

Management response

Report title: Whole Authority review of children's safeguarding – Monmouthshire County Council

Completion date: August 2018

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Proposals for improvement

Ref	Proposal for improvement	Intended outcome/benefit	High priority (yes/no)	Accepted (yes/no)	Management response	Completion date	Responsible officer
P1	<p>Integrate safeguarding across the Council's policy framework. In particular:</p> <p>a. Produce a 'project plan' identifying the underpinning work required and associated timescales to fully incorporate the Council's approach to integrating child and adult safeguarding.</p> <p>b. Re-frame the strategic risk register, to enable a SMART-er approach to measuring impact of actions taken in mitigation of identified risk.</p>	Consistent policies that reflect the Council's corporate commitment to Safeguarding	Y	Yes	<p>a. Integration of the service management responsibility for Adult and Children's safeguarding has been completed. At present there are no plan to further integrate the teams operating functions.</p> <p>b. The format of the strategic risk register has been updated to include timescales and responsibility holders for each mitigating action and includes an update on the progress and impact of implementing each action identified. Any other amendments to the strategic risk register will be considered based on any further feedback received.</p>		<p>Head of Childrens Services Jane Rodgers</p> <p>Performance Manager Richard Jones</p>

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	<p>c. Strengthen safeguarding policy and guidance in the areas identified in this report. Including:</p> <ul style="list-style-type: none"> – data protection arrangements and guidance linked to safeguarding; – embed whistleblowing policy arrangements through training and awareness raising; and – revise taxi licensing arrangements strengthening health and safety requirements. 			Yes	<p>c. The Corporate Safeguarding Policy established in 2017 is to be reviewed and updated annually this work is underway and will conclude in November. This will include new responsibilities and guidance for GDPR and its links to safeguarding. Any actions will form part of the Whole Authority action plan.</p> <p>The Whistleblowing Policy 2017 is available on the People Services hub where all HR policies are accessed. HR business partner meetings with all managers now include awareness raising around all new policies, including Whistleblowing policy.</p> <p>The Taxi Driver Policy was last amended, and approved by Licensing Committee, on 12th June 2018. This provided more stringent requirements on the suitability of taxi drivers and operators, in line with Institute of Licensing national guidance.</p>	November 2018	<p>Chief Officer Social Care Safeguarding and Health Julie Boothroyd</p> <p>Human Resources lead Sally Thomas</p> <p>Head of Public Protection Dave Jones</p>

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P2	<p>Embed all aspects of safe recruitment, induction and training consistently.</p> <p>In particular:</p> <p>a. improve training records on safeguarding to show why the person received that particular level of training, when the training was received, and when it needs to be reviewed;</p> <p>b. ensure all people who have a specific role in safeguarding undertake appropriate training; and</p> <p>c. clarify when enhanced DBS checks are required and ensure these are obtained in line with guidance.</p>	An appropriately vetted workforce that understands its safeguarding responsibilities.	Y	Yes	<p>a/b. As a minimum each employee is required to undertake basic safeguarding training. This is now recorded as part of the My View System. We are currently updating this system via each departments designated safeguarding lead and HR. This will include assignment of the appropriate level of training required to each role across the authority including the ability to report. The capability to enable review prompts is also being explored.</p> <p>We are currently working towards recruiting all of our volunteers through the Volunteer Kinetic digital management system. This means we have a live central record of volunteer safe recruitment information and activity. The system is structured so dependent on the role the proportionate amount of safe recruitment checks are carried out and logged on the volunteers profile, also training is logged on the system for example Safeguarding Level 1.</p>	Oct to December 2018	Designated Safeguarding leads- all Directorate

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					c. Training on safe recruitment runs quarterly, DBS policy incorporates up to date legislation and is available on People Services hub.		
P3	Ensure control arrangements are consistently applied and improve performance monitoring arrangements around safeguarding to include all areas of service operation to address all gaps in accountability. This should include issuing clear guidance to managers on information on safeguarding that should be included in reports to Members.	Corporate assurance that safeguarding arrangements are implemented across the Council.	Y	Yes	<p>Service safeguarding arrangements remain part of the principles of Service Business Planning 2018/2021 which all services must apply in their plans.</p> <p>The Performance team are completing an appraisal of the quality of service business plans developed for 2018/21 to inform and help shape the plans, this includes a specific section assessing the appropriate inclusion of activity related to safeguarding.</p> <p>Further improvements to the report writing process and guidance for reports to members is being made, this will include reviewing the section on safeguarding information. This will be supported with training for managers on report writing as part of the training pathway delivered through Talent Lab.</p>	<p>November 2018</p> <p>November 2018</p>	<p>Performance Manager Richard Jones</p> <p>Head of Policy and Governance Matt Gatehouse</p>

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P4	Improve the Council's commissioning and contracting arrangements in relation to safeguarding children by finalising guidance on commissioning, contracting and volunteering from a safeguarding perspective.	Assurance that children are safeguarded irrespective of the service provider being in house or external to the Council.	Y	Yes	<p>The Self – assessment template has been developed and will be piloted by SCH.</p> <p>Following this the minimum standard and assessment template will be agreed by Senior Leadership Team.</p> <p>Each Directorate will then assess performance against the standards and further action identified.</p> <p>Each Directorate to undertake actions identified via assessment tool and performance reported to Whole Authority Safeguarding Group (WASG)</p>	<p>End Oct 2018</p> <p>Nov 2018</p> <p>December 2018</p> <p>March 2019</p>	<p>Service Manager Commission SCH Ceri York</p> <p>Chief Officer Social Care Safeguarding and health</p> <p>Julie Boothroyd</p> <p>Chief Officers/Heads of Service</p>