

Corporate Safeguarding Policy & Progress Report

Presentation to Scrutiny



Introduction

- The progress report provides an overview of Safeguarding within Cardiff for the last 18 months. It is agreed that in future all reports will be on an annual basis, or more frequent if particular issues arise.
- To comply with the action stated in the Corporate Safeguarding Board 2017/18 plan which requires the Policy to be reviewed annually.
- To strengthen and widen the scope and activity of the local authority to meet all of its safeguarding functions.
- To comply with the requirements of the Social Services and Well-being (Wales) Act 2014.

•Recommendation:

For Cabinet to formally accept the Corporate Safeguarding Board Progress Report and the revised Corporate Safeguarding Policy



What is Corporate Safeguarding?

- Corporate Safeguarding is the activity required by all Council Directorates to effectively protect the health, wellbeing and human rights of children and adults so that they are able to live free from harm, abuse and neglect.
- Under the Social Services and Well-being (Wales) Act 2014 Safeguarding is everybody's business and the act now imposes a duty on local authorities and other statutory partners to report all safeguarding concerns to relevant Safeguarding departments.
- In order to effectively implement these duties and activities, the Board must seek to ensure that all staff are compliant and fully understand their duties under the Act.



Corporate Safeguarding Progress Report

Key achievements:

- Creation of the inaugural Corporate Safeguarding Policy and subsequent revision and strengthening of the policy.
- Creation of a DLSO Group to support the Corporate Safeguarding Board
- Scrutiny of safer recruitment processes and DBS arrangements
- E-learning module Safeguarding awareness training for all staff now in place
- Development of a communication and engagement strategy for the authority
- Development of Operation Encompass
- Improved Safeguarding awareness and arrangements being developed across commissioning services.
- An initial understating of the data available to inform the safeguarding activity within the authority. Whilst this requires further improvement, it does bode well for the future.



Corporate Safeguarding Progress Report

Analysis:

- Some directorates initially found it difficult to understand their role in safeguarding
- Corporate Safeguarding needs to be fundamental to the activities of all Directorates.
- Key to the success of the Board is that when the training, monitoring and governance arrangements are embedded, all employees of the Council will understand their responsibility and what is required of them



Corporate Safeguarding Progress Report

Future Work Programme:

- The Corporate Safeguarding Board will establish and maintain a safeguarding risk register which brings together the safeguarding risks from individual service delivery plans, projects and directorate risk registers
- Develop a revised Corporate Safeguarding Learning and Development Strategy and accompanying training plan.
- Tracking, monitoring and reviewing staff uptake of the e-learning Safeguarding training module across all departments within the council.
- Implement a Communication and Engagement Strategy to ensure that all council staff and elected members have a clear awareness, understanding of, and compliance with the Corporate Safeguarding Policy
- Review all current safer recruitment policies and protocols within the council, to ensure that all posts recruited to by the authority comply with and adopt a safe and effective recruitment process.
- The Board to implement and regularly review a revised action plan in line with the DLSSO Group recommendations.
- Agree and report quarterly on a suite of corporate safeguarding data which will inform the Corporate Safeguarding Board and the council.
- Corporate cross directorate agreement in place to fund an additional Service Manager post within the Safeguarding Unit to support the Corporate Safeguarding Agenda.



Corporate Safeguarding Policy

- Widens the corporate safeguarding scope across the authority
- Duty to report all concerns as regards children or adults at risk of abuse or harm
- Strengthening areas of the authority where safeguarding has historically been weak e.g. Commissioning and Procurement, Letting and Hiring, Licensing and Pre and Post School provision
- The policy provides information for staff as regards the referral process where concerns are raised.
- Highlights the actions to be taken when concerns or allegations are raised about staff.



Cardiff Council Safeguarding Policy

Safeguarding children and adults at risk from abuse is everybody's responsibility.

Safeguarding is the process of ensuring that across Cardiff:

- Every child and adult, regardless of their background, culture, age, disability, gender, ethnicity or religious belief, has a right to participate in a safe society without any actual or threatened violence, fear, abuse, bullying or discrimination.
- Every child and adult has the right to be protected from harm, exploitation and abuse.



Cardiff Council Safeguarding Policy

Cardiff Council is committed to ensuring that people living in Cardiff are safe and protected and that its statutory duties to safeguard and protect children, young people and adults at risk are discharged.



Corporate Safeguarding Policy

Scope:

- For the purposes of this policy 'workforce' is defined as those engaged by the Council, including permanent and temporary employees, students, volunteers, workers employed by employment agencies, contractors and consultants.
- The policy covers the whole workforce and Elected Members, and whilst all have varied levels of contact with children, young people and adults at risk everybody should be aware of potential indicators of neglect and abuse and be clear about what to do if they have concerns.



Corporate Safeguarding Policy

Principles:

- There is an expectation that all of the workforce, Elected Members and partners share an objective to help keep children, young people and adults at risk safe by contributing to:
 - Creating and maintaining a safe environment
 - Identifying where there are concerns and taking action to address them in partnership with other agencies
 - Prevent unsuitable people from working with children, young people and adults at risk
 - Ensure the whole workforce understands safeguarding and their accountabilities and responsibilities
 - Promote safe practice and challenge poor and unsafe practice



Corporate Safeguarding Policy

Legislative context:

- 1945 Declaration of Human Rights
- The UN Convention on the Rights of a Child
- United Nation's Principals for Older People
- The Social Services and Well-being (Wales) Act (2014) (SSWBA)



Governance

- Corporate Safeguarding Board
- Lead Officer Safeguarding – Director of Social Services
- Directorate Safeguarding Lead Officers (DSLO) Group
- Risk Management Arrangements



Data and performance

- Avoid repetition of purely Social Services referrals and outcomes data
- Develop a suite of performance data that reflects the Corporate Safeguarding agenda:
 - HR data and activity
 - DBS data
 - Training
 - Professional Concerns & allegations against staff
 - Directorate self-evaluation reporting
 - Risk assessment reporting

