

CABINET MEETING: 15 DECEMBER 2022

CORPORATE SAFEGUARDING POLICY 2022-2025

**FINANCE, MODERNISATION & PERFORMANCE (COUNCILLOR
CHIRS WEAVER)**

AGENDA ITEM: 10

Reason for this Report

1. The purpose of this report is to recommend Cabinet approval of Cardiff Council's Corporate Safeguarding Policy 2022-2025.

Background

2. Corporate Safeguarding describes both the policy commitment that the Council makes and the arrangements it has in place to ensure that all of its Directorates, employees and people working on behalf of the Council play their part in safeguarding and promoting the well-being of children and adults who may be at risk of harm.
3. The Corporate Safeguarding Policy sets out how Cardiff Council will meet its statutory duties towards the safeguarding of children and adults at risk of harm, as set out in Wales Safeguarding Procedures (2019) codes of practice and statutory guidance. It aims to give assurance to members of the public, service users, Elected Members, employees and people working on behalf of the Council that there are clear arrangements in place to safeguard and protect children and adults.
4. The Policy sets out an expectation that all Council staff and partners share an objective to help keep children 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 and adults at risk
 - Ensure the whole workforce understands safeguarding and their accountabilities and responsibilities
 - Promote safe practice and challenge poor and unsafe practice

- In partnership with other public bodies and across the city, considering the risks that environments may present to children and adults at risk.
5. The responsibility for oversight of the Council's Corporate Safeguarding arrangements and performance is delegated to the Council's Corporate Safeguarding Board. The Board is chaired by the Cabinet Member with responsibility for Corporate Safeguarding, Councillor Chris Weaver, Cabinet Member for Finance, Modernisation and Performance and its membership includes the Chief Executive and Council's Senior Management Team.
 6. In July 2022 the Welsh Government published best practice guidance for local authorities in relation to Corporate Safeguarding. Cardiff Council actively contributed towards the development of this guidance, and it has been used as a basis for the development of this new Corporate Safeguarding Policy.
 7. The Corporate Safeguarding Policy is a 3-year policy but will be reviewed annually by the Council's Corporate Safeguarding Board and revised as required. The Corporate Safeguarding Board produces an Annual Report of progress and performance for Cabinet and Scrutiny. The Annual Corporate Safeguarding Report for 2021/22 was considered and approved by Cabinet in September 2022.

Issues

8. The Corporate Safeguarding Policy sets out the following thematic areas of focus, as agreed by the Corporate Safeguarding Board.
 - i) **Safe Governance**
9. The Policy sets out clearly the governance arrangements and roles and responsibilities of all staff and elected members in relation to Corporate Safeguarding.
10. It also sets out the safeguarding self-assessment each directorate undertakes on an annual basis. The self-assessment is based on legislation and requires service areas to critically consider their own practice, procedures, systems and culture. The self-assessments identify areas and actions for improvement for each Directorate which are reported to the Corporate Safeguarding Board.
11. The actions for improvement, once agreed by the Board, are then included automatically in all Directorate Delivery Plans. Progress against the delivery of the actions is monitored by both the Corporate Safeguarding Board and via the Council Corporate Performance Management Framework (at mid-year and year end). This link to the Corporate Performance Framework was introduced in 2022/23 and represents a significant strengthening of the performance arrangements for corporate safeguarding.

12. A broader analysis of the self-assessments is also undertaken to identify cross cutting themes and gaps that can be addressed by the Corporate Safeguarding Board.

ii) Safe Employment

13. The Policy describes the Council's arrangements in relation to safer recruitment and employment for staff and volunteers to ensure children, young people and adults at risk are protected from abuse and harm.
14. This includes ensuring that relevant HR policies and procedures respond to national and regional safeguarding guidance, including the Recruitment and Selection Policy, Recruitment Policy, Disciplinary Policy and Volunteering Policy. In addition, the workforce is informed of the processes in place to raise and escalate any professional concerns staff may have via the Whistleblowing Policy or the Safeguarding Allegation / Concerns about Practitioners and Those in Positions of Trust Protocol.

iii) Safe Workforce

15. The Policy details the Council's approach to supporting the learning and development of all staff in relation to recognising abuse or the risk of abuse and knowing what actions take in response.
16. Corporate Safeguarding training is mandatory for all staff and elected members. This is predominantly completed via e-learning. To ensure the mandatory training is accessible and completed by all staff additional support and training methods have been developed to support non-PC users. Completion rates for training for each directorate are monitored by the Corporate Safeguarding Board and areas of low compliance identified for improvement action and additional support. The completion of Corporate Safeguarding training is also a Corporate Plan key performance indicator, and so is monitored quarterly as part of the Council's corporate performance framework. Completion rates at Q2 2022/23 are 80% against a corporate plan target of 85% for 2022/23.
17. In addition to ensuring all staff complete the mandatory training the Council has put in place additional communication and engagement activity on corporate safeguarding, including a new Quick Guide to Corporate Safeguarding and regular staff communications on safeguarding matters.

iv) Safe Practice

18. The Policy describes the safeguarding arrangements in place in Cardiff and the safeguarding practice embedded within the wider workforce. It also included a comprehensive overview of the preventative approaches delivered by the Council with partners to enhance the well-being of children and adults at risk. This includes;
 - Countering terrorism and the risk of radicalisation
 - Modern slavery and trafficking, including the national Referral Mechanism,

- Violence against Women, Domestic Abuse and Sexual Violence (VAWDSV) including the White Ribbon workstream
 - The suicide and self-harm prevention strategy
 - Transitional safeguarding and the work developing within the young person's multi-disciplinary team.
19. In line with Welsh Government best practice, the Policy also describes our joint responsibility, alongside other public bodies, to consider the risks that environments may present to children and young people, most importantly the Council's approach to contextual safeguarding and our Safeguarding Adolescents from Exploitation (SAFE) framework to identify and address contextual harm and exploitation.

v) Safe Partnerships

20. The ability to work with, share information and develop interventions across partnerships is crucial, and involves working in places and contexts that are not traditionally associated with children or adult social care. Key partners include other public services, the private sector (particularly those associated with the night time economy) and the third sector. The Policy sets out the Council's approach to working within a contextual safeguarding framework across a wide range of partners to increase the safety of children, young people and adults in our local community.
21. The Policy also outlines the commissioning arrangements in place to ensure our commissioned services have the necessary arrangements in place to safeguard children, young people and adults at risk. In addition, it sets out the expectation for any lettings and hiring arrangements that take place within the Council as well the licencing policy and the steps taken to ensure our licenced services comply with safeguarding requirements.

Scrutiny Consideration

22. The Community and Adult Services Scrutiny Committee is due to consider this item. Any comments received will be circulated at the Cabinet meeting.

Reason for Recommendations

23. To publish a new Corporate Safeguarding policy in line with the Council's requirement under the Social Services and Wellbeing (Wales) Act 2014.

Financial Implications

24. The Corporate Safeguarding Policy applies to the entire Council workforce (including agency workers, Elected Members, volunteers and contractors). The costs associated with the workforce carrying out their duties in conformance to this policy must be met within the respective directorate budgets. In the event of identifying any unbudgeted costs to

carry out any action required to conform with the policy it is essential that funding is identified prior to committing to the spend.

Legal Implications

25. Equality Requirements: In considering this matter the decision maker must have regard to the Council's duties under the Equality Act 2010. Pursuant to these legal duties Councils must, in making decisions, have due regard to the need to (1) eliminate unlawful discrimination, (2) advance equality of opportunity and (3) foster good relations on the basis of protected characteristics. Protected characteristics are: (a) Age, (b) Gender reassignment, (c) Sex, (d) Race – including ethnic or national origin, colour or nationality, (e) Disability, (f) Pregnancy and maternity, (g) Marriage and civil partnership, (h) Sexual orientation (i) Religion or belief – including lack of belief.
26. When taking strategic decisions, the Council also has a statutory duty to have due regard to the need to reduce inequalities of outcome resulting from socio-economic disadvantage ('the Socio-Economic Duty' imposed under section 1 of the Equality Act 2010). In considering this, the Council must take into account the statutory guidance issued by the Welsh Ministers (WG42004 A More Equal Wales The Socio-economic Duty Equality Act 2010 (gov.wales) and must be able to demonstrate how it has discharged its duty.
27. Well Being of Future Generations (Wales) Act 2015: The Well-Being of Future Generations (Wales) Act 2015 ('the Act') places a 'well-being duty' on public bodies aimed at achieving seven national well-being goals for Wales – a Wales that is prosperous, resilient, healthier, more equal, has cohesive communities, a vibrant culture and thriving Welsh language, and is globally responsible.
28. In discharging its duties under the Act, the Council has set and published well-being objectives designed to maximise its contribution to achieving the national well-being goals. The well-being objectives relevant to this report are set out in Cardiff's Corporate Plan 2020-23. When exercising its functions, the Council is required to take all reasonable steps to meet its well-being objectives. This means that the decision makers should consider how the proposed decision will contribute towards meeting the well-being objectives and must be satisfied that all reasonable steps have been taken to meet those objectives.
29. The well-being duty also requires the Council to act in accordance with a 'sustainable development principle'. This principle requires the Council to act in a way which seeks to ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs. Put simply, this means that Council decision makers must take account of the impact of their decisions on people living their lives in Wales in the future. In doing so, the Council must:
 - Look to the long term;
 - Focus on prevention by understanding the root causes of problems;

- Deliver an integrated approach to achieving the seven national well-being goals;
 - Work in collaboration with others to find shared sustainable solutions;
 - Involve people from all sections of the community in the decisions which affect them
30. The corporate screening tool was used to identify whether any statutory impact assessments were required in relation to the Corporate Safeguarding Policy. As this is an internal policy which applies to all Council employees to promote the safety of staff, clients and residents, no negative differential impacts were identified and an Equality Impact Assessment was not required.

HR Implications

31. The Trade Unions have been consulted on the Policy which sets out the Council’s arrangements in relation to safer recruitment and employment for staff and volunteers to ensure children, young people and adults at risk are protected from abuse and harm. This Policy is supported by a number of HR policies which sets out processes for staff and managers to follow.

Property Implications

32. There are no Property implications arising directly from this report

RECOMMENDATIONS

Cabinet is recommended to approve the Cardiff Council Corporate Safeguarding Policy (2022-2025).

Senior Responsible Officer	Sarah McGill
	Corporate Director People & Communities
	9 December 2022

The following appendices are attached:

Appendix 1 – Corporate safeguarding Policy 2022-2025