



RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

CABINET

28TH JULY 2020

THE COUNCIL'S CORPORATE SAFEGUARDING ARRANGEMENTS

REPORT OF CHIEF EXECUTIVE AND GROUP DIRECTOR COMMUNITY & CHILDREN'S SERVICES IN DISCUSSIONS WITH CLLR MORGAN

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1. PURPOSE OF THE REPORT

- 1.1 The purpose of the report is to seek Cabinet's approval of an Action Improvement Plan in respect of the Council's Corporate Safeguarding arrangements and a revised Corporate Safeguarding Policy.

2. RECOMMENDATIONS

It is recommended that Cabinet:

- 2.1 Approves the Action Improvement Plan in respect of the Council's Corporate Safeguarding arrangements.
- 2.2 Approves and adopts the new Policy as the Council policy and;
- 2.3 Subject to 2.2 the policy is translated, published on the Council's website and embedded into associated Council policies and strategies as appropriate.
- 2.4 Subject to 2.2 that a wider Communications and Awareness raising plan is developed to make sure that all staff and Managers are reminded of their responsibilities in respect of the new Policy.
- 2.5 Subject to 2.2 the new Policy is reflected in future training for Safeguarding training
- 2.6 Refer to Overview and Scrutiny Committee for scrutiny and monitoring.

3. REASONS FOR RECOMMENDATIONS

- 3.1 Safeguarding and protecting children and adults at risk is a high priority for Rhondda Cynon Taf County Borough Council.

- 3.2 Maintaining a robust Action and Continuous Improvement Plan will ensure that we continue to strengthen the arrangements that will help to keep children and adults at risk safe.
- 3.3 It is important that Cabinet is aware of Wales Audit Office findings and recommendations and is able to challenge the progress in respect of actions taken to improve the Council's Corporate Safeguarding arrangements.
- 3.4 The Action Improvement Plan aims to address the Proposals for Improvement contained within the report of the Wales Audit Office (Audit Wales) in respect of Corporate Safeguarding arrangements, including the completion of a revised Corporate Safeguarding Policy, following its review of the effectiveness of the Council's Corporate Safeguarding arrangements.
- 3.5 The new Corporate Safeguarding Policy strengthens the framework for every Service within the Council and sets out responsibilities in relation to safeguarding and protecting children and adults at risk as well as the methods by which the Council will be assured that it is fulfilling its duties.
- 3.6 The policy applies to all Rhondda Cynon Taf employees, Councillors, volunteers and service providers that are commissioned by the Council.

Safeguarding is everyone's business whether they work for, or on behalf of the Council

4. BACKGROUND

- 4.1 In 2014, the Wales Audit Office undertook a 'Review of Local Authority Arrangements to Support Safeguarding of Children'. The findings from the Review contained four Proposals for Improvement:
 1. Develop a Corporate Safeguarding Policy that clearly specifies roles, responsibilities and procedures for safeguarding.
 2. Ensure all safeguarding risks are identified; ensure corporate and service level risks are integrated; and agree actions to mitigate these.
 3. Improve the range, quality and coverage of safeguarding performance reporting to provide adequate assurance that systems are working effectively.
 4. Ensure all elected members and staff who come into contact with children on a regular basis receive training on safeguarding and child protection issues and the Council's corporate policy on safeguarding.
- 4.2 During 2015 the Wales Audit Office (WAO) published its report 'Review of Corporate Safeguarding Arrangements in Wales'. The review was issued to all Council's, there was not a specific 'local' report provided to Rhondda Cynon Taf at that time.
- 4.3 The WAO report identified the following recommendations for all Councils to consider. In summary:

1. Improve corporate leadership and comply with Welsh Government policy on safeguarding.
 2. Ensure there is a corporate-wide policy on safeguarding covering all council services to provide a clear strategic direction and clear lines of accountability across the council.
 3. Strengthen safe recruitment of staff and volunteers.
 4. Ensure all relevant staff, members and partners understand their safeguarding responsibilities.
 5. In revising guidance, the Welsh Government should clarify its expectations of local authorities regarding the roles and responsibilities of the designated officer within education services, and the named person at senior management level responsible for promoting the safeguarding.
 6. Improve accountability for corporate safeguarding by regularly reporting safeguarding issues and assurances to scrutiny committee(s) against a balanced and council-wide set of performance information.
 7. Establish a rolling programme of internal audit reviews to undertake systems testing and compliance reviews on the Council's safeguarding practices.
 8. Ensure the risks associated with safeguarding are considered at both a corporate and service level in developing and agreeing risk management plans across the council.
- 4.4 Following receipt of these recommendations and in line with the work arising from the earlier review of arrangements for Safeguarding Children, Officers undertook a Self-Assessment against the expected standards. At its meeting on [17 March 2016](#), Cabinet agreed a new Corporate Safeguarding Policy as well as putting in place an Action Plan to deliver key actions for improvement and a Corporate Safeguarding Risk Register.
- 4.5 Since then, the Council has implemented a Corporate Safeguarding Policy and the agreed Action Plan to address the recommendations and has taken steps to strengthen its Corporate Safeguarding arrangements. This work has also been reflected in various reports including Cabinet, Scrutiny Committees, Audit Committee and the Corporate Parenting Board:
1. [Audit Committee 20/3/16](#) reviewed arrangements to support safeguarding children and determined there were no matters of governance, internal control or a risk management nature that required further action or attention.
 2. [Corporate Parenting Board 11/4/16](#) noted the progress to date and the need to continually raise awareness of individual's responsibilities in respect of safeguarding.

3. [Audit Committee 20 March 2017](#) was satisfied with the progress that has been made in relation to the steps taken by the Council to monitor the implementation of 'proposals for improvement' by the WAO.
 4. [Children and Young People Scrutiny 22 March 2017](#) resolved to receive update reports at future meetings
 5. [Children and Young People Scrutiny 6 September 2017](#) received annual report of Cwm Taf Safeguarding Board
 6. [Overview and Scrutiny 14 November 2017](#) received presentation of progress to date.
 7. [Children and Young People Scrutiny 12 September 2018](#) received annual report of Cwm Taf Safeguarding Board
 8. [Overview and Scrutiny Committee 5 February 2019](#) – received update and next steps in respect of Corporate Safeguarding.
- 4.6 The Wales Audit Office reviewed the Council's progress and issued a follow up report in respect of 'Local Authority arrangements to Support Safeguarding of Children' in 2016. The report, which concluded '*The Council is strengthening its corporate arrangements to support the safeguarding of children and is making progress in addressing our previous proposals for improvement.*' was considered by [Cabinet in November 2016](#).

5. **CURRENT POSITION**

- 5.1 The most recent Wales Audit Office report in respect of the Council's Corporate Safeguarding arrangements followed a "*Review of the effectiveness of corporate safeguarding arrangements building on the study previously undertaken by the Auditor General in this area*" in June/July 2019 as part of the Wales Audit Office 2018-19 Work Programme.
- 5.2 The Review considered the findings of the 2014 report into the Council's arrangements to support safeguarding of children. It also considered the Council's progress in implementing the recommendations contained in the Auditor General's report, 'Review of Corporate Safeguarding Arrangements in Welsh Councils'.
- 5.3 Following the review, Wales Audit Office issued its report in [September 2019](#). The review found that "*The Council has met, or partially met, most of our previous recommendations and proposals for improvement, but we have identified some further proposals for improvement to strengthen aspects of the Council's corporate safeguarding arrangements*".
- 5.4 In summary, the six Proposals for Improvement are that the Council should:
1. Strengthen the Corporate Safeguarding Policy
 2. Strengthen the Recruitment and Selection Procedures

3. Gather contractual monitoring information from across all Council Directorates
 4. Should improve its approach to safeguarding training
 5. Consider producing performance measures (for example in respect of DBS check compliance) to enhance the performance information that goes to scrutiny and aid transparency and that
 6. The Corporate Safeguarding Working Group should have oversight of corporate safeguarding risks from across the Council.
- 5.5 The Wales Audit Office Report was presented to the Council's Overview and Scrutiny Committee on [20 January 2020](#). Committee was advised that the Council agreed with the Proposals for Improvement and it also received a brief update of the Council's position in respect of each of these Proposals. Committee was also advised that a more detailed plan setting out progress and next steps to address these proposals was scheduled for consideration by Overview and Scrutiny Committee in March 2020.
- 5.6 Since then, progress has been affected by the need to refocus resources to address the Council's response to Covid-19. However, the Action Improvement Plan and the revised Corporate Safeguarding Policy are now available for consideration by Cabinet.
- 5.7 In accordance with the recommendations of this report as set out in section 2. Cabinet is requested to consider
- a) the attached updated Corporate Safeguarding Action Improvement Plan (Appendix 1) which also provides an update in respect of progress made and next steps, and
 - b) the revised Corporate Safeguarding Policy (Appendix 2)

6. NEXT STEPS

- 6.1 To continue work to strengthen and communicate the Council's Corporate Safeguarding arrangements and address the recommendations made by the Wales Audit Office.

7. EQUALITY AND DIVERSITY IMPLICATIONS

- 7.1 An Equality Impact Assessment (EqIA) screening form has been prepared for the purpose of this report. It has been found that a full report is not required at this time.

8. CONSULTATION

- 8.1 Internal consultation and engagement will be undertaken as necessary to ensure effective implementation and delivery of this new policy. The Cwm Taf Morgannwg Safeguarding Board will also be engaged to ensure multi agency oversight and evaluation of effectiveness.

9. FINANCIAL IMPLICATION(S)

- 9.1 There may be a requirement to deliver training and awareness which could have financial implications.

10. LEGAL IMPLICATIONS OR LEGISLATION CONSIDERED

- 10.1 The Council recognises that good practice in safeguarding brings together all activity aimed at promoting safe practice with vulnerable groups and preventing abuse and neglect. For this reason, and because the law, policy, guidance and regulations change from time to time, it is impossible to provide an exhaustive list of relevant documents but the most significant items are included below:-

- Social Services and Well Being Act 2014
- Education Act 2002 – plus ‘Keeping Learners Safe’ -The role of local authorities, governing bodies and proprietors of independent schools under the Education Act 2002
- Children Act 1989 and 2004,
- ‘Section 17 of the Crime and Disorder Act 1998,
- Mental Capacity Act 2005
- Violence Against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015
- Housing Act 2004
- Licensing Act 2003
- Human Rights Act 1998

- 10.2 The Council will ensure that practice is compliant with the following policies and procedures:-

- Wales Safeguarding Procedures 2019
- RCT CBC Whistle-Blowing policy
- RCT CBC Recruitment Policies
- RCTCBC Dealing with Domestic Abuse & Sexual Violence
- Cwm Taf Morgannwg Schools Safeguarding Policy

11. LINKS TO THE COUNCILS CORPORATE PLAN/OTHER CORPORATE PRIORITIES/ WELL-BEING OF FUTURE GENERATIONS ACT

- 11.1 At a strategic level, this approach to safeguarding supports the delivery of the Council's three priorities as set out in the new [Corporate Plan](#),

1. Ensuring **People: are independent, healthy and successful;**
2. Creating **Places: where people are proud to live, work and play;**
3. Enabling **Prosperity: creating the opportunity for people and businesses to: be innovative; be entrepreneurial; and fulfil their potential and prosper.**

- 11.2 It also supports the work the Council undertakes in partnership to meet the Vision of the Council and its partners in the Cwm Taf Well-being Plan i.e.

To help people live long and healthy lives and overcome any challenges.

- 11.3 At an All Wales level, keeping people safe contributes to the seven Well-being goals as set out in the Well-being of Future Generations Act in order to **improve the economic, social, environmental and cultural well-being of Wales.**

12. CONCLUSION

- 12.1 An updated Corporate Safeguarding Policy has been compiled that reflects current legislative requirements as well as the recent Audit Wales findings. This will support the Council's continuing work to strengthen its Corporate Safeguarding arrangements to keep our children and adults at risk safe, especially in these uncertain times.



LOCAL GOVERNMENT ACT 1972
AS AMENDED BY
THE LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985
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THE COUNCIL'S CORPORATE SAFEGUARDING ARRANGEMENTS

Background Papers

Cabinet – 17th March 2016
Audit Committee – 20th March 2016
Corporate Parenting – 11th April 2016
Audit Committee 20th March 2017
Children and Young People Scrutiny – 22nd March 2017
Children and Young People Scrutiny – 6th September 2017
Overview and Scrutiny – 14th November 2017
Children and Young People Scrutiny – 12th September 2018
Overview and Scrutiny Committee – 5th February 2019

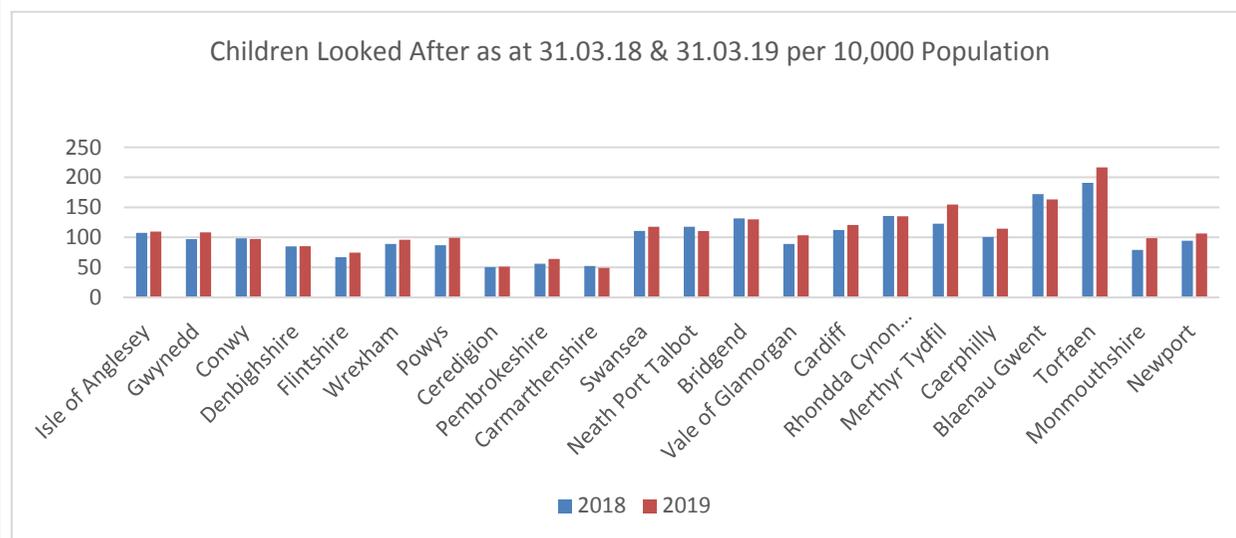
Officers to contact: Chris Bradshaw & Giovanni Isingrini

What are we trying to achieve, the outcome	Strengthened corporate arrangements for Safeguarding Children and Adults at risk.
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Why we need to do it:

Children

During 2018/2019, RCT’s CLA numbers dropped per 10,000 of the population (from 135.43837 in 2018 to 134.83236 in 2019), which as the graph below demonstrates, saw us bucking the general trend across Wales.



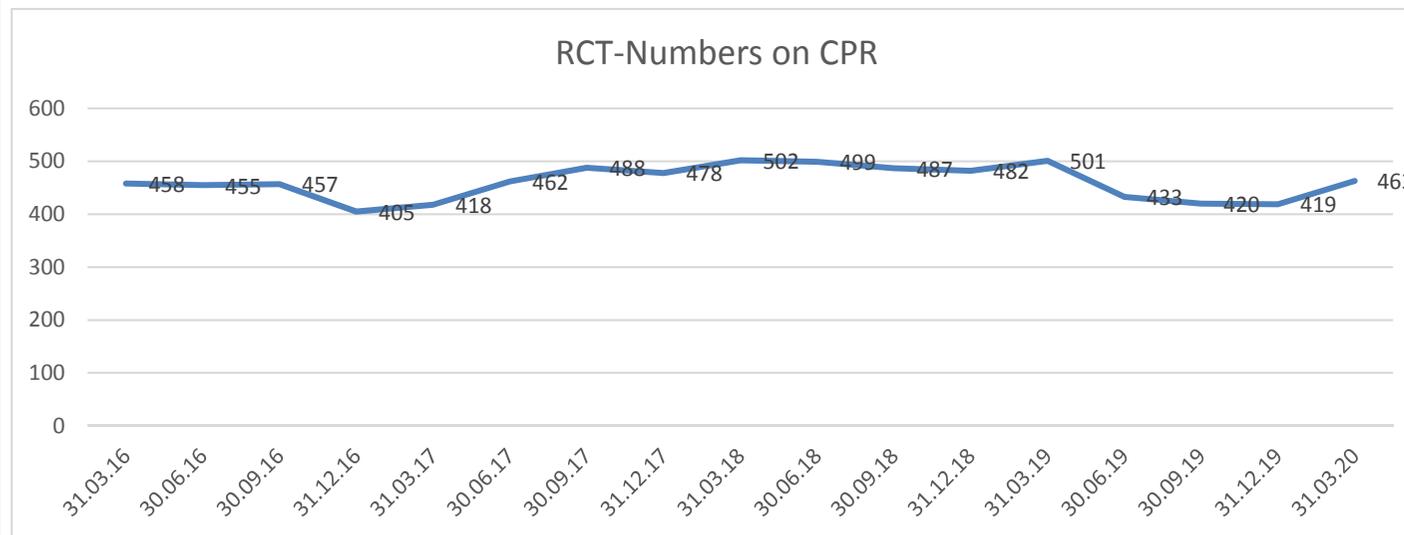
As detailed below, in 2019/20 RCT has seen a 9.1% increase in CLA admissions compared with 2018/19. Once WAG release the 2019/20 All Wales Comparison Data in October 2020, we will be able to see whether the increase we have experienced is specific to RCT, or something being replicated across Wales.

2019/20	Q1	Q2	Q3	Q4
	684	693	702	717

22% of our CLA admissions are for children aged under 1 year old and this age group continues to have the highest number of admissions, although there has been a decrease in the overall number of admissions for this age group compared with the previous year. Comparisons to the same period last year show the highest number are brought into care within the first week after birth. The second highest age group are those babies aged 3 months +.

Based on current CLA numbers the highest number are in the 10-15 age group with 263 children in care (36%). This age group is consistently the highest percentage.

For RCT, whilst the number of children on the CPR at 31/03/2020 has decreased overall by 8% since March 2019, we have seen an increase of 11% in the period between December 2019 and March 2020.



In RCT, the % of children on CPR under category of Emotional increased from 47% at 31/12/19 to 50% at 31/03/20, and in respect of Neglect decreased from 37% to 33%.

Out of the 155 CLA admissions in 2019/20; 121 (78%) children were on the CPR at the point of coming into care. The highest number on the CPR are the under 1 age group. 100% under the age of 1 were on the CPR at the point of entering care.

47% of children aged 12 to 15 were on the CPR at the time of going into care, and 20% of 16+ were on the CPR.

Adults

In 2019-20, there were 4,378 adult at risk reports made to RCT's Adult Safeguarding Team at the Multi-Agency Safeguarding Hub (MASH). Of these, 989 reports (23%) were made by Council staff, elected Members or commissioned service providers.

The average timescale for the initial evaluation of Safeguarding Reports was 0.9 days and Section 126 enquiries under Part 7 of the Social Services & Well-Being (Wales) Act 2014 were completed in 569 cases (13%). The percentage of enquires completed within 7 days was 85%, although the average time for the completion of enquiries was 4 days.

248 people in 2019-20 were found to be in need of protection on the completion of Enquiries, resulting in further action under Adult Safeguarding Procedures.

Which of the Council's Priorities, as outlined in the Council's Corporate Plan, will this plan support?	People – promoting independence and positive lives for everyone
Which of the current Cwm Taf Well-being Objectives will this support	<i>Healthy People</i>
How will this contribute to the seven national Well-being goals	A Healthier Wales, Cohesive Communities, a more Equal Wales, a Prosperous Wales
What difference will delivery of this objective make to Service Users/ residents of RCT	Children and adults at risk across RCT are protected from harm.
Risks – extracted from the Corporate Safeguarding Risk Register	<ol style="list-style-type: none"> 1. If robust performance monitoring and management arrangements in respect of corporate safeguarding are not in place then the ability to track progress, ensure on-going review and scrutiny could be hindered. 2. If staff do not possess the relevant skills and knowledge in respect of identifying and reporting a potential safeguarding issue then the safety of a child and/or an adult at risk may be compromised. 3. If the Council cannot demonstrate delivery of training to all relevant staff then its ability to evidence robust and adequate training in respect of corporate safeguarding is hindered. 4. If safeguarding concerns are not reported to an appropriate central service then the consistency in respect of these are assessed and managed could be compromised which could result in the safety of a child and/or an adult at risk being compromised.

<i>How will we measure our progress against the outcome</i>		2020/2021	Owner
Description			
PI	<i>% of new staff completing mandatory Safeguarding induction training within 6 months</i>		
PI	<i>%/Number of staff trained in Corporate Safeguarding</i> <ul style="list-style-type: none"> • <i>Basic Level</i> • <i>Management Level</i> 		
PI	<i>%/number of people who are aware of their responsibilities in respect of Safeguarding</i> <i>Found it easy to access information if they had reason to report</i> <i>eg I know what to do if I have concerns about.....</i> <i>data sourced from staff survey</i>		
PI	<i>Number of DBS checks carried out (%)</i>		
PI	<i>Develop a new PI in respect of Contract Monitoring action in line with WAO CACS 03</i>		
PI	<i>Develop a new PI in respect of training for taxi drivers and night time economy in line with action WAO CACS 04</i>		
Inspection Feedback	<i>Extract from WAO Report 2019</i> <i>Overall, we found that: The Council has met, or partially met, most of our previous recommendations and proposals for improvement, but we have identified some further proposals for improvement to strengthen aspects of the Council's corporate safeguarding arrangements.</i>		

PROPOSALS FOR IMPROVEMENT	ACTIONS	TARGET DATE	RESPONSIBLE OFFICER	PROGRESS
<p>WAO CASC 1</p> <p>Strengthen the Corporate Safeguarding Policy in the following ways:</p> <p>Provide information on topics that have safeguarding implications such as modern day slavery, trafficking, child sexual exploitation, counter terrorism and the risk of radicalisation, the Violence Against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015 and self-harm;</p> <p>Cross-refer to the Council's Disclosure and Barring Service (DBS) Policy; and</p> <p>Clarify the role and status of the Corporate Safeguarding Working Group</p>	Interim amends to the Policy to reflect the management changes were made in early 2019. This revised policy was made available on the Council's intranet and internet.	Consideration of draft by SLT prior to Cabinet/ Scrutiny Feb 19	GI	Complete
	Additional desk top review completed and good practice documents identified	September 2019	GI	Complete
	Policy to be revised take account of desk top review of national best practice and recommendations arising from the Wales Audit Office report	January 2020	NK	Complete
	Develop and agree the terms of reference for the Corporate Safeguarding Group	December 2019	NK	Complete
	Approval of Policy at Cabinet	July 2020	GI	July 2020
	Put in place a new Comms programme to raise awareness of the effect of Policy changes with staff and elected Members. Include update to webpage	September 2020	NK/LL	To be actioned following the approval of Cabinet

PROPOSALS FOR IMPROVEMENT	ACTIONS	TARGET DATE	RESPONSIBLE OFFICER	PROGRESS
	SLT Corporate Safeguarding session to be arranged to raise awareness	September 2020	GI	Date revised to September 2020
WAO CASC 2 Strengthen the Recruitment and Selection Procedures in the following ways: <ul style="list-style-type: none"> ▪ Refer to safeguarding as a key commitment in the opening section of the procedures; ▪ The job descriptions section could refer to safeguarding for relevant posts; ▪ Specify that job adverts for posts that require a DBS check will contain an explicit statement on safeguarding; ▪ The induction section could refer to safeguarding; and ▪ The Corporate Safeguarding Policy and the DBS Policy should be referenced in the 'Related Policies' section. 	Review and revise the Recruitment and Selection Procedures to deliver the WAO proposals for improvement Updated version to be hyperlinked	February 2020	RE	Confirmation received that the Procedures have been revised to incorporate all the recommendations identified by the WAO – February 2020 - Complete
	Develop an audit/review system to establish whether: <ul style="list-style-type: none"> ▪ Job Descriptions are referring to safeguarding ▪ Job Adverts that require DBS checks include a statement on safeguarding 	August 2020	RE	All JDs have the following incorporated and have for a number of years: <i>Protecting children and vulnerable adults is a core responsibility of all staff. Staff are expected to alert their line manager to any concerns they may have regarding the abuse or inappropriate treatment of a child or young person, or vulnerable adults.</i> All adverts now have the following statement: <i>Protecting children and vulnerable adults (need to change to adults at risk – RE) is a core responsibility of all staff appointed to the Council. In addition to this safeguarding</i>

PROPOSALS FOR IMPROVEMENT	ACTIONS	TARGET DATE	RESPONSIBLE OFFICER	PROGRESS
				<p><i>responsibility, the successful applicant for this role will also be subject to an enhanced disclosure and barring service check (last sentence included for roles requiring a DBS)</i> Awaiting update on the planned audit/review</p>
<p>WAO CASC 3</p> <p>The Council should gather contractual monitoring information from across all Council Directorates to ensure they are all robustly monitoring safeguarding related actions.</p>	<p>Using the list of current contracts, identify those contracts where:</p> <ul style="list-style-type: none"> ▪ Safeguarding is currently monitored. ▪ Safeguarding monitoring is not required/applicable. For these contracts, provide reasons/rationale. ▪ Monitoring of safeguarding is not in place currently, but needs to be. 	<p>February 2020</p>	<p>MC</p>	<p>A full review of the Council's Contracts Register was completed prior to the Lockdown. It was the intention to identify those contracts where corporate safeguarding would and would not apply. However, it became apparent that it was difficult to filter out specific contracts, as lots could be in environments where their staff could observe something and need to know how to report it (a delivery driver for example). It is therefore important that staff across all of our contracts are able to identify and know where to report potential concerns.</p> <p>New actions to address this have been identified below</p>

PROPOSALS FOR IMPROVEMENT	ACTIONS	TARGET DATE	RESPONSIBLE OFFICER	PROGRESS
	<p>For all contracts the following key issues need to be considered:</p> <ul style="list-style-type: none"> • Are staff aware of how to identify a potential concern? • Would staff know where to report concerns to? <p>How can we address this? <u>CURRENT CONTRACTS</u> Issue communications to all suppliers where the contracted value is in excess of £15k. Note: That some of these contracts are already covered in respect of safeguarding contract monitoring (Adult Services for example).</p> <p>We will raise awareness by:</p> <ul style="list-style-type: none"> ▪ Consider using the link to the YouTube Video used for Refuse Collectors previously ▪ Issue a clear and easy to read leaflet asking contractors / suppliers to put on notice boards / in vehicles etc. ▪ Put the leaflet on our website 	December 2020	MC	<p>Updated actions June 2020 – to be implemented with suggested completion date of December 2020 (to be approved by CSG)</p> <p>Monitoring to be carried out by asking service areas to select a sample of contracts each year, and to make contact with the relevant contractor / supplier to establish if their staff are aware of how to spot any concerns, and then if they know how to report concerns.</p>

PROPOSALS FOR IMPROVEMENT	ACTIONS	TARGET DATE	RESPONSIBLE OFFICER	PROGRESS
	<ul style="list-style-type: none"> ▪ Issue a set / pack of business card sized documents to all contractors / suppliers, to be provided to their staff. <p><u>NEW CONTRACTS</u> Update our standard contract clauses, and standard letter of award which will make specific reference to the safeguarding clauses.</p> <ul style="list-style-type: none"> • Potentially use the link to the YouTube Video used for Refuse Collectors previously. <p>Upon contract award:</p> <ul style="list-style-type: none"> • Provide the leaflet referred to above asking contractors / suppliers to put on notice boards / in vehicles etc. Issue a set / pack of business card sized documents to all contractors / suppliers, to be provided to their staff. 			
<p>WAO CASC 4</p> <p>The Council should improve its approach to safeguarding training in the following ways:</p>	<p>Set up a Cross Council working group to strengthen the training compliance for both Safeguarding and Violence Against Women, Domestic Abuse and Sexual Violence.</p>	<p>January 2020</p>	<p>JC/JN/DH</p>	<p>Complete.</p>

PROPOSALS FOR IMPROVEMENT	ACTIONS	TARGET DATE	RESPONSIBLE OFFICER	PROGRESS
<ul style="list-style-type: none"> ▪ Accelerate the rate of compliance with the completion of its mandatory safeguarding training and the Violence Against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015 training; 	<p>Clarify the remit of this group to determine which of the improvement priorities are being addressed</p>	<p>July 2020</p>	<p>JC/JN/DH</p>	<p>Draft Safeguarding Training Competency Framework developed; which details level of safeguarding knowledge expected of staff groups from level 1 to 5.</p> <p>Agreed mandatory and optional training levels for staff groups (with timescales for completion), and training delivery method.</p> <p>This work has been delayed due to COVID. Working Group to meet to finalise the Framework – completion date revised</p>
	<p>Develop and start to roll out refresher training for all staff and monitor compliance</p>	<p>December 2020</p>	<p>CSG</p>	<p>Update June 2020 – delays due to COVID.</p> <p>HR has secured funding for a graduate officer to start in October 2020 to look at compiling a framework for the delivery of mandatory training to general council staff (which we would aim to include the safeguarding level 1 under).</p> <p>Since lockdown, 636 new school based users have been created in</p>

PROPOSALS FOR IMPROVEMENT	ACTIONS	TARGET DATE	RESPONSIBLE OFFICER	PROGRESS
				<p>the RCTSource. 215 staff have accessed Safeguarding training with 59 completing the module. 340 school based staff have accessed VAWDASV training with 288 completing the training.</p> <p>Refresher training for all staff to be rolled out after the revised Policy has been approved.</p> <p>Completion date revised to reflect this</p>
<ul style="list-style-type: none"> Clarify when mandatory safeguarding training needs to be refreshed; 	This needs to be included in the remit of the Working Group and the work of the HR graduate officer	October 2020	JC/JN/DH	See above – working group will be looking at this
<ul style="list-style-type: none"> Consider ways in which it could extend its safeguarding training offer, for example to taxi drivers and to those working in the night time economy; 	<p>Complete and evaluate the pilot for ICT access to Hard to Reach staff</p> <p>Complete a review of additional training/induction delivery methods to access harder to reach staff and report back to the CSG.</p>	March 2021	DH	<p>Work is ongoing to support service areas with harder to reach employees to address induction and training compliance issues.</p> <p>We are currently reviewing additional training/ induction delivery methods.</p> <p>We have created a booklet as an alternative to the e learning safeguarding module, and offered</p>

PROPOSALS FOR IMPROVEMENT	ACTIONS	TARGET DATE	RESPONSIBLE OFFICER	PROGRESS
				<p>facilitated group sessions for non-ICT users.</p> <p>We are also working with communities and children’s services to ensure all induction content including mandatory training is completed as part of AWIF.</p> <p>Also, a training pilot utilising ICT equipment has been set up for catering, cleansing and school crossing patrol service teams as they have been identified as having harder to reach employees The pilot will provide ICT equipment such as tablets to the three teams. The equipment will allow access for employees to complete mandatory and ongoing training.</p> <p>Work is ongoing to support service areas with harder to reach employees to address induction and training compliance issues.</p> <p>Update –this work is ongoing with catering, cleansing and school crossing patrols. In February 2020 we provided 22 tablets which</p>

PROPOSALS FOR IMPROVEMENT	ACTIONS	TARGET DATE	RESPONSIBLE OFFICER	PROGRESS
				<p>were shared across the three service areas.</p> <p>Service areas use the tablets to provide training including the mandatory and induction elements. Managers can loan the tablet to employees to complete at home, team meetings or 121s etc</p> <p>We also provided a range of support such as coaching and digital training sessions to support the rollout of the compliance training.</p> <p>We are aiming to complete a progress review in December 2020</p>
	Determine whether the above actions include training for taxi drivers and night time economy	September 2020	CSG	<p>Provision to new taxi drivers has been discussed. This could potentially be offered when new applicants undertake the online knowledge tests. This is a decision for licensing. Date to be amended to reflect delays due to COVID</p>
	Introduce a new monitoring mechanism through the Council's	2021	DH	<p>This information will identify the target audiences for future training at the various training levels across</p>

PROPOSALS FOR IMPROVEMENT	ACTIONS	TARGET DATE	RESPONSIBLE OFFICER	PROGRESS
<ul style="list-style-type: none"> ▪ Improve its monitoring of safeguarding training compliance; 	<p>payroll system Vision. The system will record:</p> <ul style="list-style-type: none"> ▪ the level of training required per post held within the Council. ▪ the level of training completed per employee. 			<p>the Council including refresher training. Current employee training records for Safeguarding and Violence Against Women, Domestic Abuse and Sexual Violence held by the Council will be consolidated and uploaded into the employee record on Vision.</p> <p>Update Feb 2020 – the new system will not be in place for at least 18 months</p>
	<p>Due to the timescales involved in implementing a new system, alternative options need to be identified</p>	<p>August 2020</p>	<p>RE</p>	<p>New integrated HR/ Payroll system due to be in place by April 2021. Covid 19 has potentially delayed the introduction of the new system. HR are currently working on a revised plan with Developers.</p> <p>As the new HR / Payroll system was agreed before Covid a decision has been made that HR would carry on reporting as was and not use VISION to upload the safeguarding data. There were a couple of reasons behind this, the amount of cleansing we would need to do to the existing data to have it an</p>

PROPOSALS FOR IMPROVEMENT	ACTIONS	TARGET DATE	RESPONSIBLE OFFICER	PROGRESS
				upload format and also migrating this to the new system may not be straightforward – the less migration the better.
<ul style="list-style-type: none"> Clarify how soon new starters must complete the mandatory safeguarding training. 	<p>HR Response:</p> <p>As part of the new Council induction program all new employees must complete all of their induction programme including mandatory modules such as Safeguarding and Violence Against Women, Domestic Abuse and Sexual Violence within six months of beginning employment. An employee's induction is part of an employee's successful probation sign off.</p>	December 2019	DH	<p>New policy and process implemented in September 2019.</p> <p>New starters have 6 months from their start date to complete their mandatory safeguarding training</p> <p>An information flyer is provided as part of the new starter contract pack to guide the employee on their induction process.</p> <p>The induction checklist has been reviewed to guide the manager on induction content.</p> <p>Complete</p>
	<p>Carry out an audit/review of new employee inductions to identify compliance with mandatory safeguarding training requirements. This will establish whether the system is fit for purpose.</p>	December 2020	DH	HR are reviewing the safeguarding completion data

PROPOSALS FOR IMPROVEMENT	ACTIONS	TARGET DATE	RESPONSIBLE OFFICER	PROGRESS
<p>WAO CASC 5</p> <p>The Council should consider producing performance measures (for example in respect of DBS check compliance) to enhance the performance information that goes to scrutiny and aid transparency.</p>	Measures have been agreed by the CSG and are set out on page 3 above	2020/21 reporting	NK/LL	Complete
<p>WAO CASC 6</p> <p>The Corporate Safeguarding Strategic Working Group should have oversight of corporate safeguarding risks from across the Council</p>	Identify the safeguarding risks arising from the Service Delivery Plans for 2019/20 as a baseline.	January 2020	LL	These risks were considered by the Corporate Safeguarding Group in January 2020. Complete
	CSG to consider whether current process for identifying operational risk in respect of safeguarding is fit for purpose.	July 2020	CSG	A review of all risks contained within delivery plans was due to take place during March and April 2020. Due to the lockdown, this did not take place. It is suggested that this piece of work takes place by the end of July with the aim of reporting the findings into a meeting of the CSG. Date revised to reflect this.
	Arising from considerations above, identify how safeguarding risk can be better identified and managed.	August 2020	CSG	Subject to the update above being accepted, the outcomes of the delivery plans will be reported into

PROPOSALS FOR IMPROVEMENT	ACTIONS	TARGET DATE	RESPONSIBLE OFFICER	PROGRESS
				the CSG once the work is complete. Date revised to reflect this.
	Continue to monitor the Corporate Safeguarding Strategic Risks currently in place	Ongoing	MC	All strategic safeguarding risks remain relevant with no changes to the risk ratings.



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APPENDIX 2

Rhondda Cynon Taf County Borough Council

Corporate Safeguarding Policy

July 2020

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1. Introduction

Safeguarding is everyone's business whether they work for, or on behalf of, the Council

What is Safeguarding?

Safeguarding involves both the protection of children and adults who are in need of care and support from abuse, neglect or other kinds of harm and the prevention of children and adults from becoming at risk of abuse, neglect or other kinds of harm.

The definitions of a child and adult at risk are included in Appendix 1.

Purpose of this Policy

The safeguarding of children and adults at risk is a high priority for Rhondda Cynon Taf County Borough Council.

This Corporate Safeguarding Policy provides a framework for every Service within the Council setting out responsibilities in relation to safeguarding children and adults at risk as well as the methods by which the Council is assured that it is fulfilling its duties.

This policy applies to all Rhondda Cynon Taf employees, Councillors, volunteers and suppliers/service providers procured to deliver services on behalf of the Council.

Principles

This policy takes into account the following key principles:

- Every child and adult at risk (whatever their background, culture, age, disability, gender, ethnicity, religious belief) has a right to participate in a safe society without any violence, fear, abuse, bullying or discrimination.
- Every child and adult at risk has the right to be protected from harm, neglect, exploitation and abuse.
- Everyone has a responsibility for protecting children and adults at risk from abuse and neglect and working in a way that promotes and supports their best interests.

- The Council will invest in preventative and early intervention services and will endeavour to prevent situations arising where abuse, neglect or harm may occur.

2. Strategic context

At a strategic level, this approach to safeguarding supports the delivery of the Council's three priorities as set out in the Corporate Plan,

Ensuring People: are independent, healthy and successful;

Creating Places: where people are proud to live, work and play;

Enabling Prosperity: creating the opportunity for people and businesses to: be innovative; be entrepreneurial; and fulfil their potential and prosper.

It also supports the priorities set out in the Cwm Taf Wellbeing Plan.

At an All Wales level, keeping people safe contributes to the Wellbeing goals as set out in the Wellbeing of Future Generations Act to **improve the economic, social, environmental and cultural well-being of Wales.**

3. Related legislation, policy and guidance

Legislation that is contained within the various Acts and guidance that are identified below enshrine the right to protection from abuse¹. The legal starting point in achieving this objective is professionals' duty to report² allegations of abuse and neglect. The law also identifies the Local Authority as the lead organisation³ in making enquiries to identify whether an individual is at risk and in coordinating the response to protect. In practice, this is never achieved in isolation or without clear leadership and accountability⁴ for the work that is equally set out in law, along with the duty to cooperate and collaborate⁵ with others.

The Council recognises that good practice in safeguarding brings together all activity aimed at promoting safe practice with vulnerable groups and preventing abuse and neglect. For

¹ Human Rights Act 1989 and UNCRC 1989

² Social Services and Wellbeing Act 2014

³ Children Act 1989 and Social Services and Wellbeing Act 2014

⁴ Children Act 2004

⁵ Children Act 1989, 2004 and Social Services and Wellbeing Act 2014

this reason, and because the law, policy, guidance and regulations change from time to time, it is impossible to provide an exhaustive list of relevant documents but the most significant items are included below:-

- Social Services and Well Being (Wales) Act 2014
- Education Act 2002 – plus ‘Keeping Learners Safe’ -The role of local authorities, governing bodies and proprietors of independent schools under the Education Act 2002
- Children Act 1989 and 2004,
- Section 17 of the Crime and Disorder Act 1998,
- Mental Capacity Act 2005
- Violence Against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015
- Housing Act 2004
- Licensing Act 2003
- Human Rights Act 1998

The Council will ensure that practice is compliant with the following policies and procedures:-

- Wales Safeguarding Procedures 2019
- RCT CBC Whistle-Blowing Policy
- RCT CBC Recruitment Policies
- RCTCBC Dealing with Domestic Abuse & Sexual Violence
- Regional Safeguarding Board Policies and Procedures for Safeguarding children, young people and adults at risk
- Cwm Taf Morgannwg Schools Safeguarding Policy

Employees, Councillors and its suppliers/service providers should act in accordance with the relevant professional Codes of Conduct.

The intention is that this Corporate Safeguarding Policy will supplement and not replace any responsibilities already set out in legislation, policy or guidance set out above.

4. Our Framework

The two key objectives of this policy are:

- To set out how Rhondda Cynon Taf County Borough Council will meet its obligations towards the safeguarding of children and adults at potential risk;
- To give assurances to the public, Councillors, staff, volunteers and people carrying out work on behalf of the Council that there are sound arrangements in place to safeguard children and adults at risk.

The Council will implement these objectives via the following framework of priorities:



Practice

If a child, young person or adult at risk is considered to be in immediate danger, the

Emergency Services (Police, Ambulance, Fire and Rescue) must be contacted immediately by calling 999

All those employed by, or working on behalf of, the Council, including Councillors should be alert to the possibility of abuse. An individual may become concerned about a child or an adult at risk in a number of ways:

- The person may tell you
- The person may say something that worries you
- A third party may voice concerns
- You may see something that concerns you

Any person with concerns regarding the safety of a child/adult at risk, **OR** the behaviour of a colleague towards a child/adult at risk, has a responsibility to report this immediately. This should be done via the person's Line Manager, Designated Safeguarding Lead or contact:

01443 425003 (adults) 01443 425006 (children)

E-mail:

adultsatrisk@rctcbc.gov.uk (adults)

IAATeam@rctcbc.gov.uk (children)

After 5.00pm, Monday to Friday and on weekends and Public Holidays contact the Emergency Duty Team on 01443 743665 or email: SocialWorkEmergencyDutyTeam@rctcbc.gov.uk

Governance

The RCT Corporate Safeguarding Group is responsible for ensuring that the Council carries out its responsibilities, as set out in this Corporate Safeguarding Policy.

The Council will discharge its strategic statutory safeguarding responsibilities through its role as Lead Partner and membership of the Cwm Taf Morgannwg Safeguarding Board

(CTMSB). The Board has a statutory duty to develop an Annual Plan on a regional basis and has an overall responsibility for challenging relevant agencies in relation to the measures that are in place to safeguard children and adults at risk.

The Council's Democratic process for challenge is its Scrutiny function. The Overview & Scrutiny Committee will receive an annual report in respect of compliance with the Corporate Safeguarding Policy.

The Statutory Director for Social Services Report will include an evaluation of the Council's corporate safeguarding arrangements.

Recruitment

The Council will ensure that safe recruitment processes are in place to prevent, wherever possible, unsuitable people from working in or volunteering for certain roles, particularly roles that involve children or adults at risk. This includes:

- Disclosure and Barring Service checks
- Recruitment and selection training for managers
- References and checks prior to employment
- Reviewing recruitment and selection procedures regularly and auditing effectiveness

Workforce

The Council recognises its commitment to ensure that all members of staff, including Councillors, have an understanding of their responsibilities in relation to safeguarding children and adults at risk.

All employees are required to undertake mandatory safeguarding training (children and adults) as well as the level 1 violence against women, domestic abuse and sexual violence training.

Managers must ensure that this training forms part of the induction process for new staff.

Procurement

In consultation with the relevant service area, the Procurement Service will assess whether

the requirements of this Corporate Safeguarding Policy will apply to any new contracting arrangement. Depending on the nature of specific contracts, the level of pre-appointment checks / required governance practices may vary.

For those contracts where this Policy applies, the Council will have in place appropriate contract management arrangements as detailed in the contract terms and conditions.

Following the appointment of a supplier / service provider the purpose of contract monitoring arrangements will be to ensure that supplier / service provider are managing their responsibilities as set out to them within the relevant tender documents and contract of engagement.

5. Confidentiality

Information sharing is vital for the safeguarding of children and adults at risk. The Council is committed to complying with data protection law which allows it to use and share personal information only where we have a proper and lawful reason for doing so. The Data Protection legislation does not put barriers in place for sharing information but enhances individuals' rights to have their personal information processed fairly, lawfully and transparently.

As a matter of good practice employees should inform the child or adult at risk about their service's policy on how information will be shared and seek consent.

You can share confidential information without consent if it is required by law, or directed by a court, or if the benefits to a child or young person that will arise from sharing the information outweigh both the public and the individual's interest in keeping the information confidential.

Employees should seek advice from their Line Manager or Information Management Team if they are in any doubt about sharing personal information.

6. Roles and responsibilities

All employees, Councillors, volunteers and suppliers/service providers (procured to deliver services on behalf of the Council) have the duty to report concerns about abuse and neglect.

Children’s Services has the responsibility for receiving and responding to **new concerns about children** and **Adult Services** has the responsibility for **receiving and responding to new concerns about adults at risk**.

The responsibilities of key roles in the Council are set out in the table below:

ROLE IN THE COUNCIL	RESPONSIBILITIES
<p>Lead Member for Corporate Safeguarding - the Leader of the Council</p>	<p>To act as the ‘champion’ for Corporate Safeguarding.</p> <p>The Lead Member will work closely with, and take professional advice from, a range of Senior Officers within the Authority, as appropriate.</p> <p>The Lead Member will liaise and consult with other Cabinet Members on individual matters likely to affect their portfolios as set out in the Council’s Scheme of Delegation.</p>
<p>The Chief Executive</p>	<p>Ensure that there are effective safeguarding arrangements in place, including policies and procedures, that those policies and procedures are implemented, that there are effective governance arrangements in place and that all statutory requirements are being met.</p> <p>Work with the Council's Statutory Director for Social Services to ensure there are effective arrangements to safeguard and protect children and adults at risk across the Council.</p> <p>Specifically to:-</p> <ul style="list-style-type: none"> • monitor the implementation of and compliance with this Policy across the Council • ensure that there is a corporate safeguarding training programme in place • set clear lines of accountability • ensure that there are lead safeguarding managers within

	<p>each service area</p> <ul style="list-style-type: none"> • ensure that the Council implements the UN Convention on the Rights of the Child. • ensure that annual service reports are prepared • ensure that the annual corporate safeguarding report for Scrutiny is delivered
<p>Statutory Director of Social Services</p>	<p>This role, as defined by the Social Services and Well-Being Act 2014, is fulfilled by the RCT Director of Community and Children’s Services and has the final and indivisible accountability to safeguard children and adults at risk. The annual service reports will be an opportunity for challenge and used to inform the ‘Director of Social Services - Annual Report’.</p> <p>Work with the Council's Chief Executive to ensure there are effective arrangements to safeguard and protect children and adults at risk across the Council. Specifically to:-</p> <ul style="list-style-type: none"> • monitor the implementation of and compliance with this Policy across the Council • ensure that there is a corporate safeguarding training programme in place • set clear lines of accountability • ensure that there are lead safeguarding managers within each service area • ensure that the Council implements the UN Convention on the Rights of the Child. • ensure that annual service reports are prepared • ensure that the annual corporate safeguarding report for Scrutiny is delivered

<p>Directors, Service Directors and Heads of Service</p>	<p>Through their Management Teams, will be responsible for ensuring that all the statutory requirements in terms of safeguarding children and adults at risk are addressed.</p> <p>They are also responsible for putting in place appropriate systems within their service areas that ensure compliance with this policy:</p> <ul style="list-style-type: none"> • Ensuring appropriate training is delivered. • Communicating information about who staff need to contact and making sure this information is reviewed regularly so that is up to date and accurate. • Compiling a report in respect of their Safeguarding arrangements that will be used to inform the Director of Social Services' Annual Report.
<p>Managers</p>	<ul style="list-style-type: none"> • Recruiting employees/volunteers in accordance with relevant HR policy, including (where required) Disclosure and Barring Service checks. • Ensuring safeguarding is part of every employee/volunteer's induction. • Identifying employees/volunteers who are likely to come into contact with children or adults at risk as part of their role. • Ensuring training is delivered commensurate with role. • Ensuring that all employees/volunteers are aware of how to report safeguarding concerns and to whom • Provide advice to employees/volunteers on how to report a safeguarding concern • Ensuring that all employees/volunteers are aware of the Council's Whistleblowing Policy

	<ul style="list-style-type: none"> • Ensuring that employees/volunteers are aware that they must conduct themselves in a manner which safeguards and promotes the wellbeing of children, and adults at risk. • Providing employees/volunteers with guidance about reporting safeguarding concerns as required.
Service Commissioners	Ensure that contractual arrangements specify responsibilities in relation to safeguarding in accordance with this policy and existing commissioning policies.
Contractors, sub-contractors or other organisations funded by, or on behalf of, the Council	Arrange checks through the Disclosure and Barring Service (where required) and ensure that their staff comply with regulatory and contractual arrangements relating to safeguarding children and adults at risk. Contractors are also responsible for informing relevant managers of the Council about any concerns they may have and to refer such safeguarding concerns to the MASH.
Elected Members	<p>Should attend training in respect of safeguarding children and adults at risk and additional safeguarding training needs, e.g. in relation to their portfolios will be addressed as part of ongoing Personal Development Reviews.</p> <p>Should report any safeguarding concerns in accordance with this Policy.</p>
Staff	<p>Should attend training in respect of safeguarding children and adults at risk and additional safeguarding training needs, e.g. in relation to their portfolios will be addressed as part of ongoing Personal Development Reviews.</p> <p>Should report any safeguarding concerns in accordance with this Policy.</p>

More detailed information can be found on the Cwm Taf Morgannwg Safeguarding Board website www.ctmsb.co.uk

To access the Wales Safeguarding Procedures go to www.myguideapps.com/projects/wales_safeguarding_procedures

What constitutes Abuse and Types of Abuse

Social Services and Well-being Act 2014 part 7 - Working Together to Safeguard People

Section 128 of the Act imposes a duty to report adults at risk

The Act imposes a new duty on relevant partners to report to a local authority if it is suspected that an adult is an adult at risk.

An “adult at risk”, is an adult who:-

- (a) is experiencing or is at risk of abuse or neglect;
- (b) has needs for care and support (whether or not the authority is meeting any of those needs); and
- (c) as a result of those needs is unable to protect himself or herself against the abuse or neglect or the risk of it.

Section 130 of the Act imposes a duty to report children at risk

The Act defines a ‘child at risk’ as a child who:

- (a) is experiencing or is at risk of abuse, neglect or other kinds of harm; and
- (b) has needs for care and support (whether or not the authority is meeting any of those needs).

Section 197(1) of the Act provides definitions of ‘abuse’ and ‘neglect’:

“**abuse**” means physical, sexual, psychological, emotional or financial abuse (and includes abuse taking place in any setting, whether in a private dwelling, an institution or any other place), and

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

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

- Physical abuse - hitting, slapping, over or misuse of medication, undue restraint, or inappropriate sanctions;
- Sexual abuse - rape and sexual assault or sexual acts to which the person has not or could not consent and/or was pressured into consenting;
- Psychological abuse - threats of harm or abandonment, coercive control, humiliation, verbal or racial abuse, isolation or withdrawal from services or supportive networks; coercive control is an act or pattern of acts of assault, threats, humiliation, intimidation or other abuse that is used to harm, punish or frighten the victim
- Neglect - failure to access medical care or services, negligence in the face of risk-taking, failure to give prescribed medication, failure to assist in personal hygiene or the provision of food, shelter, clothing; emotional neglect
- Financial abuse in relation to people who may have needs for care and support -
 - unexpected change to their will;
 - sudden sale or transfer of the home;
 - unusual activity in a bank account;
 - sudden inclusion of additional names on a bank account;
 - signature does not resemble the person's normal signature;
 - reluctance or anxiety by the person when discussing their financial affairs;
 - giving a substantial gift to a carer or other third party;
 - a sudden interest by a relative or other third party in the welfare of the person;
 - bills remaining unpaid;
 - complaints that personal property is missing;
 - a decline in personal appearance that may indicate that diet and personal requirements are being ignored;

- deliberate isolation from friends and family giving another person total control of their decision-making.

Child Sexual Abuse (CSA)

Child sexual abuse involves forcing or enticing a child to take part in sexual activities, whether or not the child is aware of what is happening. This includes physical contact, penetrative or non-penetrative acts; non-contact activities, such as involving children in looking at, or in the production of, pornographic material or watching sexual activities or encouraging children to behave in sexually inappropriate ways.

Child Sexual Exploitation (CSE) is a form of sexual abuse that can include sex or any form of sexual activity with a child; the production of indecent images and/or any other indecent material involving children. It occurs to those up to the age of 18 years old. It involves some form of exchange, including the giving or withdrawal of something; such as the withdrawal of violence or threats to abuse another person. There may be a facilitator who receives something in addition to or instead of the child who is being exploited. Children may not recognise the exploitative nature of the relationship or exchange. Children may feel that they have given consent.

Harmful sexual behaviours (HSB) can be defined as sexual behaviours expressed by children under the age of 18 years that are developmentally inappropriate, may be harmful towards themselves or others, or be abusive towards another child, young person or adult. This definition of HSB includes both contact and non-contact behaviours (grooming, exhibitionism, voyeurism and sexting or recording images of sexual acts via smart phones or social media applications).

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

The Violence against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015 defines Domestic Abuse as being abuse where the victim is or has been associated with the abuser. The abuse can be physical, sexual, psychological, emotional or financial abuse.

Witnessing domestic abuse is child abuse. It is important to understand that if a child is at risk, action must be taken.

Violence Against Women describes types of abuse and violent acts that are primarily or exclusively experienced by women (also known as gender based violence). This includes:

- Female Genital Mutilation (FGM) – FGM is illegal in the UK under the Female Genital Mutilation Act 2003
- Femicide - generally understood to involve intentional murder of women because they are women, but broader definitions include any killings of women or girls
- Forced Marriage - where one or both people do not (or in cases of people with learning disabilities, cannot) consent to the marriage and pressure or abuse is used
- Honour Based Violence - a violent crime or incident which may have been committed to protect or defend the honour of the family or community. It is often linked to family members or acquaintances who believe someone has brought shame to their family or community by doing something that is not in keeping with the traditional beliefs of their culture

Sexual Violence is any unwanted sexual act or activity such as sexual exploitation, sexual harassment, or threats of violence of a sexual nature.

Modern Slavery and Human Trafficking

Slavery is an umbrella term for activities involved when one person obtains or holds another person in compelled service.

Someone is in slavery if they are:

- forced to work through mental or physical threat
- owned or controlled by an 'employer', usually through mental or physical abuse or the threat of abuse
- dehumanised, treated as a commodity or bought and sold as 'property'
- physically constrained or have restrictions placed on his/her freedom

The following definitions are encompassed within the term 'modern slavery' for the purposes of the Modern Slavery Act 2015.

These are:

- 'slavery' - where ownership is exercised over a person
- 'servitude' - the obligation to provide services imposed by coercion
- 'forced or compulsory labour' - work or service extracted from any person under the menace of a penalty and for which the person has not offered himself voluntarily

Human trafficking involves:

- the recruitment, transportation, transfer, harbouring or receipt of persons,
- by means of threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person; (where a child is involved, the above means are irrelevant),
- for the purposes of exploitation, which includes (but is not exhaustive):
 - Prostitution
 - Other sexual exploitation
 - Forced labour
 - Slavery (or similar)
 - Servitude etc.
 - Removal of organs

Counter Terrorism and Radicalisation

The PREVENT public sector duty came into place in 2015 and places an expectation on the Council to have due regard to the need to prevent people from being drawn into terrorism and extremism.

Any concerns of this nature must be referred to Counter Terrorism using the online referral form for PREVENT at <https://digitalservices.south-wales.police.uk/en/all-wales-prevent-partners-referral-form/>

In addition to the Prevent referral, if there are any additional safeguarding concerns an appropriate referral must also be submitted to the MASH/IAA

County Lines

'County Lines' is a term used when drug gangs from big cities expand their operations to smaller towns, often using violence to drive out local dealers and exploiting children and vulnerable people to sell drugs. These dealers will use dedicated mobile phone lines, known as 'deal lines', to take orders from drug users.

The dealers will frequently target children and adults - often with mental health or addiction problems - to act as drug runners or move cash so they can stay under the radar of law enforcement.

In some cases the dealers will take over a local property, normally belonging to a vulnerable person, and use it to operate their criminal activity from. This is known as cuckooing.

People exploited in this way will quite often be exposed to physical, mental and sexual abuse, and in some instances will be trafficked to areas a long way from home as part of the network's drug dealing business.

Suicide and Self Harm

There is no universal definition of self-harm and different strategies, policies and research use different definitions. The Welsh Assembly Government definition is "the intentional self-poisoning or self-injury irrespective of the nature of motivation or degree of suicidal intent".

Self-Harm behaviour regardless of intent is one of the top five reasons for medical admission in the UK. It is more common in females and the risk of repetition is high – up to 40% will go in to repeat ('Talk to Me 2' Strategy for Wales, 2015-2020).

The Talk to Me 2 Strategy defines suicide as "a death resulting from an intentional self-inflicted act".

Suicide is a major cause of death amongst the 15 to 44 age group in Wales. In 2010-2012, it accounted for almost one in five deaths ('Talk to Me 2' Strategy, for Wales 2015-2020).