning and face to face delivery). In the meantime, Newport's progress against this target is outlined above.

Included is a table of staff who have completed e-learning by service area to date.



If Ask and Act training has re started by the end of quarter 3, by March 2018 we will be able to report on the council's progress in relation to implementing NTF Groups 2 and 3 Ask and Act training and establishment of VAWDASV 'champions' (Group 3 trained) in key roles across the organisation. The delay in recommencing with phase 2 implementation is outlined above.

The development of a regional Independent Domestic Violence Advisor (IDVA) service is currently managed by a regional IDVA manager hosted by Newport City Council. This has enabled a robust service across the Gwent region and enabled a cross- fertilisation of the specialist IDVA's knowledge and expertise to all the specific areas of the VAWDASV agenda. Initially the service will focus on victims in high risk /court proceedings.

IDVA provision within the Newport safeguarding HUB (pilot) is already evidencing improvements in joining together the safeguarding 'family' dynamic across services.

Work to develop closer alignment for the Domestic Homicide Reviews within the Gwent safeguarding case review group has been agreed with Public Service Board and the next steps will be the review and learning events for practitioners.

VAWDASV strategy completed and signed off on Feb 14th 2018.

4. Future Planning

- To establish locally how Ask and Act has embedded and impacted on Council practices and services – see previous details in 2 (Key priorities/ themes) of NCC's training plans submitted to Welsh Government in relation to Groups 2 and 3 Ask and Act training 2017 – 2019, including no's of staff to be trained
- Support development and implementation of VAWDASV training in Gwent that is in line with the learning outcomes for NTF specialist syllabus learning modules
- To work with local services to address communication processes pathways for referrals across children and adult services.
- Sustainable funding for the IDVA provision will continue to be an issue that risks further development of the service. Annual funding from Welsh government and Police crime and commissioner sources is welcomed but does not provide a resolution to future planning.
- The Gwent region currently are developing a Domestic Homicide Review discussion forum considering the needs to develop improved communication across the children and adult safeguarding boards to ensure that preventative measures and learning from these reviews are embedded into practice.
- Domestic Homicide review to be completed and reviewed within the new agreed process.



Part 2- Safeguarding Unit individual teams key priority plans

1. Adult Safeguarding Team Plan

Welsh Guidance "In Safe Hands: Implementing Adult Protection Procedures in Wales", issued July 2000, under Section 7 of the Local Authority Social Services Act 1970, requires Local authorities to provide an annual report in relation to adult protection work. The report also seeks to provide information about the development of inter-agency policies and procedures as required by the Welsh Government. The introduction of the Social Services and Well Being Act 2014 (April 6th 2016 in force) are currently reviewing "In Safe Hands", however it is clear that an "adult at risk" is an adult who is experiencing risk or abuse and has needs for care and support (whether or not the Local Authority is meeting any of those needs), and as a result of those needs is unable to protect him/her self against abuse or neglect or the risk of it.

The Adult Safeguarding team in Newport City Council provide a safeguarding service to all citizens in Newport and those in receipt of services within the City. The team respond to all allegations of abuse from citizens, family, friends, carers and professionals. All duty to report enquiries are responded to within the 7 day response time set by Welsh Government and all duty to enquire measures are complete.

The enquiry information determines the next stage whether formal and possible criminal investigation, non- criminal investigation or no further action.

The team focus on long term strategy is supported by short term operationally focussed measures including:

- Active engagement in the Gwent Wide Safeguarding Board (GWASB) process with key officers taking active leads in various GWASB task and finish groups.
- The collection of accurate data required for Welsh Government and the regional agenda for continual service improvement.
- The identification of training needs and a clear programme of training including investigation, Ask and Act framework and raising awareness sessions are planned.

The team now have a current list of 23 trained investigators who undertake non-criminal investigations. The majority of the trained investigators are qualified Social Workers; however appointing them to the role is problematic due to their increased workloads. The Contract and Commissioning Team have 3 officers trained who undertake non — criminal investigations. They provide considerable support to the safeguarding process. Aneurin Bevan University Health Board also plays a pivotal role in the Safeguarding process and undertakes many non-criminal investigations.

The Team need to introduce a strategy to increase the involvement of the vulnerable adult within the whole process. The Social Services and Well-being Act 2014 supports citizen choice and social workers have been trained in having "what matters conversation". This has created a culture to ensure the adult at risk is central to the safeguarding process.

The team support the Council Contact Centre staff and the First Contact Adult Team to assist with 'duty to report' and 'duty to enquire' processes for a seamless and efficient response to all possible safeguarding referrals.

The Adult Safeguarding Team consists of 3 full time Senior Practitioner posts. Responding to the increasing demands of the service is a challenge. All the safeguarding concerns are managed within the Adult Safeguarding Team leaving very little resilience in times of sickness, training and annual leave. The Team are committed to their role and reliant on good will at times of extreme pressure. The Senior Practitioners have a constantly increasing work load. Contingency planning to manage the increasing demands needs further consideration and is included in the Annual plan.

Safeguarding Adults is increasingly a core activity for qualified practitioners in adult services. Practice in this area requires a high level of skill and knowledge as professionals seek to Safeguard those most vulnerable and at risk of harm in society, whilst also striving to protect an individual's right to live their lives as they choose. This will often involve striking a balance between support and intervention, liaising with a wide range of professionals and people who use services and their families, offering a professional judgment in complex situations whilst managing high levels of risk.

2. Key Priorities/ Themes for Adults at Risk 2017/2018

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
Evaluate the model of adult protection in Newport to include consideration to manage the increasing demands of the service	Review process in line with the new Social Services and Well Being ACT requirements. Training to assist staff in the implementation of the Act both internal and external services.	Working in partnership with the first contact team is in progress. GWASB regional training packages have been updated and ratified. These training packages are available through the Newport City Council training resource.	Safeguarding becomes a standing item on supervision policies and processes. Timely reporting of adults at risk and performance measure of duty to enquire completed within timescales.	GREEN
	Safeguarding Hub pilot project will provide opportunities to re model the adult Safeguarding initial screening and evaluation process. Multi agency decisions provide a robust response to initial concerns.	Regular reviews of the Hub to include collection of agreed data. A pathway and workflow is also under development across adult services.	Performance improves due to clear pathway and workflow for practitioners. Specific date to measure the success if the Safeguarding Hub.	AMBER
	Consider re-introducing a rota of Designated Lead Managers (DLM) across Adult Services to offer resilience to the adult safeguarding team.	Previous discussions and training of staff failed to produce a robust contingency plan due to other adult service pressures.	Agreed process and rota in place.	AMBER
	Practitioners to be skilled in recognising and responding to	Maintain links with relevant agencies and ensuring that practitioners	Data collection through workforce development to quantify training needs	AMBER

	<p>concerns of Human Trafficking, modern day slavery and Radicalisation.</p> <p>Develop links with Human trafficking MARAC process and regional modern day slavery and human trafficking delivery group.</p>	<p>understand legal requirements and reporting mechanisms.</p> <p>Agreed process for referral and awareness raising across adult services.</p>	<p>and attendance. Dissemination of NRM requirements.</p> <p>Clear audit trail of referrals for internal quality assurance.</p>	<p>RED</p>
<p>Support and Empower vulnerable adults through the adult protection process and develop improvements to practice within Newport</p>	<p>The implementation of the Social Services Well Being (Wales) Act has placed emphasis on delivering person centred practices which is being adopted across Adult Services,</p> <p>Practitioners are actively obtaining the wishes of adults at risk through "what matters" conversations.</p> <p>Monitor citizen inclusion/attendance at meetings and voice clearly recorded throughout the process.</p> <p>Advocacy has a direct link</p>	<p>Citizen inclusion throughout the process increases and improves each year, (this includes include family/advocacy), Referrals to advocacy are increasing.</p> <p>Weekly/ fortnightly</p>	<p>Improved attendance and citizen voice recorded throughout the process.</p> <p>Half yearly reporting on progress and continued development to ensure performance is measured.</p> <p>Data captured within the</p>	<p>AMBER</p>

	<p>with the Safeguarding Hub Pilot Project, advocacy involvement is considered at the start of the Safeguarding process.</p> <p>The Team is supporting a Task and Finish group to raise awareness of Advocacy Services</p>	<p>meetings with advocacy service to consider referrals.</p> <p>GWASB sub group May 2018</p>	<p>safeguarding hub.</p> <p>Completed and evidenced in practice.</p>	AMBER
The development of an effective information system	<p>March 2018 will bring the implementation of WCCIS.</p> <p>This new system, Eventually adopted across Wales will bring greater sharing of information and a robust process for capturing and recording essential data. Not just for local performance measures but Welsh Government requirements and regional Developments.</p>	March 2018	<p>Improved accurate and accessible data will be provided.</p> <p>The continual improvement of services can be based on the data collected.</p>	AMBER
Ensure elected Members are aware of the importance of good 'adult at risk' services within the Council and volume of work.	Prepare annual report for overview and scrutiny purposes.	Annual Reporting to Scrutiny	Clear data collected and presented, volume of work, process and outcomes all performance targets.	GREEN
To raise general public and professional awareness of 'adults at	Continue to support the work of the Communication and	The Communication and Engagement Group have a detailed work plan	Early identification and referral to the safeguarding team will	GREEN

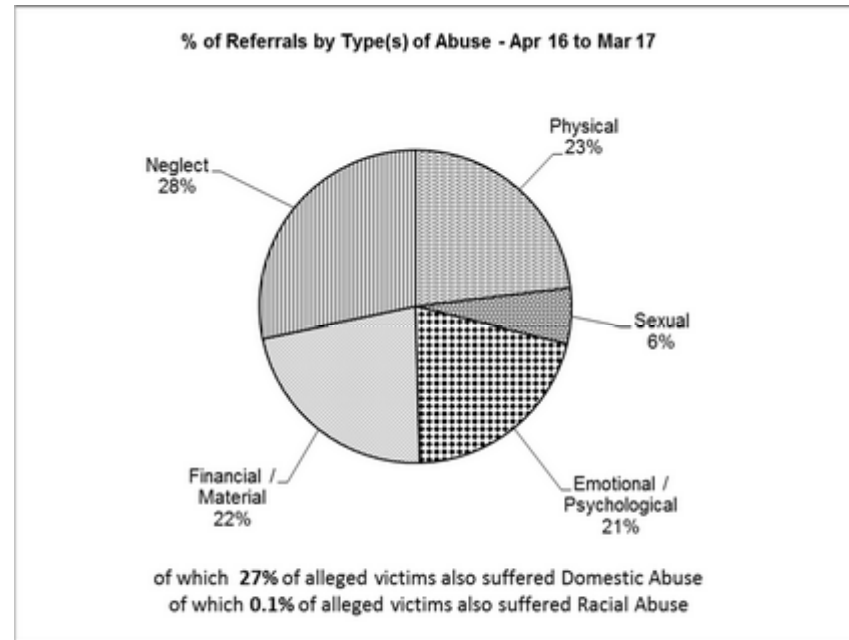
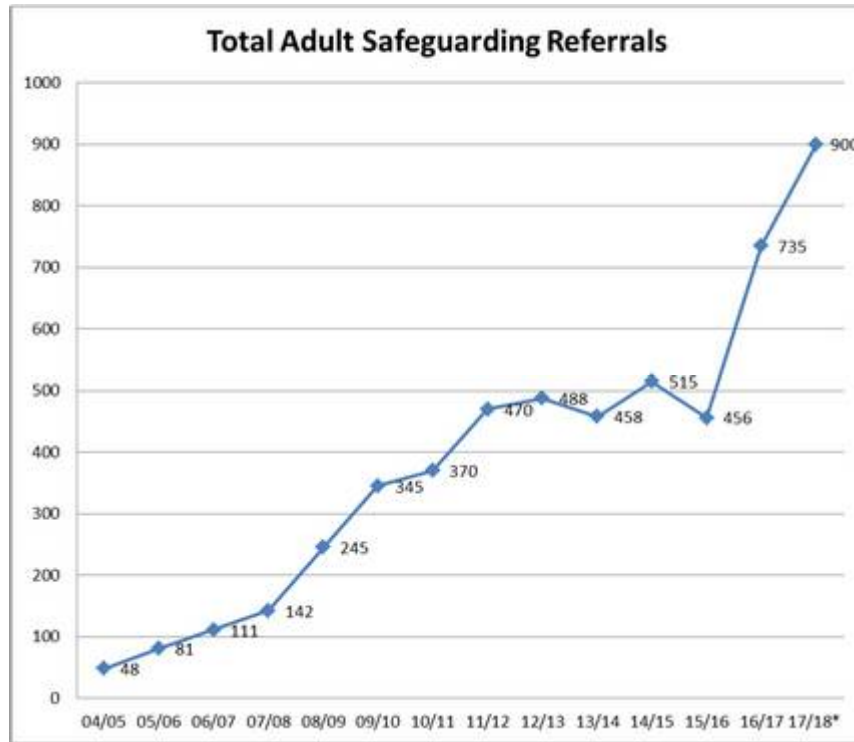
risk' everybody's responsibility	Engagement Sub group, (GWASB) which includes raising awareness to the public and professionals.	for the next 12 months.	enable an expedient service to prevent further abuse and the need for protections services/ safeguarding plans.	
	Support the development of a new Gwent Safeguarding web site that will provide information in respect of Adults, Children and VAWDASV.	Launch date in May 2018.	Web development completed. Finishing information pages to be added.	AMBER
	Newport City Council web based information is accurate and updated regularly (for internal and external access).	On-going	As part of the relaunch of the safeguarding policy and process's within NCC, and to be included in the development of the Safeguarding Champions in NCC.	GREEN
	Task and Finish group is in progress to review and amend literature and leaflets.	July 2018	Communication and Engagement subgroup in GWASB.	AMBER
	Arrange meetings and forums with multi-cultural groups within the City to raise awareness of abuse.	September 2018	Attend the Mosque Forum and community based events to raise awareness of safeguarding in the community.	AMBER

3. Key Data for Adults at Risk

Due to the change in legislation there are new data reporting requirements, therefore the key data/ performance indicators for the team will be in relation to;

- 1) the number of “adults at risk with a duty to report” referrals received ;
- 2) the outcomes resulting from these referrals.
- 3) % of adult protection enquiries completed within statutory timescales.

Data is provided below with narrative where appropriate.



<p>% of adult protection enquiries completed within statutory timescales</p>	<p>97.78%</p>	<p>Newport have performed well in respect of the response to the “Duty to report an adult at risk”, as 97.78% of all referrals received have a decision made within the statutory timescale of 7 working days in respect of the potential adult at risk</p>
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The total number of adult protection referrals received in 2015/16 was 456. The total number of reports of an adult suspected of being at risk received in 2016/17 was 735. This represents a rise of 279 referrals and a percentage rise of 61%. The projected figure, for this year (17/18), for the total number of reports of an adult suspected of being at risk is 900 referrals, a further percentage rise of 22%.

The total number of Adult Safeguarding cases closed in the year to date at 25/02/2018 is 619. The total number of Adult Safeguarding cases open in the year to date at 25/02/2018 is 478. Aneurin Bevan University Health Board (ABUHB) has Designated Lead Manager (DLM) responsibility for 73 of the total number of open Adult Safeguarding cases in Newport. Gwent Police Public Protection Unit is conducting Police Led Investigations on 11 of the total number of the open adult protection cases. The number of criminal investigations that concluded during the year 2016/17 is 55. The number of non-criminal investigations that concluded during the year 2016/17 is 109.

4. Future Planning

The Newport safeguarding HUB (pilot) will enable an analysis of immediate safeguarding referrals for adults in Newport and provide evidence of any efficiencies and positive outcomes for practice.

Threshold discussions within the HUB pilot 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.

In the event that the HUB pilot project and co-location of multi-agency partners improves efficiencies and outcomes for vulnerable adults, consideration will be required to adopting this model permanently or Gwent Wide.

Findings in a Newport domestic homicide review indicated stronger partnership and sign posting is required for adult safeguarding and the VAWDASV legislation. We will be working closely with specialist IDVA's in the HUB and therefore have data to support early intervention by specialist services. Training and understanding of the role and function of Domestic homicide reviews and the closer alignment with safeguarding case review group continues to be developed over the next year.

Challenges within Newport city Council introducing a new case recording system WCCIS will prove challenging for practice in the early months, but the long term benefits of shared data base with safeguarding colleagues in Wales and health services will provide improved communication.

We will 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 Review and the lessons and messages from them will continue to be a key feature of our work. 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.

Regional work currently looking at how we deliver an appointeeship service managing vulnerable citizen's finances in Newport is underway. It will also address future needs for deputeeships.

We will produce data to the safeguarding scrutiny meeting in 18/19 evidencing the number of people supported through the service, (currently 120 citizens).

Recommendations to the Committee

- Members are asked to endorse and ratify the annual Corporate Safeguarding Report by considering the identified objectives and associated RAG statuses of the work plans (Parts 1 and 2) and quality assuring that the identified objectives are being delivered upon within the Council.
- Members are asked to question and scrutinise any areas of practice both corporately and within the specific work plans of the Safeguarding Unit where they feel that objectives are not being effectively addressed or met.

Resource implications (employment and financial)

There is significant pressure across Social Services and Education to continue to improve and develop safeguarding as “everybody’s business” and as part of the routine of what-ever ‘specific role’ they are employed in. On-going contribution to staff training is vital to ensure this is embedded across services but as such places additional responsibilities on managers to ensure staff are trained and balanced with specific tasks within their employment.







The conclusions from the Newport Safeguarding (HUB) will evidence whether we are able to meet all legislative timeframes or whether as a council we need to reshape how we deliver services to ensure expediency in safeguarding and stronger more effective pathways when in a close partnership location.

The Council will be required to give due consideration in relation to how the on-going safeguarding services can be delivered and this may result in financial implications/ additional resources being required. Additional pressures on service areas such as Adults, with expedient delivery of all DOLS referrals and adult safeguarding with the increased referrals since ‘duty to report’ is now in legislation and requires stringent management to ensure all are attended to within legislative timeframes.

There is also a significant pressure for children’s services in regard to provision of placements for children who become looked after (LAC) by the council. The availability of placements and matching placements to individual children’s assessed needs is not just an issue for Newport children services but a Wales issue. Newport is in a fortunate position compared to other councils in Wales due to our internal children’s accommodations (we have within 3 residential placements) and in house foster-care services. However, we have over the last year had to have discussions with Care Inspectorate Wales (formerly CSSIW) to request variations for registration to accommodate children when no alternative option was available. On one occasion we also had to prepare an emergency placement for a child subject to a Secure Order by the court and were unable to find a secure bed in the whole of the UK. The children we accommodate are all vulnerable and have complex care and support needs and ensuring the right placement available for them to address some of their needs is vital. The use of our in-house provision and the

possible disruption to the residents when we are placing children in emergency situations without ability to plan can impact the stability on the existing residents.

Attachments

1. "Overview of Safeguarding" Members training (Nov 2017)	 Safeguarding Overview Members Tr
2. Newport City Council Safeguarding Policy Statement (October 2017)	 Final NCC Safeguarding Policy S
3. Newport City Council Safeguarding Child Protection Policy and Procedure (October 2017)	 Final NCC Safeguarding CP Polic
4. Newport City Council Safeguarding Adults at Risk Policy and Procedure (October 2017)	 Final NCC Safeguarding Adults :
5. Newport City Council Safeguarding in Education Child Protection Policy (2017)	 Education Child Protection - Safeguar
6. Safeguarding Champion Briefing (2017)	 Safeguarding Champion Briefing (Fi