

## Self-Evaluation Form for Inspecting Safeguarding and Child Protection in LAESCYP

**Local authority: Flintshire**

The Chief Executive of the local authority should arrange for responses to be provided to the following questions. They apply to all education services for children and young people as defined in the inspection handbook.

Local authorities have responsibilities for safeguarding at three levels in the education services it provides directly or commissions:

- **Strategic** for example *planning; co-ordinating delivery of services; allocating resources; and working in partnership with other agencies*
- **Support** for example *ensuring education providers are aware of their responsibilities for child protection; monitoring their performance; provide appropriate training, model policies and procedures; provide advice and support; and facilitating links and co-operation with other agencies*
- **Operational** for example *by taking responsibility for safeguarding children who are excluded from school, or who have not obtained a school place or who are educated in PRUs or EOTAS; involvement in dealing with allegations of professional abuse; and ensuring arrangements are in place to prevent unsuitable staff and volunteers from working with children*

The self-evaluation should indicate the particular strengths or areas for improvement required in each section. Inspectors will discuss the pro-forma information provided with relevant staff during the inspection. The electronic version of the form will expand to take the text of responses. There is additional space on the final page of the form for further information.

**1. How well does the local authority discharge its responsibilities for managing safeguarding and child protection across the education service it provides and commissions?**

*Does the local authority have clear policies, procedures and guidance which cover its responsibilities for safeguarding children in the education services it provides or commissions?*

*How well do the policies reflect the model in Circular 158/2015 Keeping Learners Safe by including sections on:*

- *Prevention through the teaching and pastoral support offered to learners?*
- *Procedures for identifying and reporting cases, or suspected cases, of abuse?*
- *Support to learners who may have been abused?*

*Are policies, procedures and guidance reviewed each year?*

**Your judgment with evidence which demonstrates good practice and/or areas for improvement**

Flintshire County Council is a member of the North Wales Safeguarding Children's Board (NWSCB) and North Wales Safeguarding Adults' Board (NWSAB). There is a wide range of support on the website including regional policies and procedures: <https://www.northwalessafeguardingboard.wales/policies-and-procedures-children/> and staff are made aware of these through relevant training opportunities.

Safeguarding is a corporate priority set out in the local authority's annual Council Plan and Flintshire Council has robust arrangements in place across all areas. Safeguarding is not the responsibility of any single portfolio or any individual officer – Safeguarding is everybody's business and responsibility. The Council has a Corporate Safeguarding Policy in place which is reviewed annually and which provides a framework for all Council services to safeguard and protect children and adults, ensuring that all employees including Education and Youth staff, elected members and volunteers are fully aware of their responsibilities. This policy applies to Flintshire County Council employees, councillors, volunteers and organisations commissioned to provide services on behalf of the Council. The policy was reviewed by Internal Audit during their review of Corporate Safeguarding arrangements in 2017 and recommended changes were made to the policy.

A Corporate Safeguarding panel was established in 2015 and includes safeguarding leads from all portfolios including Education and Youth to ensure that all services integrate safeguarding awareness into the way they work. The Chief Officer for Education and Youth is Joint Chair with the Chief Officer for Social Services. This panel receives information regarding the working practices and procedures of every Service in the Council, providing assurance that the Services are meeting their duties in accordance with the Corporate Safeguarding Policy and Guidelines and reports to Cabinet on an annual basis.

Flintshire County Council is committed to maintaining the high profile of safeguarding and have a communication plan in place which includes publishing a regular safeguarding workforce newsletter. There is a dedicated Safeguarding section available on the Council intranet and FCC website and Information is regularly posted here to ensure employees are continually reminded of and informed about their safeguarding responsibilities. Examples include: the North Wales Regional Safeguarding Board video “See something say something”, County Lines video. Periodic Corporate newsletters are also published.

The revised Safeguarding and Child Protection model policy for schools was consulted on and issued in Autumn 2017, reflecting national guidance from Keeping Learners Safe and AWCPP. The policy is on Flintshire School Improvement Hwb, within a designated safeguarding area which contains up to date guidance, procedures and templates. Schools are advised to review their safeguarding policy on an annual basis. This was reviewed in 2018 with no change and will be updated in summer term 2019 to include a number of updates.

Child Protection procedures issued to all school staff in 2012 and 2016 via designated booklets in Welsh and English contain key child protection messages. Designated booklets for Education Officers are also available. All procedures are available to schools on Flintshire School Improvement Hwb. The booklets for school staff and E&Y will be reviewed in line with the Wales Safeguarding procedures and recirculated accordingly.

Flintshire Youth Justice Service (YJS) has a risk and safety and wellbeing management policy which has been ratified by its Executive Management Board – this document is due for review / update in June 2019 following the implementation of a new Case Management System in June 2019.

#### **Areas for further development:**

- Continue to deliver safeguarding training across the Council to ensure all employees receive training, including development of an e-learning module.
- Continue to raise public awareness of safeguarding to ensure people recognise the signs and encourage increased reporting.
- Further strengthen processes to 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.

**2. Does the local authority provide clear guidance to all its education service providers, including its schools, about child protection policies that reflects the model in Circular 158/2015 Keeping Learners Safe, including advice on:**

- **Procedures for identifying and reporting cases, or suspected cases, of abuse?**

- **Support to learners who may have been abused?**

### **Your judgment with evidence which demonstrates good practice and/or areas for improvement**

Flintshire Council has appropriate procedures in place to provide clear guidance to all its education providers about child protection procedures and keeps these regularly under review.

The revised Safeguarding and Child Protection model policy for schools was consulted on and issued in Autumn 2017, reflecting national guidance from Keeping Learners Safe and the All Wales Child Protection Procedures. Child Protection procedures were issued to all school staff in 2012 and 2016 via designated booklets to provide basic level awareness training for all. Designated booklets for Education Officers are also available. The policy and procedures are also available on Flintshire School Improvement Hwb, within a designated safeguarding area which contains up to date guidance, procedures and templates. There is a record of all designated senior persons (DSPs) and designated governors for child protection.

Education are a key partner agency with Children's Services in the development of child protection plans and care and support plans. Relevant education partners participate in strategy discussions and meetings, child protection case conferences, core groups, planning meetings and looked after children reviews in accordance with relevant parts of the SSWBA 2014 and the AWCPP 2008. Specific support for learners who may have been abused can be identified at each stage of assessment. Relevant referrals can be made to CAMHS, Action for Children or more specialist support agencies as required.

All YJS clients are assessed for safety and wellbeing and risk of serious harm to others. If high risk, meetings are convened and it is encouraged that young people are invited to provide feedback to a multi-agency meeting via a 'young person's feedback document'. YJS were instrumental with SSfC in developing a MET Panel (Missing, Exploited and Trafficked) following increase in concerns around CSE and CCE. Terms of Reference are in place and the YJS Operations Manager chairs the panel.

YJS Managers meet with SSfC managers every 2 months to monitor YJS Safeguarding referrals and discuss cases of concern. YJS hold an ETE Panel to monitor NEETs with the YJS Education Officer, YJS Youth Worker and YJS Manager to monitor the cohort. Monthly reports on NEETs are submitted to the YJS Management Meeting by the Education Officer.

In 2019 an Education Action Plan has been developed by the YJS Manager and Senior Education Managers. YJS are also represented on the Education EOTAS Panel to escalate young people who have disengaged from education or remain out of education.

#### **Areas for further development:**

- Continue to raise awareness of safeguarding, to ensure people recognise the signs / symptoms and encourage increased reporting.

- Continue to actively support schools to review their systems for reporting concerns including the roll out of online reporting systems
- Deliver AIM Risk Assessment training for secondary school DSP's and identified E&Y staff.
- Deliver Harmful Sexual Behaviour (HSB) training for schools

**3. Does the local authority have a designated person for the management and oversight of child protection and safeguarding issues in education?**

*If yes, please provide contact details and management information.*

*What added value does this post bring to the management of safeguarding and child protection in the local authority's education provision?*

**Your judgment with evidence which demonstrates good practice and/or areas for improvement**

The Chief Officer for Education and Youth ensures that all the statutory requirements in terms of safeguarding and promoting the welfare of children and adults receive due consideration and that effective safeguarding arrangements operate within the Education and Youth Portfolio at the three levels of responsibility of strategic, support and operational.

The Senior Manager for School Improvement has lead strategic responsibility for Safeguarding in the Portfolio and is the designated lead for officers and schools. The Learner Adviser for Health, Wellbeing and Safeguarding is the deputy designated lead who provides operational activity support, including attending national and regional safeguarding meetings, co-ordinates training for schools, governors and portfolio staff, providing model policies for schools and monitoring schools' safeguarding training. There is effective communication between Education and other portfolios in the Council as well as with external partners.

*Designated person for the management and oversight of child protection and safeguarding issues in education*

**Vicky Barlow**

**Senior Manager | Uwch Reolwr**

**School Improvement | Gwella Ysgolion**

**Education and Youth | Addysg ac Ieuencid**

**Flintshire County Council | Cyngor Sir y Fflint**

**Ty Dewi Sant,**

**St David's Park, Ewloe**

**Flintshire CH5 3XT | Sir y Fflint CH5 3XT**

**Tel | Ffôn | 01352 704019**

**Email | Ebost | [vicky.barlow@flintshire.gov.uk](mailto:vicky.barlow@flintshire.gov.uk)**

*Deputy designated person for the management and oversight of child protection and safeguarding issues in education*

**Claire Sinnott****Learning Advisor – Health, Well-being & Safeguarding | Ymgynghorydd****Dysgu - Iechyd, Lles a Diogelu****Education & Youth | Addysg ac Ieuenctid****Flintshire County Council | Cyngor Sir y Fflint****Tel | Ffôn | 01352 704054****Email | Ebost | [claire.sinnott@flintshire.gov.uk](mailto:claire.sinnott@flintshire.gov.uk)****Wrexham and Flintshire Delivery Group – North Wales Safeguarding Board**

Craig Macleod: Senior Manager, Children and Workforce

Claire Sinnott, Education &amp; Youth, Learning Advisor – Health, Wellbeing &amp; Safeguarding

Karen Edwards, Team Manager, Children’s First Contact

Jayne Belton, Safeguarding Manager

James Warr: Operations Manager, Youth Justice Service

Coleg Cambria Designated Senior Persons for Safeguarding are Karen Senior and Mark Lewin.

By ensuring that the designated responsibility for Safeguarding sits within the Education and Youth Portfolio Senior Management team, safeguarding is afforded appropriate priority status in local authority planning, risk assessments and procedures for monitoring and evaluation provision for learners. There is also therefore high level effective communication between Education and other portfolios in the Council as well as with external partners.

During the Transition years, which include leaving school to attend college, individuals are allocated a worker from the Transition team who are all trained in both Child and Adult Safeguarding. This would form part of their duties.

Staff working with people with disabilities in colleges are also expected to be trained in accordance with Safeguarding Procedures. In terms of vocational training, the Transition team provide this work-based support and documentation which would include managing risks and safeguarding plans.

**Areas for further development:**

- Monitor schools safeguarding self evaluation on a county-wide level in order to target training and resources effectively.

**4. *How well does the local authority address the specific safeguarding needs of individual children, and in particular looked-after children, in addition to those identified for the general population involved in its education provision?***

### **Your judgment with evidence which demonstrates good practice and/or areas for improvement**

All children being supported in any safeguarding process, whether that be child protection or looked after children status, have a dedicated social worker. Children who are on the child protection register also have access to a conference buddy who works with them to ensure their views are heard in case conferences. Flintshire have a contract with an advocacy service and children and young people can have an independent advocate should they wish. Case conference reviews are chaired by independent safeguarding managers who meet with children and young people who wish to attend their conference. Every Looked After Child has an Independent Reviewing Officer who also makes contact with the child/young person prior to their review to ensure their voices are heard.

Should a child make an allegation against an education officer, processes under Part 4 AWCPP 2008 will be followed to ensure that child is safeguarded and listened to.

In 2017 the NSPCC Harmful Sexual Behaviour (HSB) Audit was completed across North Wales authorities and in Flintshire this was undertaken by Social Services, Youth Justice in conjunction with Action for Children and 5 schools (2 primary, 2 secondary and 1 special). The YJS Manager formed part of the regional review of the HSB audit to help identify themes and key issues for North Wales. The audit identified Harmful Sexual Behaviour as a training and development need for statutory services and schools across all LA's with further awareness required. DSP's have since been shared the Brooks traffic light tool and relevant guidance and training on HSB will form part of the ongoing training programme.

Flintshire have a service Level Agreement with Action for Children and Youth Justice Service to further assessment, intervention and planning when responding to young people who display sexually harmful behaviour. This partnership has served to provide AIM training for Youth Justice and Action for Children practitioners whilst enabling a joint assessment and intervention response to young people who display sexually harmful behaviour.

Flintshire has developed and issued a Practice Directive which sets out the approach for ensuring that consideration is given to the needs of children who have witnessed Domestic Abuse. This includes a principle that Social Services see the child/young person who has witnessed Domestic Abuse as part of the assessment process and active consideration is given to the network of contacts that perpetrators of Domestic Abuse have with children and the need to notify/share information for their safety. Flintshire has also developed and issued a Policy on the Disclosure and Intervention for Children at Risk of Domestic Abuse. The aim of this policy is to give Children's Services professionals clarity on the responsibility they have in relation to dealing with those families where Domestic Abuse or potential Domestic Abuse is a concern, within Flintshire County Council.

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”.

Following a review of the Flintshire and Wrexham CSE Panels in September last year it was determined that the terms of reference of the Panels should be broadened to incorporate Missing, all forms of Exploitation and Trafficking (MET). Exploitation takes many forms and the Panel incorporates Child Sexual Exploitation, Criminal Exploitation, Modern Day Slavery and County Lines. This development of CSE Panels is being delivered in areas of England and Flintshire believes it was the first authorities in Wales to take this initiative.

**Areas for further development:**

- Monitor the effectiveness of the revised Policy on Disclosure and Intervention for Children at risk of Domestic Abuse.
- Consolidate the broader remit of the CSE/MET panel

**5. Management of allegations against staff**

***Does the local authority refer and report all incidents of alleged professional abuse to a professional strategy meeting?***

***How well does the local authority ensure providers comply with the guidance for managing staff disciplinarys following such allegations?***

**Your judgment with evidence which demonstrates good practice and/or areas for improvement**

The Flintshire Education and Youth Child Protection and Safeguarding Policy includes specific guidance on managing allegations against a member of staff or adult. Guidance for handling allegations and the Part 4 referral form have been emailed to all schools and is available on Hwb as well. All Designated Safeguarding Lead training (level 3) includes Part 4 process. Head Teacher Federation meetings have included Part 4 guidance and recent Head teacher Conference / New Head teacher training (April 2019) have included advice and guidance specifically on this aspect in partnership with Social Services and HR.

The LA Safeguarding Lead or Deputy within Education are informed of all allegations that come to a school’s attention and provide support in ensuring that the Welsh Government guidance is adhered to. Allegations are discussed initially with First Contact Team and a Children’s Social Services Senior manager makes the decision on whether to progress to a Part 4 multi-agency meeting. A Senior Management Education representation attends Part 4 meetings, usually the LA Safeguarding Lead or Deputy. The LA Safeguarding Lead monitors follow up actions in relation to individual cases but also monitors overall to ensure on-going training and support for schools reflects any lessons learned / key themes.



Following a review of processes in 2016/17 the governance for Part 4 meetings has been strengthened in Flintshire. Arrangements are in place to ensure that the Council tracks and monitors the progress and outcomes of meetings/reviews. Reporting on themes and issues is now aligned to reporting to the Local Delivery Group as part of the regional dataset.

A member of the LA Human Resource (Education & Youth Business advisers) team is invited to, and invariably attend, all Part 4 meetings. The HR team provide dedicated support to schools and youth teams across the county. They attend to provide advice and guidance to the Head teacher/ Governor of the school should the case be referred back to the school to handle. The LA HR team operate via a SLA providing ongoing support throughout the disciplinary process, as required, in line with the school's disciplinary policy and process (at the request of the school). This would normally include: commending a model disciplinary policy, procedural guidance, sourcing independent investigators (if required), suspension risk assessment, referrals to Occupational Health, disciplinary and dismissal panel training and attendance at hearings, process any dismissals following governing body instruction and any subsequent referrals to EWC/ DBS as appropriate.

**Areas for further development:**

- Ongoing monitoring of Part 4 allegations to identify themes areas for training / development

**6. Safe recruitment**

*How well does the local authority manage its responsibilities for safe recruitment through pre-employment identity and qualification checks for local authority staff, and for all school staff (including any directly recruited and paid through the school)?*

*Is there a record that all staff appointed after 2002 have a CRB/DBS check?*

*How well does the local authority ensure that there is a record of which governors have CRB/DBS checks, and risk assessments for those who do not?*

*How well does the local authority ensure its education services have robust risk assessments for volunteers that work under supervision in education settings, and which clearly set out criteria for whether they require a CRB/DBS check or not?*

*How well does the local authority know which volunteers working in its education settings on a frequent or intensive basis have up-to-date CRB/DBS checks?*

**Your judgment with evidence which demonstrates good practice and/or areas for improvement**

Upon instruction from the recruiting manager the LA HR Employment Services undertake all pre-employment checks for local authority staff (i.e. Right to Work, EWC and DBS checks) and issue a contract of employment. This process is audited by the HR Employment Services Team Leader.

All schools are routinely reminded of their responsibilities under the Education Act 2002 outlined in the Welsh Government guidance 'Keeping Learners Safe' as referenced in the Safeguarding and Child Policy. The Chief Executive of EWC and senior HR Business Partners regularly host update sessions as part of Local

Authority Headteacher conferences. Many individual schools and clusters of schools have organised direct input from EWC representatives at local cluster meetings. Specific guidance has been sent by HR Employment Services to all schools with respect to pre-employment checks relating to Proof of Right to Work, EWC and DBS checks.

Having completed the selection process the school initiate pre-employment checks (i.e. Right to Work, EWC and DBS checks). Upon instruction from the school the LA HR Employment Services issue a contract of employment and also double check that the pre-employment checks have been completed. This is evidenced by a detailed 'formal checklist' that is held on the employees central personnel file. The detailed checklist was introduced following an internal audit report to ensure all the information was captured on a single document providing a more robust recording process.

During the periods that schools are closed (i.e. the peak recruitment period during the summer holidays) the LA HR. Employment Services team will undertake these checks on behalf of the school to ensure the recruitment process keeps moving. This process is audited by the HR Team Leader.

There is a central record on the Itrent system that all staff appointed after 2002 have had a CRB/DBS check which is managed by the HR Employment Services team. Individual schools are required to keep their own records. Schools are advised they must maintain an up to date register of all staff and volunteers who have been DBS checked. It is recommended that these are updated every 3 years (best practice), within 4 years at the latest. This is outlined in the Safeguarding and Child Protection policy.

Schools are advised that visitors (including Governors, volunteers and/or those students on work placement within the school) who do not have a DBS check will not have access to children and young people unsupervised. Risk Assessments will be required. Supply staff from an agency have their DBS checked by their individual Agencies and schools should ensure they have access to the agency's own vetting procedures.

Contracts with Transport providers in Flintshire include a safeguarding clause, ensuring that staff attend appropriate training.

**Areas for further development:**

- Ongoing monitoring of procedures
- Regular refresher sessions for Head teachers / DSP's

**7. Safeguarding training**

*How well does the local authority and the LSCB ensure that:*

- *all staff and volunteers working in education provision have safeguarding training approved by the LSCB and receive training in a timely way?*
- *Designated staff receive training in inter-agency working?*

- *All temporary staff and volunteers are made aware of child protection policies and procedures?*
- *All staff are kept up-to-date through regular refresher courses?*
- *All training remains appropriate and up to date through regular and robust evaluation?*

### **Your judgment with evidence which demonstrates good practice and/or areas for improvement**

The Council has a comprehensive range of training opportunities to raise employees' awareness, supporting them to recognise signs of potential safeguarding issues and respond quickly and appropriately. Training is coordinated through the corporate training team and also includes access to e-learning via Learning Pool. iTRENT is one method used across the Authority to monitor training of staff although in Education and Youth Managers are also responsible for monitoring their staff training in relation to safeguarding. YJS Practitioners and Managers are required to update safeguarding training every 2 years.

Training is a standing item on the agenda of Corporate Safeguarding Panel meetings and through the panel school escorts, bus drivers and supervisors have been identified to receive basic awareness safeguarding training. Some services have now included a standard safeguarding clause within contracts including transport providers. FCC also have included a safeguarding statement within the Contract Procedure Rules.

Safeguarding awareness sessions have been held for Elected Members for the Health and Social Services Overview Scrutiny and the Scrutiny Committee for Education and Youth. A further session is planned for the Licensing Committee.

A termly Education and Youth Portfolio workshop is held for senior managers and safeguarding is regularly featured. They have included the viewing of North Wales Police CSE videos (What is CSE, Know the signs, what you need to do) and County Lines videos "Trafficked" and "Scouse". Training and events are also arranged by the North Wales Safeguarding Children Board and the board have developed a variety of 7minute briefings on key topics including online radicalisation, which are also highlighted to staff through the corporate safeguarding panel department representatives. <https://www.northwalessafeguardingboard.wales/events/>

The training offer for schools in relation to safeguarding was reviewed in 2016 -2017 and as a result a the number of training opportunities and frequency has significantly increased and now includes a course for Designated Safeguarding Person/s (Level 3 equivalent - full day). The DSP course was first piloted in summer 2017 and is now offered termly in partnership with Pivotal education and Social Services. The Local Authority has also reviewed how it monitors schools' safeguarding training and data is requested centrally in a new format by the School Management Information Team.

The school training programme is open to all E&Y staff and school governors. All courses are evaluated thoroughly and course content is flexible in order to accommodate feedback, local context and developments as required. This includes:

- **Train the Trainer - Basic Awareness Level 1 (twilight)**

Content overview:

The session aims to equip Designated Safeguarding Leads (level 3 trained) to deliver Safeguarding Basic Awareness to their school staff and volunteers. A bilingual training PowerPoint has been developed in partnership with the Education Welfare Team utilising key messages from the Keeping Learners Safe modules (Hwb) which incorporates local context for use in schools to deliver basic awareness training. There are optional additional activities and the training can be used flexibly by schools as part of an INSET or twilight. This approach was implemented in Sept 2018 onwards.

- **Termly Level 2 - Safeguarding training (half day)**

Content Overview

The course aims to increase knowledge and understanding of safeguarding processes in a multi-agency context covering:

- Legislation overview including All Wales Child Protection Procedures (AWCPP) / Welsh Government Keeping Learners Safe Guidance
- Types and signs of Abuse
- Scenarios
- Disclosures
- Recording, Reporting and Monitoring Child Protection matters
- *This is the minimum level recommended for the Governor responsible for Safeguarding*

- **Termly Level 3 - Designated Safeguarding Person/s (full day)**

Content Overview:

- Local, regional and national overview of statistics
- The legal framework including Social Services & Wellbeing Act, Children Act and Section 47 referrals – Vulnerable learners – significant harm
- Roles and responsibilities of Designated Safeguarding Leads
- Disclosures – including recording of disclosures, barriers to recording and record keeping
- Case studies - Multi-agency working and thresholds
- Safer recruitment
- Information sharing, GDPR, Child Protection Case Conferences / Core Groups
- Part 4

- Prevention Update – CSE/ County Lines / VAWDASV / Modern Slavery
- Audit/review of existing procedures including site security
- *Governors with responsibility for safeguarding and Chairs of Governors are also invited to attend this course as good practice.*
- **Case Conferences & Core Groups (full day)**

Content Overview:

Full day course for all professionals who may be required to take part in a Child Protection Conference in Flintshire. The course prepares professionals for participation in a conference, explaining the reasons for a conference, its purpose, and the role of participants. It sets out what can be expected in the conference itself, taking staff through the conference process, the decision making, and the work of the Core Group which is created when a child is placed on the Child Protection Register.

- **Safeguarding in Schools- Awareness raising for school governors (twilight)**

Content Overview:

The course content was developed following guidance from the national Safeguarding in Education Group (SEG) to support the role of governors in monitoring that their own governing body is meeting its obligations in respect of safeguarding and Child Protection in line with Wales Government guidance on “Keeping Learners Safe” and includes sharing of good practice and case studies.

- **Prevent & County Lines (half day)**

Content Overview:

The training is bespoke to the threat/risk/vulnerability of North Wales in order to provide relevancy and utilises case study material and statistics to provide structure and understanding. Prevent is highlighted as a grooming process, the mechanics of which are identical to other exploitation processes. The referral process including ‘Channel Panel ’are included.

The training raises awareness among professionals and highlight developments underway in North Wales in relation to ‘County Lines’ which involves the use of mobile phone ‘lines’ by groups to extend their drug dealing business into new locations outside of their home areas. A ‘county lines’ enterprise almost always involves exploitation of vulnerable persons; this can involve both children and adults who require safeguarding.

Staff attending are provided with a bilingual PPT to deliver key information to all their staff upon their return to school including links to “Trafficked- County Lines” and “Scouse- County Lines” videos.

- **CSE (Twilight)**

Content Overview:

- Define what is meant by child sexual exploitation
- Understand the risk of child sexual exploitation
- Recognise vulnerabilities and risk indicators
- Explore the process of how abuse happens (which is grooming)
- How to seek help and report

Staff attending are provided with a bilingual PowerPoint to deliver key information to all their staff upon their return to school. This also includes the link to the NWP CSE videos (What is CSE, Know the signs, what you need to do).

The Youth Justice service use a SERAF and CCE tool to assess CSE and SERAF and training has been provided by Barnardo's.

- **VAWDASV**

An E-learning module for all Council staff for *Violence against Women Domestic Abuse and Sexual Violence* is available on Learning Pool.

VAWDASV is addressed within the Level 2 and 3 safeguarding training courses.

Presentation delivered by North Wales VAWDASV Coordinator to all head teachers in Spring term 2019.

- **Modern Slavery**

An E-learning module for all Council staff for *Modern Slavery* is available on Learning Pool.

Training delivered to identified E&Y staff including education welfare team by Hafan Cymru in 2018

Training provided by Barnardo's ICTA on Modern Day Slavery and NRM referrals for Youth Justice Service staff.

- **Events**

An annual CSE Community Awareness Event is held on National CSE day at Coleg Cambria in Deeside which is open to pupils from all Flintshire secondary schools, as well as parents, carers and professionals. The event provides information and advice on the broad range of statutory and 3<sup>rd</sup> sector support and service provision in relation to CSE.

Flintshire participates in National Safeguarding Week to promote awareness in the local community and among employees. In 2017 and 2018 all secondary schools were provided with daily power points: a different aspect of safeguarding to be addressed with pupils each day during tutor time / registration. Themes included a Safeguarding Week general overview, CSE, Prevent, Domestic Abuse and FGM. These were developed with pupil input from one Flintshire secondary school and information was shared via the county PSE & Healthy Schools forum which meets termly.

**Areas for further development:**

- Continue to deliver safeguarding training to schools, governors and portfolio including ongoing refresher opportunities.
- VAWDASV e-learning to be made available for all school staff.
- VAWDASV 'train the trainer' 2 day course to be delivered autumn term 2019. Roll out to all DSP's to begin thereafter for Ask and Act.
- AFTA Thought theatre style training to be offered for pre-school settings (in addition to the Early Entitlement settings which have already received this in 18/19).
- Modern slavery and FGM training for DSP's
- Basic Awareness E-Learning module for E&Y staff under review. Explore how this can be made available to school staff and Newydd staff.
- Establish termly opportunities in partnership with Social Services to provide support to DSP's

**8. Safety and wellbeing of children in local authority education services**

*How clear and robust are the local authority's policies and guidance that address anti-bullying, racist abuse, discrimination and harassment?*

*Do they comply with the Human Rights Act 1998 and Equality Act 2010?*

*How well does the local authority monitor these incidents in its schools?*

*How robustly does it report this to the LSCB and elected members?*

**Your judgment with evidence which demonstrates good practice and/or areas for improvement**

There is Corporate Strategic Equality Plan (SEP) for Flintshire in place, in addition to a model Flintshire Strategic Equality Plan for schools (2016-2020). The Council SEP is monitored 6 monthly using the Corporate CAMMS system. Complaints of harassment etc. by employees are reported in the SEP annual report. The annual report of the SEP is reported to the Council.

The Council Diversity and Equality policy was reviewed in 2019 and there is a Dignity at Work Policy in place which reference the Equality Act 2010. Within the school' model SEP there is a template Diversity and Equality Policy for schools,

alongside an Accessibility Plan template. This is monitored by the Healthy Schools team as the SEP is a requirement of the National Quality Award (NQA), Mental and Emotional Health theme (MEHWB).

Schools report any racial incidences to the Local Authority by completing the Respecting Others form (available on Hwb) and submitting to the Learning Advisor with responsibility for health, wellbeing and safeguarding. These are monitored in order to identify themes. Reports of identity based bullying will be included in future annual reports following the development of a new electronic reporting system (to be launched summer term 2019) after seeking guidance from Show Racism the Red Card.

In 2018 Show Racism the Red Card (SRTRC) created a North Wales officer post which has enabled schools in Flintshire to benefit from free primary and secondary workshops in targeted areas. The School Health Research Network workshop for school councils also involved SRTRC workshops and resources were provided to schools. Training events for schools have also been coordinated on a regional level by SRTRC.

All secondary schools have been funded to attend Stonewall Transgender 'train the trainer' full day training which 9 secondary schools attended, alongside one primary head teacher and the ESW manager. Transgender Guidance for Secondary schools in Flintshire has been developed in consultation with schools and partners (to be launched summer term 2019). Workshops from the Proud Trust were also delivered to secondary school council representatives attending the School Health Research Network event in 2018 and were provided with a variety of resources.

Antibullying is a standing agenda item on the Wellbeing Steering group which has evolved from the previous Respecting Others meeting group. It was the work of the Respecting Other group which developed the county antibullying policy and guidance for schools. In anticipation of the revised Welsh Government Guidance, a new draft policy for schools has been developed which is intended to be launched in Antibullying Week 2019.

Antibullying Week is actively promoted to schools by the Healthy Schools team who signpost resources and materials which can be used in both primary and secondary schools. Antibullying is part of the Healthy Schools Mental and Emotional Health and Wellbeing (MEHWB) theme which requires schools to have an up to date antibullying policy in place and work with pupils to develop a child friendly version. Schools must demonstrate how they address bullying within the curriculum and how they communicate with parents about bullying issues. This must be evidenced and is assessed at various phases within the scheme.

#### **Areas for further development:**

- Embed the new Respecting Others online reporting system in schools
- Include reports of identity based bullying in future annual reports following the implementation of an electronic reporting system
- Finalise model antibullying policy for schools which will reflect new Welsh Government Antibullying Guidance



- Share Transgender guidance for Flintshire secondary schools
- Develop in partnership Transgender guidance for Flintshire primary schools

**9. How clear and robust is the local authority's behavioural support policy?**

**How well does the local authority monitor incidents of physical intervention and restraint in its schools?**

**How robustly does it analyse this and where appropriately reports this to the LSCB and elected members?**

**Your judgment with evidence which demonstrates good practice and/or areas for improvement**

The authority has a Behaviour and Attendance Policy and a separate Physical Intervention and Restraint Policy. These policies provide guidance to schools on the importance of having whole school policies and practices in place with regard to behaviour and particularly reference the need for early identification and intervention, along with parental support and engagement.

The Behaviour and Attendance Policy states the LA's principles and practice in relation to behaviour. It also clearly states the expectations of what schools should offer and how they should work in partnership with the authority's central services to support pupils and their families.

The Physical Intervention and Restraint Policy gives clear guidelines to staff regarding the acceptable use of physical intervention including the recording of this and has been reviewed against the guidance given in Welsh Assembly Government Circular 097/2013. The policy also includes information on how schools should manage complaints from pupils or parents.

The policy makes it clear that staff must follow the school's Behaviour and Discipline Policy as the first line of intervention and gives very clear definitions of when and how physical intervention and restraint can be used. The policy clearly states that staff should have undertaken appropriate and accredited training prior to using physical intervention.

Schools must ensure their staff understand the terminology and relevant appendices included e.g. Incident recording.

The policy informs parents of situations where restraint and reasonable force may be acceptable.

Training on physical intervention and de-escalation is delivered through 2 Flintshire schools. Team Teach is the approach used in the majority of settings with 348 staff having been trained over the last 3 years. PRICE has recently been adopted by the Portfolio Pupil Referral Units with all staff having undergone training. This intervention is also implemented in the authority's mainstream school which houses

the primary behaviour Resource provision; staff from this setting provide the PRICE training across the authority.

The Portfolio Senior Management Team receives regular updates on the number and nature of health and safety incidents across the school network. The level of pupil and staff injury are considered and officers have engaged with schools where there are concerns. Part 4 meetings are also monitored for pupil injury to ensure any concerns can be addressed.

**Areas for further development:**

- Monitor the level and nature of incidents to inform future training needs.
- Undertake an evaluation of PRICE as an alternative for schools to Team Teach.

***10. How clear and robust are the local authority's guidance on health and safety and off-site activities and its policy for risk assessments?***

***How well does the local authority manage first-aid, drug and substance misuse, sex and relationships education, education visits, internet safety and the welfare of learners on extended vocational placements in its schools and other education provision?***

**Your judgment with evidence which demonstrates good practice and/or areas for improvement**

- **First Aid**

There is a designated Health and Safety officer in the County's Health and Safety department with responsibility for schools. As a result there is a comprehensive library of corporate standards, policies, procedures and general guidance that is accessible to schools via the Hwb SharePoint. For E&Y employees the Infonet provides all relevant guidance and training opportunities.

There is a model Health and Safety policy for schools and they are advised to review their Health and Safety policy on an annual basis.

Information on health and safety training courses which includes emergency first aid, first aid at work and paediatric first aid, manual handling, and IOSH is available for schools from FCC's Learning and Development Team. Additional training including asbestos and legionnaires is coordinated as required.

There is a County Healthcare Needs Policy and Intimate Care policy for schools, also available on Hwb. Training relating to managing individual health care needs is provided by the relevant health nurse e.g. asthma, diabetes, continence. This is delivered to individual schools and identified staff in line with the needs of the child / young person and their care plan.

- **Drug & Substance Misuse**

All Flintshire secondary schools participated in the School Health Research Network survey in 2017 which informed the county report published in 2018. This has consulted young people about all aspects of health and wellbeing including substance misuse. This data has since informed a County Health and Wellbeing 5 Year Plan alongside individual school action plans for SHRN. A Report was also taken to Education and Youth Overview Scrutiny Committee on March 2019.

The Healthy Schools team provide guidance and support for schools on Substance Use and Misuse which is one of the seven health themes of the Healthy Schools National Quality Award. This includes policy, training and resources in both primary and secondary school. The team have excellent partnerships with the Police liaison programme, CAIS and 'Sorted' the young people's substance misuse service.

In consultation with North Wales Police a County Lines lesson for Year 8 pupils has been developed with pupil input and piloted before being made available to all schools via the county PSE & Healthy Schools Forum. This is alongside a KS 4/5 lesson which has also been developed to raise awareness of the risks involved.

- **Sex and Relationships Education**

The Healthy Schools team provide comprehensive guidance and support for schools on Sex and Relationships Education under the banner of Personal Development and Relationships which is one of the seven health themes of the Healthy Schools National Quality Award. This includes policy templates, training and resources in both primary and secondary school. The team have excellent partnerships with The Spectrum Project (Hafan Cymru), NSPCC, Stop it Now and School nursing team.

Spectrum Project officers have presented at the county PSE & Healthy Schools forum for secondary schools. A Flintshire secondary school has piloted the Spectrum FGM lessons which have been rolled out across Wales.

Domestic Abuse and FGM have also been Safeguarding Week themes for the Daily PowerPoint and schools have been provided with CSE lessons for KS3 and 4.

Theatre 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 explore 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 across all secondary schools in Flintshire.

As part of the Gwella project with Barnardo's Cymru, the North Wales Children's Safeguarding Board have funded a CSE drama production for pupils in years 7 and 8 in Flintshire's secondary schools.

- **Education Visits**

For off site visits and activities FCC has an SLA in place with the North Wales Outdoor Education Centre (NWOES) which provides access to specialist advice and support from an Education Visits Advisor (EVA) who provides support and advice for Flintshire, Wrexham and Denbighshire schools. All relevant school personnel acting in the role of the Education Visits Coordinator are required to attend regional training and local refresher training. The 6 North Wales Counties work together with NWOES and work to the same Schools Education Visits Policy, which is reviewed annually, emailed to all FCC schools and available on the EVOLVE system for schools to adopt and develop for their own use. EVOLVE is the online system that is used by all schools in Flintshire to submit visits for either internal approval by the head or external by the LA.

FCC's EVA also carries out regular monitoring of Flintshire schools each year and although no major concerns have been identified, a number of visits have been made to a small number of schools to provide update training or bespoke support.

One of the more recent improvements has been to the EVOLVE system following consultation with local authorities and schools. The system allows the EVA (and the LA) to more easily look at the school account, via the Establishment link and then at the visits they have planned and the status of that visit. On a small number of occasions the EVA and /or the Councils Corporate Health and Safety Team have been able to intervene with planning of a visit at an early stage to ensure the correct level of approval.

- **Internet Safety**

- Acceptable Use Policy in place developed by Flintshire ICT.
- 360 degree safe (Hwb) promoted to all schools
- SWGfL deliver regular training opportunities for schools and E&Y staff
- Flintshire is represented at the National Online Safety Network (NOSN)
- Excellent partnership working with GWE to support implementation of DCF
- Safer Internet Day is promoted annually to all schools including through the PSE and Healthy schools forum and to all DSP's.
- CEOP training has been provided to schools and E& Y staff

The eCadets programme <https://www.ecadet.zone/> was developed and first launched in Flintshire in 2014 on Safer Internet Day. The eCadet programme increases pupil's knowledge of online safety issues and provides them with the skills to enable peer-to-peer support for KS2 and KS3 pupils in addressing pupil concerns about online safety. There is a designated eCadet website with regular challenges for eCadets to undertake in their school which includes the delivery of online safety lessons and assemblies. It is recognised as the leading child-led online safety and digital citizenship education programme, having demonstrated a consistent high level of impact in schools.

GoBubble has also been developed by the company behind eCadets and provides children under 13 with a safe social media platform specifically for children, with the safety elements that address their parents' concerns. Go Bubble is free and was

launched to Flintshire schools in November 2018 as a useful tool in supporting schools to develop the digital citizenship strand of the DCF.

eAware <https://www.eaware.co.uk/> has been piloted by pupils in a proportion of Flintshire secondary schools targeting year 7 and 8. eAware provides schools with access to resources and materials relating to a number of safeguarding areas including sexting and gaming. Pupils can undertake short an online survey to provide a baseline of their knowledge and understanding and repeat after education delivery in order to ascertain if the education has raised awareness; increased understanding of the risks and impacted on their decision making. A number of Flintshire primary schools have purchased eAware.

- **Extended vocational placements / other education provision.**

The Engagement Progression Coordinator (EPC) manages a team that oversees links to colleges and other providers. The EPC links closely with all DSP's both in schools and within Coleg Cambria. The Progression staff attend college and link closely with the DSP's as well as the individual tutors and 14-19 Coordinators, to ensure a consistent safeguarding approach. A list of school DSP's links is also saved in the shared LDrive to enable the Progression team to make direct contact if any issues arise whilst in college. All other providers, Safeguarding, insurance, health and safety including risk assessments are also saved within the Ldrive.

Coleg Cambria ensure that their policy for Safeguarding School Partnership Learners is guided by the appropriate Local Children's Safeguarding Boards and Care Inspectorate Wales, along with the Designated Safeguarding Leads for partner schools.

**Areas for further development:**

- Use of SHRN report data to support schools in addressing substance use and sex education on an individual level and county wide.
- Review Flintshire Sorted programme of delivery.

**11. How well does the local authority discharge its duty to work in partnership in the exercise of their functions, to have "due regard to the need to prevent people from being drawn into terrorism"**

**Overview**

- The Chief Officer for Social Services represents the Council on the Regional Contest Board as Vice Chair.
- A Channel Chair is in place and there is an agreed process for the referral of those identified as being at risk of radicalisation.
- Prevent is regularly addressed by the Corporate Safeguarding Panel
- LA Prevent self-evaluation undertaken and monitored by Corporate safeguarding panel

- Excellent links with North Wales Police Prevent Coordinator and Counter Terrorism Security Advisors

### **ICT**

- County Acceptable Use Policy / Internet Filtering Policy for schools in place
- Procedures are in place to ensure access to extremist materials online is restricted by users in both schools and the LA

### **Policy**

- Flintshire's Safeguarding and Child Protection Policy references Prevent and site security
- North Wales Prevent Toolkit, developed by the Regional Community Cohesion Officer, has been shared with all schools in 2016. The toolkit gives clear guidance on how to complete risk assessments and includes anti radicalisation policy templates. Flintshire are leading on the revision of the North Wales toolkit in partnership with the Regional Community Cohesion Officer.
- County Guidance provided to schools which includes Lockdown procedures
- WECTU head teachers toolbox shared with all schools at Spring Head teacher's conference 2019 and input from NWP Counter Terrorism Officer.

### **Training**

- LA Prevent self-evaluation undertaken which has identified the training and resources provided for schools / E&Y as a strength (RAG - green).
- Training delivered by NWP to school designated safeguarding persons / head teachers in spring 2016 and 2018. Some individual schools and school clusters have also received this training.
- NWP have provided training opportunities for all staff coordinated by the corporate safeguarding panel
- Lockdown procedures are highlighted as part of Level 3 DSP training
- Prevent featured within all levels of safeguarding training for schools
- 'Me and You' training was made available to schools in 2016
- Home Office Prevent e learning module completed by E&Y staff.

### **Curriculum**

- Getting on Together (GOT) training attended by Learning Advisor for health, wellbeing and safeguarding in 2018 and school representatives from identified Flintshire pilot primary school attended in spring 2019. GOT KS2 pilot to take place summer term 2019 and roll out autumn 2019.
- Prevent lesson plans have been developed for KS3 and KS4 in partnership with secondary school council representatives and were piloted before dissemination

through PSE & Healthy Schools Forum. These have also received a positive response from schools and are age appropriate.

- National Safeguarding Week was actively promoted in 2017 and 2018 among Flintshire secondary schools particularly through the PSE and Healthy Schools forum. Schools were provided with a bilingual daily PowerPoint to raise awareness of safeguarding and a different theme was highlighted each day; Prevent was one of these. Daily PowerPoints can be used in registration and or assemblies and feedback to date on their use has been positive.

**Areas for further development:**

- Getting on Together (GOT) primary pilot of KS2 resource and GOT training roll out for primary schools Autumn 2019
- Getting on Together (GOT) for secondary schools - 2020
- Monitoring of Prevent lesson plan delivery in KS3 and KS4 – Summer 2019
- Prevent refresher training for all DSP's / head teachers - Spring 2020
- Review LA Prevent self-evaluation in line with updated Home Office recommendations – Corporate Safeguarding panel members
- Lockdown sharing good practice in schools workshop.

**Version control**

Additional notes provided by the local authority			
Document version	Author	Date of issue	Changes made
1.0	Gerard E Kerslake HMI	10 July 2013	Update to the previously issued self-assessment tool to reflect changes arising from the Freedoms Act 2012.  This document will be subject to further changes as the Act is rolled out.
2.0			Update to the previously issued self-assessment tool to reflect changes arising from Guidance 097/2013

			<p>Safe and effective intervention.</p> <p>Keeping Learners Safe 158/2015</p> <p>Counter Terrorism and Security Act 2015</p>
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