

Submission of Evidence to Scrutiny

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Date: February 2020

EXECUTIVE SUMMARY- Corporate Safeguarding (2019- 2020)

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Corporate Safeguarding (2019- 2020)

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

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

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

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

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

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

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

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

1. Background

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

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

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

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

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

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

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

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

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

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

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

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

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

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

2. Scrutiny Recommendations (2018/2019)

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

4. Developments this year

4.1 Safeguarding Champions

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

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

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

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

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

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

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

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

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

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

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

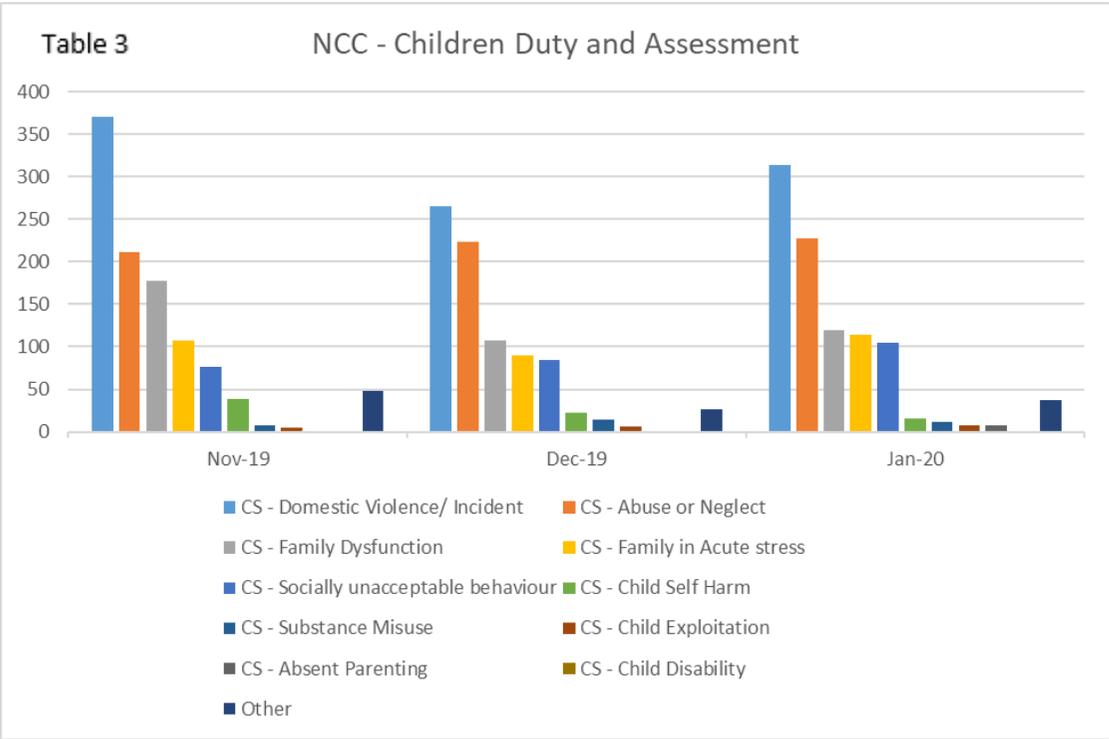
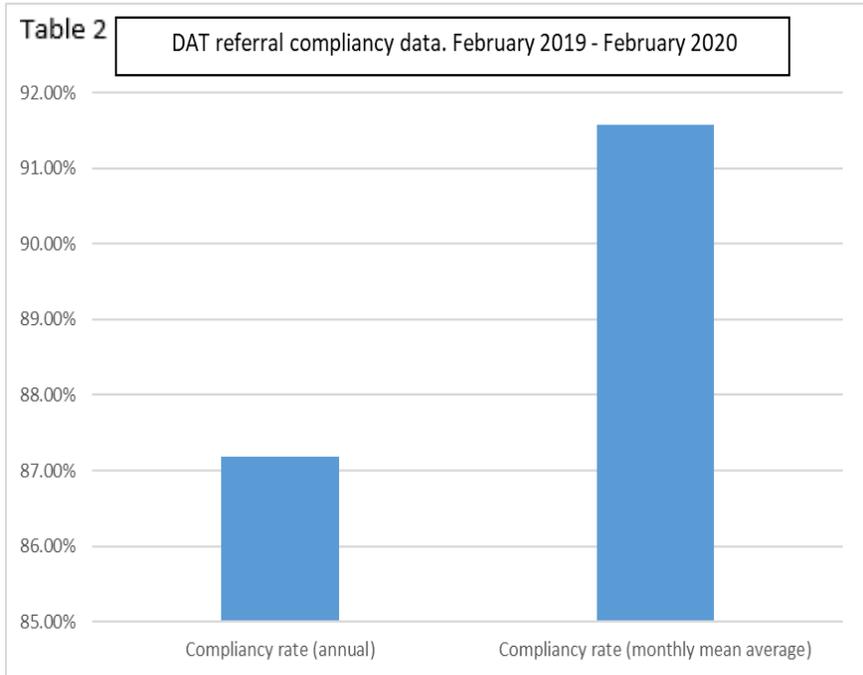
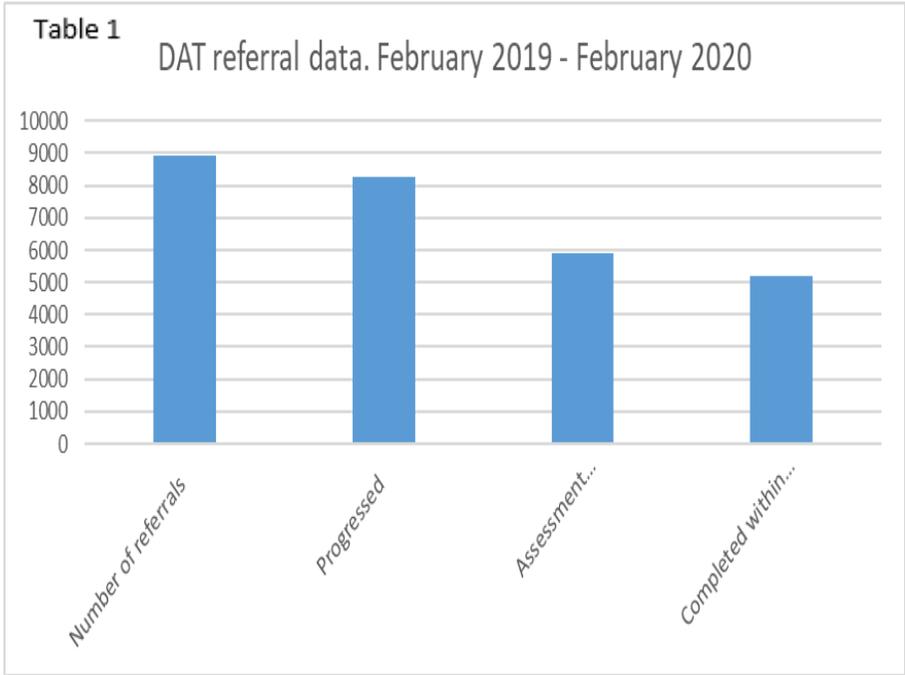
5. Newport Safeguarding Hub update

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

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

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

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



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

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

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

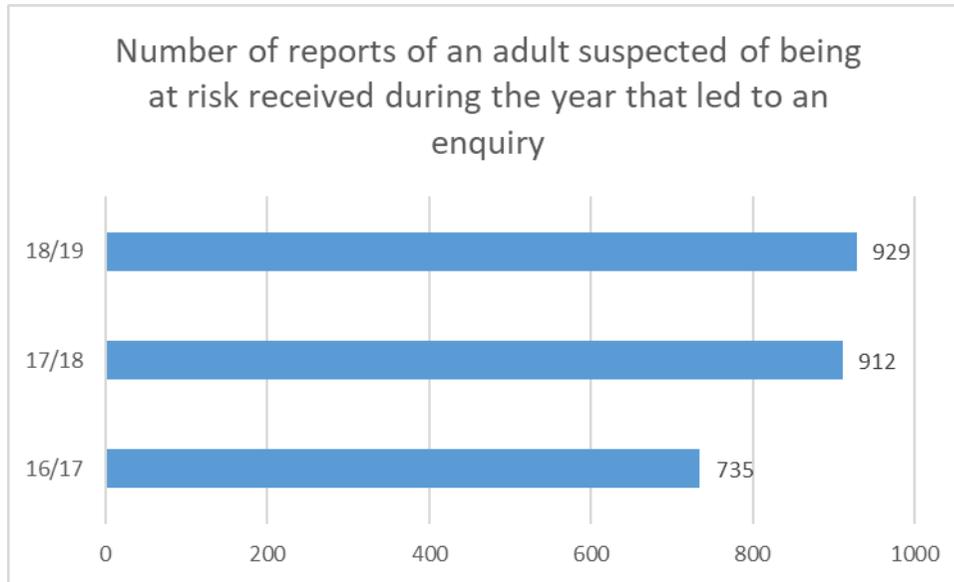
For Members awareness they are advised of a new quality measure we will be expected to record from April 2020:

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

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

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

6. Adults at Risk data



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

7. Operation Encompass

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

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

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

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

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

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

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

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

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

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

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

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

8.DBs in Education checks completed over 3 years

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

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

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

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

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

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

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

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

Phase 1, Education re-checks,

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

9. Future work and areas of stress/ risk

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

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

10. Wales Safeguarding Procedures- implementation April 2020

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

15. Training

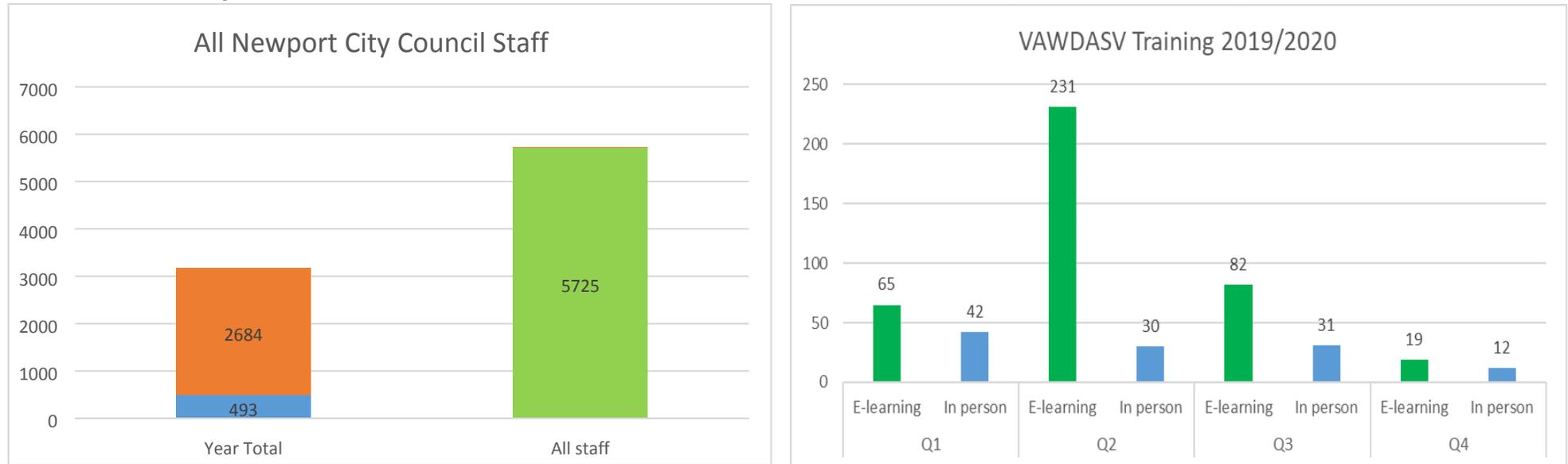
15.1 The local authority has a duty to ensure that safeguarding training is proportionate to an employee's role and is available and provided.

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

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

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

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



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

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

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

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

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

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

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

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

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

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

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

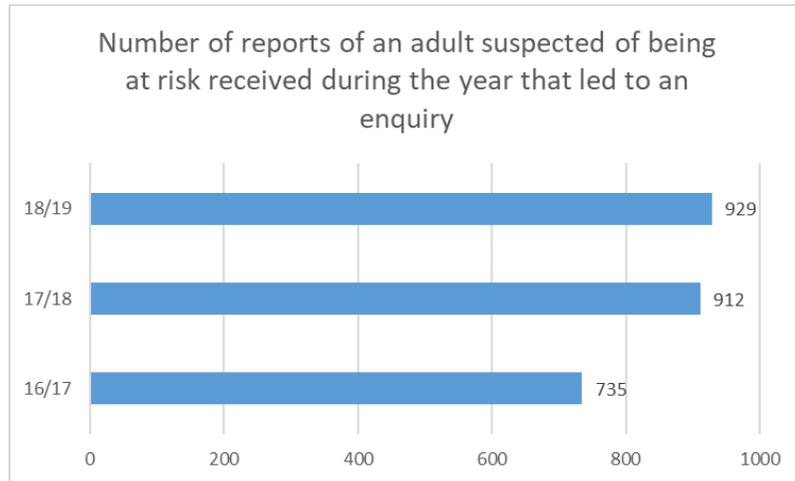
Members are respectfully reminded that descriptions on the roles/functions of individual teams have been provided in previous reports and have therefore not been included in the main body of this report, however, within the appendices section a team briefing and update has been included for Members to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

18.1 Adult Safeguarding

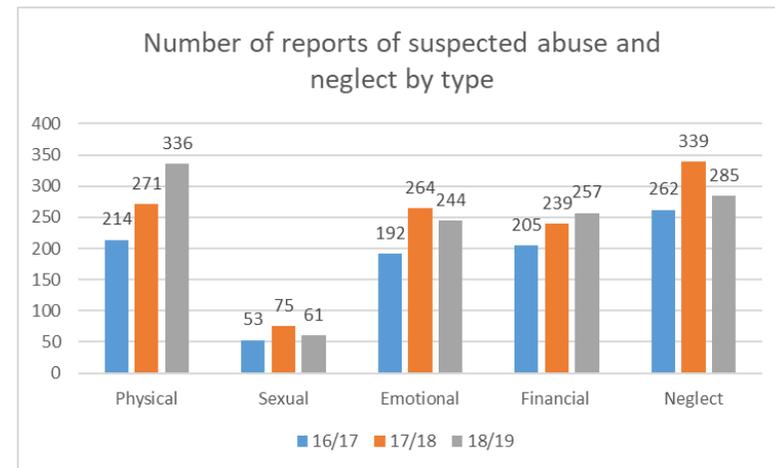
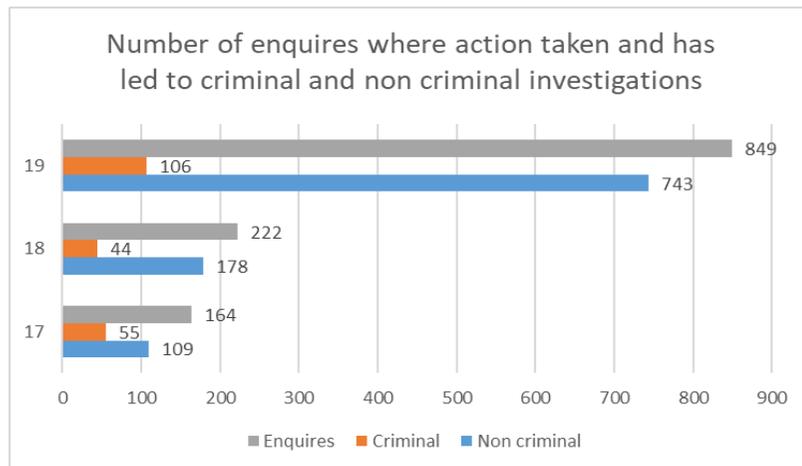
18.1a Reviewed Key Priorities for Adult Safeguarding Team 2019/2020

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

18.1b Adults at Risk data



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



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

18.1c Future Planning for Adult Safeguarding Team

Key Priorities for Adult Safeguarding Team (2020/ 2021)

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

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

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

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

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

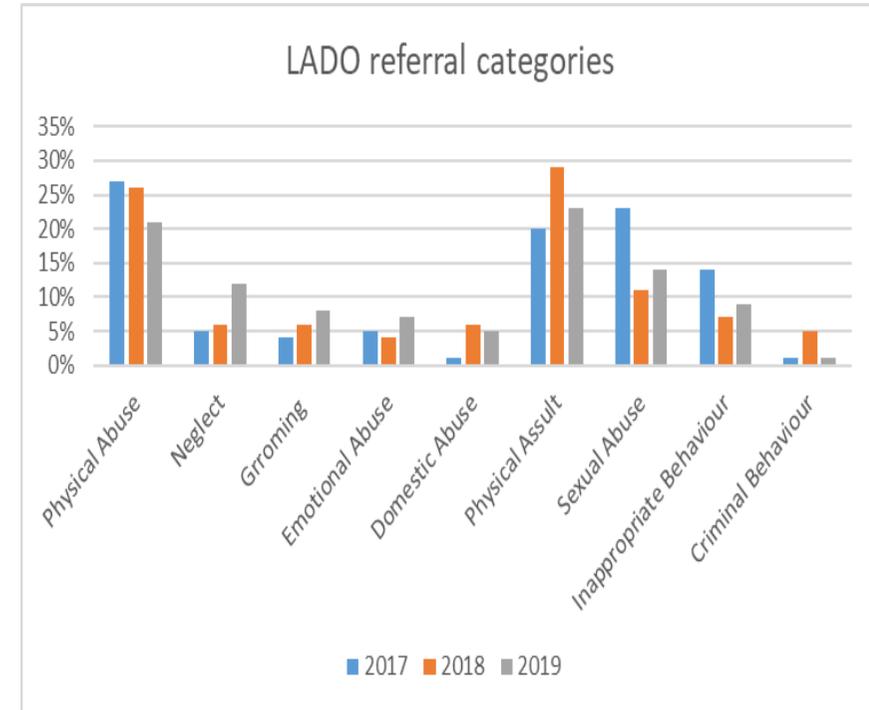
18.2 Safeguarding/Quality Assurance (Lead Authority Designated Officer)

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

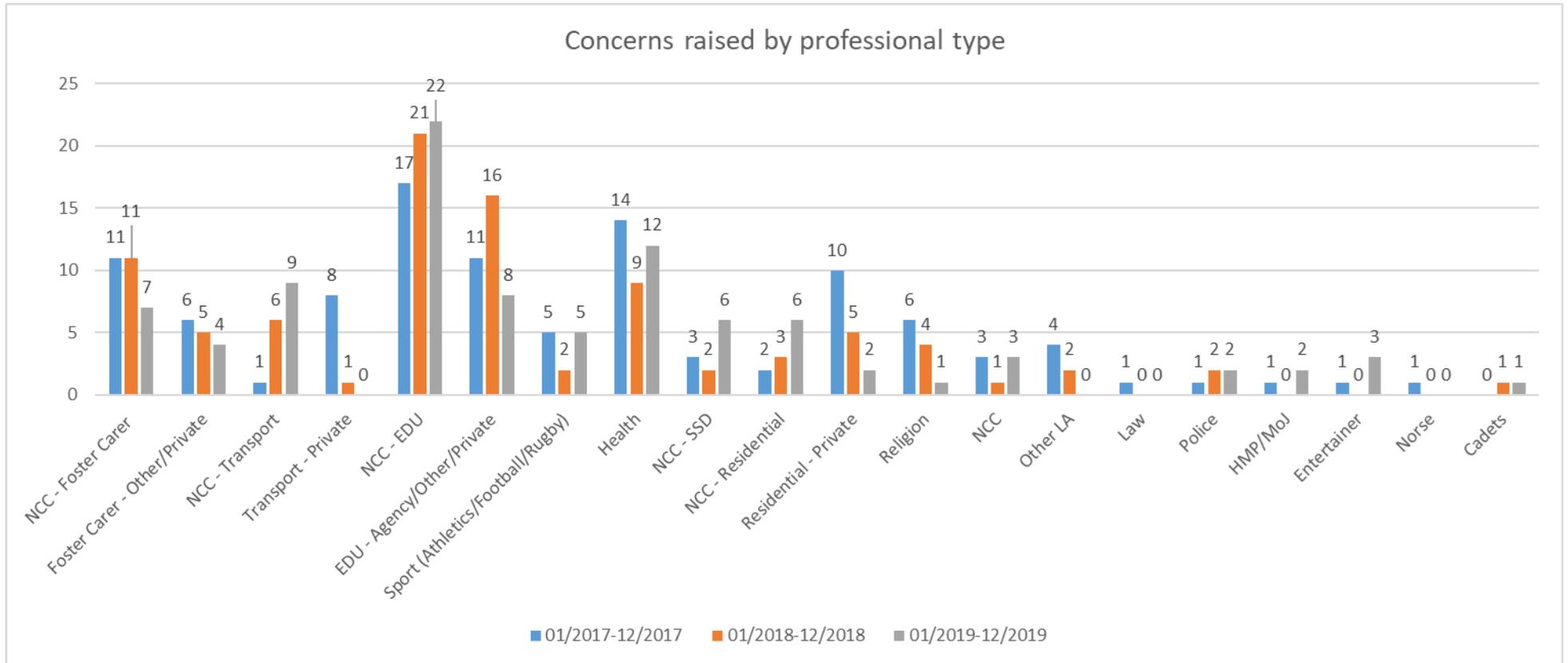
What outcomes do we want to achieve?	How will we make this happen?	When will we achieve this?	How will we know it's making a difference?	RAG status	Review of Objective as at February 2020 for Corporate SG Reporting
Embed further developments of WCCIS recording processes	Agreement of data sharing and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

18.2b LADO data

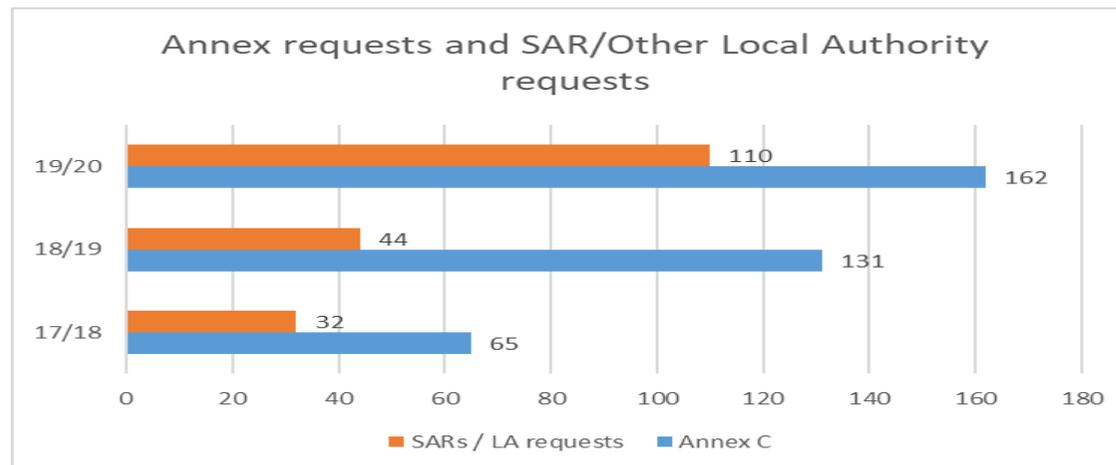
Outcome Classification as a %	Total PSM's	Substantiated	Un-substantiated	Unfounded	Demonstrably False	Malicious
2017	107	30%	30%	5%	0%	0%
2018	94	19%	27%	5%	1%	0%
2019	93	33%	22%	5%	0%	0%
		Threshold for PSM not met	No further action	Resignation	Forwarded to another LA/POVA	Awaiting outcome / carried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



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



18.2c Key data for Quality Assurance Team



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

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

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

18.2d Future Planning for Quality Assurance/ LADO

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

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

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

18.2e Future Planning

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

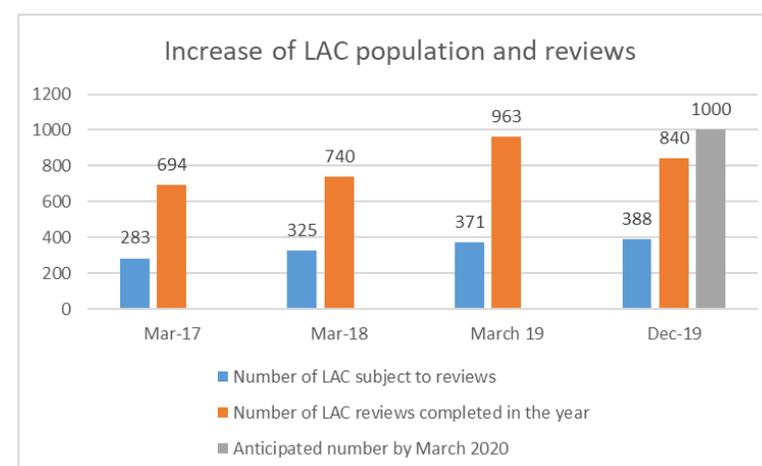
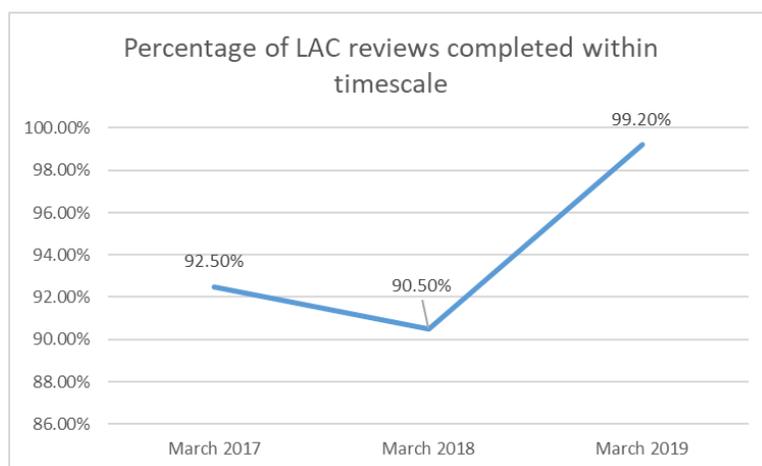
18.3 Independent Reviewing Officers and Independent Conference Chairs

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

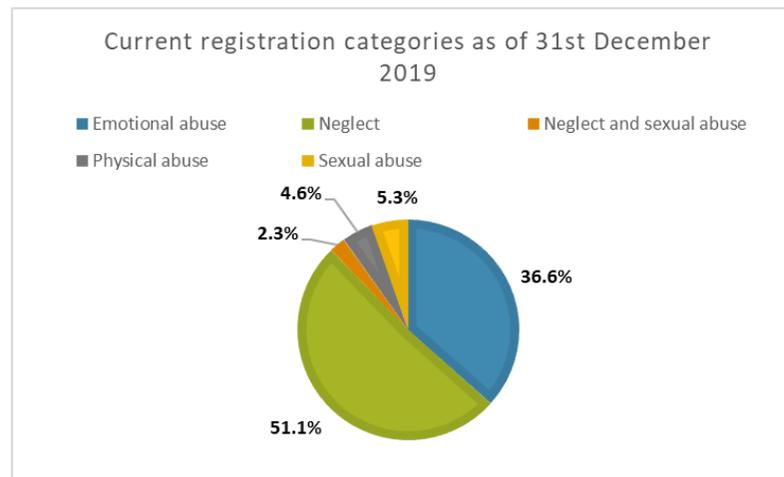
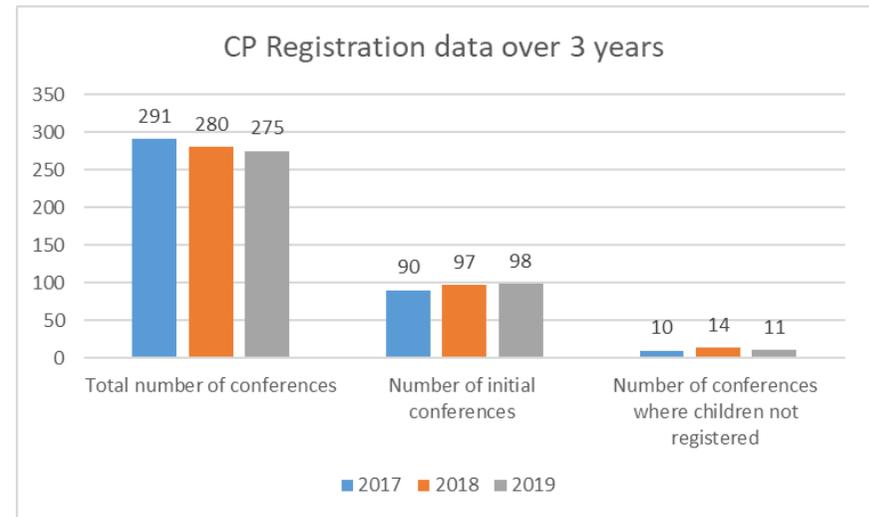
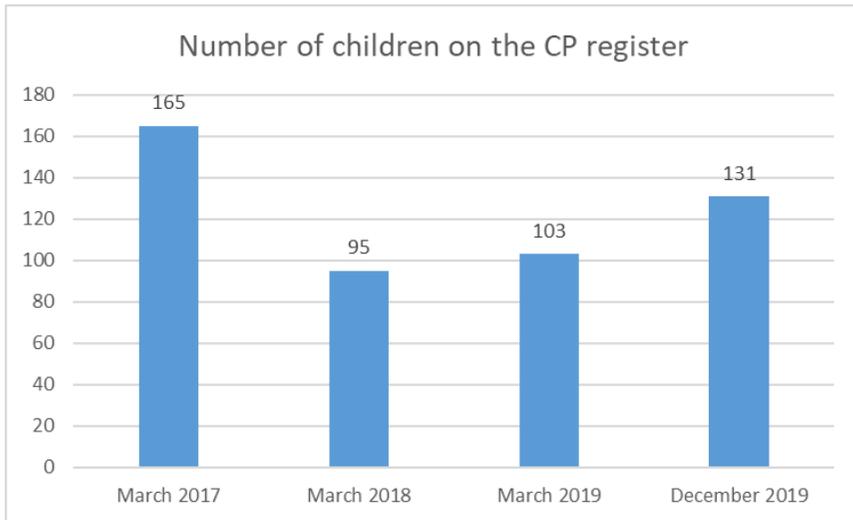
What outcomes do we want to achieve? (Objectives to achieve)	How will we make this happen?	When will we achieve this?	Who is responsible?	How will we know it’s making a difference? (Performance measures)	RAG status	Review of Objective as at February 2020 for Corporate SG Reporting
To maintain current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

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

18.3b Key Data for Child Protection Unit



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



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

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

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

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

18.3d Future Planning

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

18.4 Education Safeguarding

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

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

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

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

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

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

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

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

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

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

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

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

18.4c Future planning:

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

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

18.5 Child Criminal Exploitation (Child sexual exploitation)

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

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

19. Resource implications (employment and financial)

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

Appendices

Appendix 1- Liberty Protection Safeguards

Appendix 2- Individual Safeguarding Teams

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



Appendix 1- Liberty
Protection Safeguar



Appendix 2
Individual Safeguar



Appendix 3 cse
completed work pla