



## **SOCIAL SERVICES SCRUTINY COMMITTEE – 1<sup>ST</sup> NOVEMBER 2021**

**SUBJECT: ANNUAL CORPORATE SAFEGUARDING REPORT 2020 - 2021**

**REPORT BY: CORPORATE DIRECTOR – SOCIAL SERVICES & HOUSING**

### **1. PURPOSE OF REPORT**

- 1.1 To present Scrutiny Committee with the 2020-2021 Annual Corporate Safeguarding Report and completed Action Plan in response to the Wales Audit Office follow-up review in 2019 that were both approved by the Council's Corporate Safeguarding Board on 13<sup>th</sup> September 2021.

### **2. SUMMARY**

- 2.1 Scrutiny Committee will be aware that the Wales Audit Office (now Audit Wales) undertook a follow up Review of Corporate Safeguarding Arrangements for Children in Caerphilly in May 2019.
- 2.2 In response, the Corporate Safeguarding Board (the Board) developed an Action Plan to address both the strategic recommendations made and the areas of good practice for consideration identified in the Review.
- 2.3 The Annual Corporate Safeguarding Report, attached at Appendix 1, provides valuable assurance in relation to the Council's corporate safeguarding arrangements and provides updates on the progress made in implementing the Action Plan, attached at Appendix 2.

### **3. RECOMMENDATIONS**

- 3.1 Scrutiny Committee are requested to note the content of the Annual Corporate Safeguarding Board Report and the progress made in implementing the Action Plan.

### **4. REASONS FOR THE RECOMMENDATIONS**

- 4.1 To ensure Scrutiny Committee is fully aware of the Council's arrangements for corporate safeguarding and is satisfied that these arrangements are effective.

### **5. THE REPORT**

- 5.1 The Wales Audit Office 2019 Review concluded that;

*Although the Council has made some progress in addressing our previous recommendations, the Council needs to further strengthen its corporate safeguarding oversight and assurance arrangements*

5.2 It is really important to note that this was a review of the corporate governance of safeguarding arrangements and did not consider operational safeguarding practice and procedures for children which is the responsibility of Care Inspectorate Wales (CIW).

5.3 The Review identified 5 key areas for improvement along with several areas of good practice that the Council could consider going forward. The Board agreed that both the required improvements and the suggested good practice should be included in the Action Plan.

5.4 In summary, the Action Plan includes the following recommendations:

**For the Board:**

- to increase the frequency of its meetings
- to increase performance reporting
- to develop a Training Framework for all service areas
- to develop a self-assessment tool
- to consider the inclusion of Corporate Safeguarding on Risk Registers
- to improve access to the Corporate Safeguarding Policy and the Annual Report

**For Designated Safeguarding Officers:**

- to complete the self-assessment tool
- to support the implementation of the Training Framework

**For Human Resources:**

- to implement the Safer Recruitment Policy
- to develop a tracking system for DBS checks for all staff who require them
- to support the implementation of the Training Framework through the use of ITrent or an alternative Learning Management System (LMS).

**For Procurement and Contract Monitoring:**

- to ensure contractors and volunteers receive appropriate training and DBS checks

**For Internal Audit:**

- staff to be trained
- their audit role to be clarified

5.5 The Board has provided appropriate governance arrangements to support the implementation of the Action Plan and both attached reports provide the full detail of progress made against each of the recommendations above.

5.6 Board members acknowledged the inevitable impact that the global pandemic had on timescales for achieving a number of the actions however, progress has been made and the Board were very pleased to approve the Action Plan as being completed at their meeting on 13<sup>th</sup> September 2021.

5.7 The Board agreed that a new Forward Work Programme will now be developed for the current financial year and beyond which will ensure continued monitoring of arrangements and oversee future areas of service development and improvement. This Work Programme will be presented to Scrutiny Committee with the 2021-2022 Annual Report.

## 6. **ASSUMPTIONS**

6.1 There are no assumptions made or presumed in this report.

## 7. **SUMMARY OF INTEGRATED IMPACT ASSESSMENT**

7.1 This report is for information purposes only, so the Council's full Integrated Impact Assessment process does not need to be applied.

## 8. **FINANCIAL IMPLICATIONS**

8.1 There are no funding implications arising from this report.

## 9. **PERSONNEL IMPLICATIONS**

9.1 There are no personnel or HR implications arising from this report.

## 10. **CONSULTATIONS**

10.1 The report is for information purposes and reflects the views of consultees.

## 11. **STATUTORY POWER**

11.1 Social Services & Well Being (Wales) Act 2014

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## Children's Services Divisional Management Team

### Appendices:

1. Annual Corporate Safeguarding Report 2020 – 2021
2. Corporate Safeguarding Board Action Plan – updated September 2021



## **CORPORATE SAFEGUARDING BOARD 13<sup>TH</sup> SEPTEMBER 2021**

**SUBJECT: CORPORATE SAFEGUARDING ANNUAL REPORT 2020/21**

**REPORT BY: CORPORATE SAFEGUARDING BOARD**

### **1. PURPOSE OF REPORT**

- 1.1 To provide an update on progress made by the Corporate Safeguarding Board (the Board) during the 2020/21 financial year.

### **2. SUMMARY**

- 2.1 The Board was established in February 2015 following a review by the Wales Audit Office (WAO) of Caerphilly County Borough Council's (the Council) assurance and accountability arrangements for ensuring that safeguarding policies and procedures were in place and being adhered to. The Corporate Safeguarding Policy was ratified at full Council in November 2015.
- 2.2 The WAO subsequently undertook a follow-up review of arrangements in 2019 and identified a number of areas for improvement and consideration. A comprehensive Action Plan was developed in response and the Board has monitored progress against this Plan.
- 2.3 This sixth Annual Report provides an overview of progress made on implementing the Action Plan during the 2020/21 financial year.

### **3. RECOMMENDATIONS**

- 3.1 The Board is requested to
- note the content of this Annual Report
  - note the progress made in implementing the Action Plan with a view to agreeing the closure of the Plan
  - approve the development of a new Forward Work Programme for 2021/22 and
  - approve that this Report be presented to Social Services Scrutiny Committee and Audit Committee in due course

### **4. REASONS FOR THE RECOMMENDATIONS**

- 4.1 To ensure the Board is fully aware of the Council's arrangements for corporate safeguarding and is satisfied that these arrangements are effective.

## 5. THE REPORT

- 5.1 During 2020/21, the Covid-19 pandemic has resulted in 2 periods of national 'lockdown' and significant changes to service provision across the Council which has required balancing the need for service provision with the need to keep employees safe. Whilst essential services have continued to be delivered throughout this financial year, progress on recommendations regarding corporate safeguarding arrangements have been impacted by the pandemic. This report details the work undertaken in respect of corporate safeguarding practices during the year, taking into account the impact of the pandemic and progress made against the Action Plan.
- 5.2 To offer assurance to the Board, despite the pandemic, the Council's Information, Advice and Assistance Team (IAA) has continued to manage all safeguarding 'Duty to Reports' (the statutory referral process for reporting safeguarding concerns) for children and adults and operational safeguarding practices have continued. The Safeguarding Service Manager, Adult Safeguarding Team Manager and Child Protection Coordinator have been available to offer safeguarding advice to all service areas as required throughout the year.
- 5.3 The 2019/20 Annual Report was agreed by Board via email whilst arrangements were made for meetings to be held on a virtual platform. The 2019/20 Report, noted progress in relation to several key achievements which included:
- A self-assessment tool be developed and implemented with DSO's completing this on behalf of their service areas, identifying action where necessary to ensure service areas were meeting their safeguarding responsibilities
  - The Corporate Safeguarding Training Framework to be implemented from November 2019, though subsequent progress has been hampered during 2020/21 due to the pandemic.
- 5.4 The following recommendations were agreed to continue the positive work into 2020/21:
- Embed safeguarding as part of the tender process for new contracts via procurement and the monitoring of this
  - Safeguarding requirements of contractors to be implemented with existing contracts by procurement
  - Procedural process to be written to reflect safeguarding element of commissioning services across the Council
  - Digital Services to prepare and present options paper regarding the purchase of an LMS system to support eLearning and tracking of safeguarding training,
  - Video presentation of Tier 1 Basic Safeguarding Awareness to be finalised and made available to all service areas and contractors/commissioned services
  - Re-establish the Designated Safeguarding Officer (DSO) Practice Development Group as part of the Council's recovery plan with reintroduction of guest speakers when safe to do so, including the use of virtual platforms for meetings if necessary
  - Self-assessments and action plans to be reviewed and updated by DSO's post COVID
  - Implementation of the Safe Recruitment Policy and development of a training package to support the implementation via Human Resources (HR).
  - Review of the Corporate Safeguarding Training Framework to include the reintroduction of the required Tiered training when safe to do so due to COVID 19

- Internal Audit Team to include Corporate Safeguarding as part of their programme of work post COVID 19
- Continue discussions regarding a Gwent regional approach to Corporate Safeguarding

### Overall progress to Date

5.5 The DSO Development Group is held quarterly however, during 2020/21, one meeting was cancelled due to the pandemic. The first meeting therefore took place in September 2020 via a virtual platform. It must be noted that the Council was rolling out the delivery of laptops and Microsoft Teams to enable all services to continue to meet on a virtual platform. The DSO Development Group met on the following dates:

- 09.09.2020
- 10.12.2020
- 01.03.2021

Similarly, the Board has met on 2 occasions, rather than quarterly on the following dates:

- 16.11.2020
- 10.02.2021

5.6 At each meeting, the Board has reviewed the Action Plan (attached as Appendix 1) and the following progress in relation to each recommendation can be noted:

5.7 In respect of **R3**, *strengthen safe recruitment of staff and volunteers*, the Safe Recruitment Policy was ratified by Cabinet on 2<sup>nd</sup> November 2020. However, the required training for managers on the Policy has been hampered due to the pandemic. The Council's HR Department has been in contact with the Regional Safeguarding Outreach Officer for Wales, via the Disclosure and Disbarring Service (DBS), to consider the delivery of safe recruitment training. As outlined within the key data set for 2020/21, safe recruitment practice in respect of DBS applications and use of the required risk assessments has continued.

5.8 Work has continued with Procurement to ensure that *all services contracted by the Council are compliant with the Corporate Safeguarding Policy*. The Safeguarding Protocol for Procurement Process is currently awaiting final sign off by Heads of Service and Corporate Management Team (CMT). In terms of commissioned services, where contracts are already in place, legal advice is being sought with a view to writing to providers including copies of the Corporate Safeguarding Policy and the Tier 1 Safeguarding Training package (Basic Awareness) requesting that they implement both, thereby making them aware of the protocol if they plan to tender for further/future services. The implementation of the Safeguarding Protocol for the Procurement Process will ensure that any person working on a commissioned contract will comply with the corporate safeguarding policy, have a DBS if required and undertake Tier 1 Basic Awareness safeguarding training. This is in line with the Corporate Safeguarding Policy.

5.9 **R4** *Ensure all relevant staff, members and partners understand their safeguarding responsibilities*. The Corporate Safeguarding Training Framework was implemented in November 2019, only 4 months prior to the pandemic. This resulted in service areas having to cancel planned face-to-face Tier 2 Training in order to ensure Welsh

Government and Corporate guidance was followed to ensure the wellbeing of employees. This impacted delivery of all Tiers of training with the Corporate Safeguarding Training Framework. The pandemic resulted in some services areas having to redeploy staff to other service areas and in fact highlighted the need for the delivery of safeguarding training. In order to assist service areas, a Tier 1 Basic Awareness presentation was developed and made available to all service areas. This was accessible in different ways through different devices including mobile phones and tablets for those employees who did not have access to a PC or laptop.

- 5.10 The Adult Safeguarding Team Manager and the Child Protection Coordinator delivered 6 training sessions of Tier 2 'Understanding Safeguarding Children and Adults' to employees identified in service areas as requiring this training. This was delivered via a virtual platform. A further 3 sessions are planned for this forthcoming year. This was to assist service areas to continue to deliver safeguarding training and to allow service areas to begin to facilitate training as part of their recovery planning post-covid. It must be noted that Tier 3 training for children and adults has not been available due to the need for these to be developed on a virtual platform. Gwent Safeguarding Board is in the process of developing a blended approach to the delivery of the children's safeguarding training and the advanced adult safeguarding training is also being redesigned with a view to delivery in the next financial year. Therefore, there are employees within service areas who require Tier 3 training but have been unable to access this. However, service areas have planned for employees to complete the available Tier 2 training to ensure employees have an understanding of safeguarding practices. The changes to training delivery will require the Corporate Safeguarding Training Framework to be updated in line with any revisions.
- 5.11 In terms of the development of the Tier 1 Basic Safeguarding Video, the recording of this was delayed due to the requirement to record this face to face. However, it was completed in April 2021 and is now in the process of being translated and recorded in Welsh with a view to being available to all service areas in the autumn.
- 5.12 The back dating of training on Itrent is an ongoing matter that needs further consideration. Due to the pandemic, DSO's have concentrated on the delivery of current training to ensure that employees are up to date on current safeguarding practices. It is difficult to consider how the previous training delivered fits into the new framework and whether it is more prudent for DSO's to concentrate on the current delivery and recording of training rather than track back previous training completed. When the LMS is available, tracking and monitoring of training will be more efficient. However, by way of assurance, all new employees are issued with the Corporate Safeguarding Policy and are required to complete Tier 1 Basic Awareness as part of the induction process which is managed by HR to ensure this is completed and uploaded to Itrent.
- 5.13 Due to the pandemic, it has become even more evident that an eLearning platform that can present, track and deliver data on training is required. Thus, a working group was set up to consider this on a Council wide basis and a bid to the Welsh Government Digital Transformation fund was submitted in conjunction with Workforce Development and Digital Services. The bid was successful and there is now a LMS Digital Project Team set up that are working to identify an LMS system that meets the requirements not only of Caerphilly but in partnership with two other Local Authorities.
- 5.14 In respect of VAWDASV training delivery, the Key Data set references progression of the roll out of Ask and Act Training for Groups 1, 2 and 6. As with safeguarding training, this data does not give exact details of the training undertaken. In terms of Group 1 eLearning Ask and Act training, this was delivered via an eLearning platform which did

not have the ability to track and record those that had completed the training. Again, the implementation of a LMS system would enable the tracking or recording of such training.

- 5.15 **R6, R7 and R8** are all completed evidencing the positive progress made.
- 5.16 All Designated Safeguarding Officers were required to submit Self Assessments prior to the Board held in February 2021. The main area highlighted within the self-assessments was the delivery of safeguarding training and the progression of this has been reported above and will continue to be a focused area of ongoing development and monitoring via the DSO Practice Development Group. The DSO's are fully aware that they need to review their action plans, consulting with Heads of Service as required and for them to feed into any required strategic development plans with their service areas. The internal audit of Corporate Safeguarding arrangements has been delayed due to Covid-19 however, the audit tool has been developed and will be rolled out within the 2021/22 financial year. Internal Audit results will be considered by the Board when available.
- 5.17 Increasing the knowledge base for DSO's has continued within the DSO Development Group, presentations have been delivered in respect of the new Wales Safeguarding Procedures 2019 and Hate Crime. This will continue into the next financial year.
- 5.18 Work on consistency of Corporate Safeguarding Practices across Gwent has slowed due to the pandemic. This is an area of work that will be re-energised during 2021/22.

#### **Planned Future Work**

- 5.19 The following recommendations are made for 2021/22:
- HR Department to liaise with Regional Safeguarding Outreach Officer for the Disclosure and Disbarring Services to look at the roll out of safe recruitment training
  - Heads of Service/CMT to sign off the Safeguarding in the Procurement Process Protocol so this is fully implemented Council wide
  - Continue the implementation of the Corporate Safeguarding Training Framework via the DSO Development Group, with data collection from service areas on an annual basis
  - Review of Internal Audit Findings when available
  - Self-assessments to be reviewed and updated annually by DSO's
  - Review of the Corporate Safeguarding Training Framework based on changes to training delivery
  - Safeguarding Media Campaign to link with Safeguarding Week in November 2021, to include consideration of promotion of the DSO role within service areas
  - Progress the Tier 1 Corporate Safeguarding Training video, along with Welsh translation and make this available to all volunteers, contractors etc
  - Deliver updated training to CMT and Elected Members via the Tier 1 basic awareness video when available
  - Monitor the progress of the LMS Project
  - Progress work on ensuring consistency of corporate safeguarding practices across Gwent, including development of a comparator key data set
  - Continue to invite speakers to attend the DSO Development Group regarding relevant safeguarding topics to continue to improve knowledge and understanding of safeguarding issues
  - Based on the Board's approval, the Action Plan to be closed down and replaced with a Forward Work Programme for 2021/22.

## **6. ASSUMPTIONS**

6.1 There are no assumptions made or presumed in this report.

## **7. SUMMARY OF INTEGRATED IMPACT ASSESSMENT**

7.1 This report is for information purposes only, so the Council's full Integrated Impact Assessment process does not need to be applied.

## **8. FINANCIAL IMPLICATIONS**

8.1 As noted in the previous Annual Reports, safeguarding awareness training has been provided within existing resources and this has continued to date. The implementation of the Corporate Safeguarding Training Framework in November 2019 has utilised DSO's and employees who have been trained to deliver Tier 2 Safeguarding Training via a Train the Trainer methodology. Tier 3 training is accessed via Workforce Development or Gwent Safeguarding Board. Enhanced Training can also be accessed in respect of specific areas of safeguarding via Workforce Development and Gwent Safeguarding Board at no additional cost currently. However, additional costs have been incurred in the development of the Tier 1 Basic Awareness video which has been funded by Children's Services.

8.2 The progression of the Learning Management System is now supported via Workforce Development in conjunction with Digital Services and Welsh Government Transformation. It is currently unknown regarding any future costs regarding the implementation of a LMS however, it is anticipated that any incurred costs would need to be considered by CMT.

## **10. PERSONNEL IMPLICATIONS**

10.1 There are no personnel or HR implications arising from this report.

## **11. CONSULTATIONS**

11.1 The report is for information purposes and reflects the views of consultees.

## **12. STATUTORY POWER**

12.1 Social Services & Well Being (Wales) Act 2014

Author: Nicola Barrett, Service Manager – Children's Services

Consultees: Cllr Shayne Cook, Cabinet Member and Chair of the Board  
Gareth Jenkins, Head of Children's Services  
The Corporate Safeguarding Board  
The DSO Development Group

**APPENDIX 2**

WAO Recommendation	Action	Actions/Requirements	Who	Progress/Completion	RAG
R3	Safer Recruitment policy to be ratified	Policy to be agreed by HR Strategy Group, CMT and Cabinet	HR	Completed- agreed by Cabinet on 2nd November 2020	<b><u>GREEN</u></b>
R3		All managers to be trained on safer recruitment policy – training package to be developed and implemented	HR	Links have now been made with Regional Coordinator in DBS service to look at with Regional Coordinator in DBS service to look at delivery of safe recruitment training	<b><u>GREEN</u></b>
R3	DBS checks for volunteers and contractors  Contractors compliance with safeguarding policy and their	Task and Finish Group to look at: <ul style="list-style-type: none"> <li>• DBS checks for contractors</li> <li>• Safeguarding training for contractors</li> <li>• Contractors access to safeguarding policy</li> </ul>	Establishment of a Task and Finish Group to include Procurement / Commissioning/ HR/ Internal Audit/ Relevant DSO's	The Safeguarding Protocol for the Procurement Process has been signed off and is now awaiting CMT approval	<b><u>GREEN</u></b>

	awareness of the policy	Agree process of how this is to be monitored			
R4	Implement Training Framework	<p>Tiered approach to safeguarding training to be agreed by Board and written up in framework and disseminated via DSO for implementation across the LA.</p> <p>Tier 2 training package to be developed and agreed and delivered across service areas</p>	Training Task & Finish Group/ DSO's/ Managers/ Safeguarding Unit	<p>The framework has been implemented, the delivery of training has however been impacted by COVID 19 due to being unable to deliver face to face training.</p> <p>SWAY presentation for Tier 1 Basic awareness continues to be available and is a requirement of the induction process for all new employees. Tier 1 video has been recorded and edited in English and has very recently being translated and recorded in Welsh with a view to making this available across the Council by December 2021.</p> <p>Tier 2 Training: understanding safeguarding children and adults has been run on a virtual basis by Child Protection Coordinator and Adult Safeguarding Team Manager's. These sessions have now ceased with service areas now delivering this</p>	<b><u>GREEN</u></b>

				<p>training via the Train the Trainer model.</p> <p>The Mentor Group continues to take place to support those trained to deliver the Tier 1 package.</p> <p>Tier 3 training: advanced training for children's and adult safeguarding has not been available due to the pandemic. However, progress is being made on development of virtual training package for adults and a blended training package for children. The advanced adult safeguarding training will be delivered by the adult safeguarding team and liaison is taking place with workforce development to support the roll out of this training.</p> <p>The children's training is currently being piloted via Gwent Safeguarding Board offering a blended approach to individual learning and virtual sessions.</p>	
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R4	Backdating of training already completed to be inputted on to ITrent	Individual services areas to input training to ITrent that has already been completed. Managers to collate this data and ensure permissions in ITrent to record the training	DSO's with support from HoS and CMT	<p>The backdating of training to be inputted into Itrent is proving difficult and limited progress has been made. This is impacted by Covid-19 however, it is also difficult to track training previously completed by employees. Therefore it is for discussion as to whether this action continues or whether resources should focus on current training delivered through the new training framework. For discussion at Board on the 13th September 2021</p> <p>Update: Board 13.09.21: recommended that inputting historic data is not an efficient use of time or resources so this action will be noted as complete.</p>	
R4	Development of Tracking system for training for staff, volunteers and contractors	ITrent to be developed to incorporate codes in line with Safeguarding Training framework	HR	Completed	<b><u>GREEN</u></b>

R4	Agree timescales for new starters, volunteers and contractors to undertake basic initial training	Ensure staff and volunteer induction processes include Corporate Safeguarding as a mandatory requirement  Council tenders and contracts to make expectations on contractors explicit	HR/DSO's  Procurement/Commissioning /Internal Audit	Completed as per Corporate Safeguarding Training Framework  All contracts moving forward will include the requirement to have basic awareness Tier 1 training. This will be included in the protocol being developed by procurement	<b><u>GREEN</u></b>  <b><u>GREEN</u></b>
R4	Training update to be reported to Corporate Safeguarding Board to monitor compliance in each service area- staff, volunteers and contractors	Quarterly Reports to the Corporate Safeguarding Boards and inclusion in the Annual Report.	Gareth Jenkins/ Nicola Barrett	Training for the year 2020/21 has continued to be impacted by Covid 19, data set is recorded within the annual report.	<b><u>GREEN</u></b>
R4	Explore e-learning packages	Current e learning packages available to be explored	Training Task & Finish Group/ DSO's/ Managers/ Safeguarding Unit	The development and procurement of an LMS system has been approved and is now being managed via Digital Services and Workforce Development, supported by	<b><u>GREEN</u></b>

				<p>digital transformation funds from WG. The funding bid delayed progress slightly but is a significant achievement.</p> <p>Tier 1 basic safeguarding video's will be available in Welsh and English by December 2021</p>	
R6	<p>Increase frequency of Board Meetings</p> <p>Timings of Board meetings to be reviewed to comply with Scrutiny and Audit Committee deadlines</p>	<p>Corporate Safeguarding Board to meet quarterly of next 12 months to monitor the implementation of the Action Plan and frequency will then be reviewed</p>	<p>Gareth Jenkins/ Nicola Barrett</p>	<p>Completed. Board dates will continue on a quarterly basis for 2021/22.</p> <p>Attendance by Gareth Jenkins HoS at Social Services Scrutiny Committee and Audit Committee will take place as required.</p>	<b><u>GREEN</u></b>
R6	<p>Annual Report to provide more robust assurance of safeguarding</p>	<p>Annual Report to include performance data regarding training compliance across staff, volunteers and contractors</p>		<p>The Annual Report will continue to reflect the key data set and set out safeguarding arrangements within the LA. Report for 2020/2021 will be</p>	<b><u>GREEN</u></b>

	<p>arrangements within the LA</p> <p>Bench marking of arrangements with other LA's</p>	<p>Key data set to be updated to include a wider set of data cross service areas</p> <p>Comparison data with other LA's to be sought to inform Annual report</p>		<p>ratified at the September Board.</p> <p>Work is ongoing with Safeguarding Leads in the Gwent region to consider the alignment of processes, reporting and training etc regarding corporate safeguarding.</p>	
R6	<p>Corporate Safeguarding to be included on the Risk Register</p>	<p>WAO Review Report and Action Plan to be included on Social Services Risk Register</p> <p>CMT to consider inclusion on the Council Risk Register</p>	<p>Gareth Jenkins</p> <p>Dave Street</p>	<p>Completed</p> <p>Completed – Corporate safeguarding is now on the risk register for social services and not the council risk register as agreed by CMT.</p>	<b><u>GREEN</u></b>
R6	<p>Policy to be made available on front page of the intranet, to include access to Annual Report and list of DSO's</p>	<p>Corporate Safeguarding icon to be visible on front page</p> <p>Links to be made in Policy and Service Area Tabs</p>	<p>Liz Lucas/ Nicola Barrett</p>	<p>Completed</p>	<b><u>GREEN</u></b>

R7	Role of Internal Audit	<p>Links with other LA's as to how they undertake internal audits for Corporate Safeguarding</p> <p>Develop mechanism of internal audits, focus of audits, frequency etc</p> <p>Corporate safeguarding policy to be updated to reflect internal audit responsibilities</p>	Internal Audit/ Nicola Barrett	<p>Internal Audit is in the process of rolling out the internal audit process during 2021/22.</p> <p>Policy is up to date and available on the safeguarding tab on the intranet, this is a live document and is updated when required to reflected changes in DSO's and the Wales Safeguarding Procedures 2019</p>	<b><u>GREEN</u></b>
R7	Internal Audit to receive Corporate Safeguarding training	Team training session to be arranged		Completed	<b><u>GREEN</u></b>
R8	Self-assessment tool to be implemented	DSO's to return completed Self-Assessment Tool by the 15 <sup>th</sup> of July, with attached action plans to strengthen corporate safeguarding arrangements across service areas	DSO's	Self-assessments were last updated by DSO's in February 2021. It was the recommendation of the 2020/21 Annual Report that these are now completed by DSO's on an annual basis to report to Board on	<b><u>GREEN</u></b>

				safeguarding practices across the Council.	
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