



**Flintshire County Council**

**Corporate Safeguarding Panel**

**Annual Report 2018**

## Corporate Safeguarding Annual Report 2018

### Foreword

Safeguarding of children and adults is important and we all have a role to play to keep children and adults safe. We take this responsibility seriously; this corporate annual report and sets out the actions we have taken to fulfil and go beyond our statutory duties.

A Corporate Safeguarding Board has been established and includes representation from all Portfolios to ensure that all services integrate safeguarding awareness into the way they work.

We are pleased to report that we have developed a Corporate Safeguarding policy, ensuring that employees, elected members and volunteers are aware of their responsibilities. We offer a range of training opportunities to raise employees' awareness, supporting them to recognise signs of potential safeguarding issues and respond quickly and appropriately. We are committed to maintaining the profile of safeguarding and have agreed a communication plan which includes publishing a regular safeguarding workforce newsletter.

Safeguarding is everyone's responsibility and we have been active since becoming established; raising the profile with members of the public and with Council contractors. This included incorporating safeguarding training within contracts for Transport providers. We participated in national Safeguarding Week to promote awareness in the local community and employees..

Whilst recognising that we have much to do, we are confident that we are putting in place solid foundations on which to build and ensure safeguarding is embedded across the Council.



Councillor Christine Jones  
Cabinet Member for Social Services



Councillor Billy Mullin  
Cabinet Member for Corporate  
Management and Assets



Neil Ayling  
Chief Officer Social Services  
Joint Chair of Safeguarding Panel



Claire Homard  
Chief Officer Education and Youth  
Joint Chair of Safeguarding Panel

## Background

- 1.1 The Corporate Safeguarding Panel was established in response to a Wales Audit Office (WAO) report in July 2015: 'Review of Corporate Safeguarding Arrangements in Welsh Councils'. The WAO reported that many of the corporate safeguarding responsibilities within local authorities across Wales were not well understood and identified that corporate safeguarding responsibilities needed to be fully integrated with the work of other services. The report by the WAO identified eight recommendations for councils, including ensuring there is "a corporate countywide policy on safeguarding covering all council services":
- 1.2 The Council's responsibilities for safeguarding is set out in legislation including the Social Services and Well-being (Wales) Act 2014. This Act was implemented in April 2016 and created a duty on all local authority employees, elected members and relevant partners to report any actual or suspected incidents of abuse or harm.
- 1.3 A Corporate Safeguarding Panel was established to ensure that there are robust arrangements for protecting children, young people and adults. The Panel will ensure that the Council fulfils its safeguarding duties corporately. It is jointly chaired by the Chief Officer, Social Services and Chief Officer, Education and Youth and comprises a designated Safeguarding Lead from every Portfolio. The Cabinet Member, Social Services and Cabinet Member, Corporate Management as the Council's safeguarding champions are also members of this Panel. The terms of reference for the Corporate Safeguarding Panel are attached (Appendix 1).
- 1.4 Flintshire County Council is also a member of the North Wales Safeguarding Children's Board (NWSCB) and North Wales Safeguarding Adults' Board (NWSAB). Flintshire County Council's Chief Officer Social Services is the chair of the North Wales Safeguarding Adults' Board. The Annual Report of the North Wales Safeguarding Boards can be found [here](#).
- 1.5 In the Regional Safeguarding Annual Report, Flintshire Social Services reported that during 2017/18, Child Sexual Exploitation (CSE) remains a Corporate Priority with corporate agreement to continue funding Flintshire's Victim Contact Team for a further two years to support the victims of CSE. An independent review of the support offered to an individual through the Victim Support Team identified that the Team "worked diligently to ensure that best practice and professional standards were consistently maintained" with staff reporting that "they had the time and flexibility to ensure a needs-led approach".

## Key Achievements

2.1 As a Corporate Safeguarding Panel we set ourselves an initial work programme and completed all we set out to do. This included developing a Corporate Safeguarding Policy. We are also producing regular Safeguarding workforce newsletters as part of our communication plan, ensuring that we maintain the profile of safeguarding. Safeguarding has also continued to be a sub priority in the Council Plan 2018/19.

### 2.2 Training:

- ✓ Over 700 employees have attended drama based training delivered by [AFTA Thought](#), raising awareness of safeguarding issues. Further theatre style training is being planned.
- ✓ There was representation from a range of services at the Regional Safeguarding Conference in November 2018.
- ✓ Schools participated in Safeguarding Week, which included - Safeguarding leads attending briefing sessions and Safeguarding Level 2 training provided to schools.
- ✓ North Wales Police developed three podcasts about child sexual exploitation:
  - What is Child Exploitation
  - Know the signs
  - What you need to doThese have been shared with different teams across the Council, all Chief Officers are being asked to share these with their senior management teams.
- ✓ North Wales Police provided two sessions on Prevent, attended by 68 employees.
- ✓ Safeguarding awareness is included on the Corporate Induction programme and is delivered by Coleg Cambria.
- ✓ Safeguarding e-learning modules are being developed and will be available on Flintshire Academi.

### 2.3 Initiatives to raise awareness of safeguarding:

- ✓ Across North Wales, alongside other public bodies, we tweeted messages to raise awareness of hate crime during Hate Crime week in October 2018, published a press release and circulated posters and leaflets throughout the community.
- ✓ We participated in Safer Internet day in February 2018 and tweeted messages to the public about how to keep safe on line. We also displayed key messages on public television screens in Council buildings.
- ✓ A regular Safeguarding workforce newsletter is published and promoted to all employees, keeping them up to date with safeguarding news and promoting the role of the Corporate Safeguarding Panel.
- ✓ A dedicated Safeguarding section is available on the intranet and website.
- ✓ Theatr Clwyd worked closely with the Youth Service to develop an interactive workshop, using live performance, to explore the issues arising from Sexual Consent. In a safe and supportive environment, young people will be exploring what makes a healthy relationship, the effects of alcohol and drugs on decision making, and finally, how the law works in relation to Consent. This workshop is being delivered in both English and Welsh in secondary schools in Flintshire.



Consent

## 2.4 Procurement

- ✓ We have included a safeguarding statement within the Contract Procedure Rules. Some services have now included a standard safeguarding clause within contracts including transport providers. Escorts, bus drivers and supervisors are also receiving safeguarding training.
- ✓ The Council also signed up to the Welsh Government's Code of practice: Ethical employment in supply chains, which commits the Council to a set of actions that tackle illegal and unfair employment practices. This includes developing a Modern Slavery Statement.

## Prevent Strategy

- 3.1 Prevent is one of four strands of the government's counter terrorism strategy and aims to stop people becoming terrorists or supporting terrorism. Prevent works at the pre-criminal stage by using early intervention to encourage individuals and communities to challenge extremist and terrorist ideology and behaviour. The other strands of the counter terrorism strategy are:
- Pursue: to stop terrorist attacks
  - Protect: to strengthen our protection against terrorist attack
  - Prepare: where an attack cannot be stopped to mitigate its impact.
- 3.2 The Council, as a specified authority under the Counter Terrorism and Security Act 2015 has a general duty, "when exercising its functions, to have due regard to the need to prevent people from being drawn into terrorism'. The Prevent duty guidance sets out an expectation that local authorities will:
- establish or make use of an existing multi agency group to agree risk, co-ordinate Prevent activities and monitor the impact of Prevent work;
  - use existing counter terrorism profiles to begin to assess the risk of individuals being drawn into terrorism;
  - engage with Prevent Co-ordinators, schools, universities, colleges, local prisons, probation services, health, immigration enforcement and others as part of the risk assessment process;
  - mainstream the Prevent duty so it becomes part of day to day work of the authority, in particular children's safeguarding;
  - any local authority that assesses, through the multi –agency group that there is a risk will be expected to develop a Prevent Action plan; and

- ensure front line staff have a good understanding of Prevent, are trained to recognise vulnerability to being drawn into violent extremism or terrorism and know what to do if they have any concerns about an individual.

3.3 We have undertaken a self-assessment against the Prevent duty guidance, this has helped to identify areas where we need to make progress and areas of good practice, namely:

- ✓ The Chief Officer, Social Services, represents the Council on the Regional Contest Board.
- ✓ A Channel Panel is in place, and there is an agreed process for the referral of those identified as being at risk of radicalisation.
- ✓ Extensive training is on- going within the Education Service and schools, ensuring employees know what to do if they have concerns about an individual being drawn into extremism. To date all schools have received training.
- ✓ The Council's ICT policy ensures that users cannot access extremist materials.
- ✓ Policies are in place to monitor IT usage in school.
- ✓ North Wales Prevent Toolkit has been shared with all schools. The 'Toolkit' gives clear guidance on how to complete risk assessments and highlights the importance in doing so.
- ✓ Co-ordinated information is provided to schools for their adoption and implementation.
- ✓ A comprehensive training programme was delivered to all schools in March and April.
- ✓ North Wales Police provided additional training sessions to some schools.
- ✓ 'Me and You' training was made available to school employees.

## Child Sexual Exploitation (CSE)

4.1 Model lesson plans were developed and piloted for schools to deliver Child Sexual Exploitation (CSE) lessons for Years 9, 10 and 11 using Barnardo's resources. This will complement the drama production focusing on CSE that pupils received in Years 7 and 8 at the end of the summer term 2017 and September 2017. Training for Personal and Social Education Co-ordinators on use of the lesson plans and resources took place during Safeguarding Week 2018.

## Internal Audit review of Corporate Safeguarding

5. Internal Audit undertook a review of corporate safeguarding arrangements, the outcomes of this have informed the forward work programme of the Corporate Safeguarding Panel. Progress to meeting the recommended actions is monitored through the Corporate Resources Overview and Scrutiny Committee.

## How we have performed

### Performance Indicators

Performance Indicator	2017/18
% of employees receiving safeguarding training as they receive induction	Safeguarding is now included within the Corporate Induction and delivered by Coleg Cambria.
Referral rates from services other than Social Services	14
% of adult protection referrals completed where the risk has been managed	100%
% of reviews of children on the Child Protection register due in the year that were carried out within the statutory timescales	98%
% of initial child protection conferences that were due in the year and were held within 15 working days of the strategy discussion	91%
Percentage of portfolio senior management teams that have viewed the North Wales Police CSE information videos	100%
% of councillors attending safeguarding training	38%

## Good news stories

### **Raising Awareness of Female Genital Mutilation**

A Key stage 3/4 Female Genital Mutilation (FGM) lesson was piloted in the Alun School Council (comprised of pupils from Year 8 to Year 13) and the Deputy Head teacher. This was delivered by Spectrum; the aim of the Spectrum Project (Hafan Cymru) is to promote the importance of healthy relationships and raise the awareness of children, young people and adults about the issues of domestic abuse, sexual violence and gender based violence. Spectrum is an All Wales Programme that is delivered by qualified and experienced teachers in Primary and Secondary Schools. Following the pilot project, the lesson was delivered to all Year 8 pupils in the school. During the academic year 2017/18, 236 Year 8 pupils attended this training.

Some of the feedback received from pupils included the following in response to the question:

**Do you think it is important for young people to know about FGM?**

*“Yes so they can help stop it.”*

*“Yes because I now know that it is an illegal action.”*

*“Yes because it can happen when you’re young, young people must be aware.”*

*I think it’s important because it can happen anywhere and to anyone and you might not know about it.”*

*“It is important because if a young person suspects it is happening they can call someone.”*

*“Yes because it is an important subject and it will be easier to stop it if more people know about it.”*

As a result of this pilot project, lessons on FGM have been incorporated into Spectrum’s lesson matrix is available to high schools across Wales.

### **DangerPoint**

DangerPoint, a safety education centre subsidised by the Council to support attendance by Flintshire primary school children, has been part of a longitudinal research project undertaken by the University of Chester.

The results from the third year of the research project highlights that DangerPoint is fulfilling its aims and objectives and meeting its mission statement, in effectively raising awareness and departing knowledge on all things safety related.

This can be seen through the consistently high retention rate of children attending, showing that despite their being a four month gap in time between the evaluation questionnaire and the re-test, the children could still recall the vital information that they learnt at DangerPoint.

This average retention rate has consistently increased, with this year's result being higher than the two previous years, suggesting that DangerPoint's methods remain consistently effective in educating children and young people in safety and potential dangers on a long-term basis.

### **Safeguarding a vulnerable person**

An anonymous referral was received by the Council's Children's First Contact team from an employee of a sub-contractor who attended a property in Flintshire. During the duration of the visit the sub-contractor observed a male in the property who he assumed was the father, to unlock a bedroom door, bring out a small child aged around 4-5 years and take him to the toilet. The male then returned the child to the bedroom and locked the door again. The door was only unlocked again to take food to the child and the child remained locked in the room for the remainder of the visit.

As a consequence of the report to Social Services, a home visit was initiated by a social worker and the child spoken to alone in school. The child disclosed a concerning history of not being fed, locked in a room, given cold baths and made to sit out of the way from other family members. Other concerning allegations were made as the case progressed.

Due to the immediate concerns for the safety of the children, an application was made to the Court and a Care Plan of removal was agreed to protect the children. The children are currently living in foster care and the parents are being supported and engaging with services.

## Key priorities 2019

The key priorities for 2019 are:

- Continue to deliver safeguarding training across the Council to ensure all employees receive training, including development of an e-learning module.
- Raise public awareness of safeguarding, including modern slavery, to ensure people recognise the signs and encourage increased reporting.
- Ensure contractors understand the importance of safeguarding and safeguarding is embedded within contracts.
- Ensure the Council and Corporate Safeguarding Panel is represented at key events, such as the Regional Safeguarding Conference.
- Continue raising awareness of “Exploitation” which was the theme of national Safeguarding Week 2018 and is a theme for the Regional Safeguarding Boards’ Business Plans.
- Continue to participate in national Safeguarding Week 2019.

## Appendix 1

### FLINTSHIRE COUNTY COUNCIL CORPORATE SAFEGUARDING PANEL TERMS OF REFERENCE

#### **1. Purpose**

1.1 To ensure that “Safeguarding” is everybody’s business in every Service within the Council working on the premise that “Safeguarding” is a wider concept than the protection of children and adults and deals with the promotion of:

- Physical, emotional and mental health;
- Protection from harm and neglect;
- Education, training and leisure;
- Contribution to society
- Social and economic well-being.

1.2 To ensure that the Council has in place, and is operating, effective management and assurance processes and controls for safeguarding children and vulnerable adults and fulfils its duties corporately and in partnership with other statutory agencies.

1.3 To consider matters referred to the Panel within its terms of reference and to drive forward improvements in safeguarding.

#### **2. Responsibilities of the Panel**

2.1 To take an overview of the Council’s (and partner agencies) responsibilities towards safeguarding and examine ways in which the Council as a whole and partner agencies can secure the safeguarding and wellbeing of children and vulnerable adults in the area.

2.2 To ensure that the Council and its services are fully aware of the legislation and policy pertaining to safeguarding.

2.3 To ensure there are good joint working arrangements between Council services and partner agencies, including working arrangements with the North Wales Safeguarding Boards

2.4 To monitor and scrutinise the performance of safeguarding activities across the Council supporting good practice and challenging and holding to account poor practice

2.5 To ensure that positive practices are maintained, lessons are learnt and changes made in the areas that require improvements.

2.6 To develop and oversee implementation of a Council wide safeguarding policy.

2.7 To develop and oversee implementation of a corporate Safeguarding Workforce Development Strategy and Training Plan

2.8 To develop and oversee implementation of an annual work programme for the Panel

2.9 To maintain a strategic overview of all developments, plans, policies and strategies for safeguarding and to make appropriate recommendations for action.

2.10 To produce an annual safeguarding report (that will link with the requirements for an annual report through the North Wales Safeguarding Board)

2.11 To ensure that thematic safeguarding issues are actively addressed across the Council e.g. human trafficking/ modern slavery/ child sexual exploitation.

2.12 To ensure Members are regularly updated on issues relating to safeguarding practice

### **3. Membership**

3.1 Membership of the group will include:

- Chief Officer Social Services (Chair)
- Chief Officer Education and Youth (Vice Chair)
- Senior Manager for Safeguarding in Social Services
- Designated Safeguarding Leads from each Council portfolio (see Appendix 1)
- Human Resources Service representative
- Corporate Services
- Elected member

3.2 In exceptional circumstances a portfolio representative must be identified to attend a meeting if the named representative is unable to attend.

3.3 Additional members can be co-opted onto the Panel with the approval of the Chair.

3.4 According to the agenda individuals that are not part of the Panel may be invited to attend meetings to discuss and/or present key items.

### **4. Governance Arrangements**

4.1 The group will meet on a quarterly basis (or more frequently if required)

4.2 Business support will be provided through Corporate Services

4.3 Designated Safeguarding Leads will be responsible for disseminating and obtaining information back into their service areas and will be accountable for the completion of actions and tasks attributed to their service area.

4.4 The corporate safeguarding group will report key risks, issues and performance to the Chief Officer Team on a quarterly basis and will act as the corporate conduit to the North Wales Safeguarding Boards for adults and children's.

4.5 Reporting to Scrutiny Committees and Cabinet

- Corporate Resources and Overview Scrutiny AND Cabinet will receive information regarding the work of the Corporate Safeguarding Panel through an Annual Safeguarding report. This will provide an opportunity for Members to scrutinise and challenge
- Reports detailing the specific work within individual portfolios will be reported through the relevant Scrutiny Committee in accordance with the agreed forward work programme.
- Members of the Scrutiny Committee and Cabinet will receive information regarding the work programme of the Corporate Safeguarding Group, the progress against this work programme and the main messages stemming from the performance management and quality assurance arrangements;
- The observations of the Scrutiny Committee and Cabinet will be considered when determining the priorities of the Panel's future work programmes.