

Corporate Safeguarding Policy

Conwy County Borough Council

Approved at		Cabinet		
Date		18/6/14	Minute No	
Version	Description of Reason for Change	Author	Authorisation	Date Issued
01	Original Issue	DL	JW	18/6/14
02	Review	DL	JW	3/6/2015
03	Review	DL	JW	23/2/16
04	Review	DL	JW	27/4/16
05	Review	DL	JW	2/6/16
06	Review	DL	JW	03/04/17
07	Update	SG/RL	JW	06/11/18

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Purpose

The purpose of this document is to introduce the Council's "Policy and Guidelines for Safeguarding Children and Adults".

The following are the objectives of the Safeguarding Policy and Guidelines:

- To highlight how Conwy County Borough Council undertakes its legal commitments in the field of safeguarding Children and Adults;
- To give assurance to members of the public, service users, councillors, employees and people working on behalf of the Council that there are clear arrangements in place to safeguard and protect Children and Adults;
- That Council staff and councillors have clear guidelines for when a Child or Adult may be at risk of harm, neglect or abuse.

Scope

This policy relates to all 'Children' and to Vulnerable Adults over the age of 18, regardless of gender, age, ethnicity, disability, sexual orientation, religion or cultural background.

By the nature of the organisation, it is inevitable that various degrees of contact with Children and Vulnerable Adults will occur and it is therefore our policy to have in place clear guidelines for safeguarding and promoting their welfare, as well as protecting our employees and other Adults in a position of responsibility from potential allegations of abuse.

Responsibilities

Every Councillor, every member of staff, every volunteer and every contracted service provider has a responsibility to adhere to the procedures and guidance set out in this policy

Abbreviations

CCBC	Conwy County Borough Council
CP	Child Protection
DBS	Disclosure and Barring Scheme
POVA	Protection of Vulnerable Adults
VAWDASV	Violence Against Women, Domestic Abuse and Sexual Violence
SSWBA	Social Services and Well-Being (Wales) Act 2014

Equalities

The Equalities Policy must be applied to ensure there is no discrimination on the basis of: Race and Ethnicity; Disability; Age; Gender; Sexual Orientation; Religion and Belief; Welsh Language or Human Rights; Pregnancy and Maternity; Gender Re-assignment and Marriage and Civil Partnership.

Related Documents:

(See [Appendix 7](#))

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1.0. Introduction

- 1.1. One of Conwy County Borough Council's Corporate priorities is to ensure that vulnerable people are protected and are able to live as independently as possible.
- 1.2. As a Council, we believe that every Child and Adult has a right to be safe from abuse, harm and neglect. The Council acknowledges its role and responsibilities to provide definitive guidance for staff, Councillors, partners and those people whom we serve in this key field.
- 1.3. "Safeguarding" is everybody's business in every Service within the Council. Whilst Social Services is the Lead Service for dealing with enquiries regarding allegations / concerns that Children and Adults who may be suffering significant harm, everyone has a responsibility to safeguard the welfare of Children, Young People and Adults, whatever the role of the individual.
- 1.4. "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.
- 1.5. Although every organisation working with Children, Young People and Adults should be committed to safeguarding and promoting their welfare, a number of organisations have statutory roles or duties:
 - Under Section 28 of the Children Act 2004, CCBC has a duty to ensure that it undertakes its functions in a way that safeguards and promotes the welfare of Children;
 - Under Section 17 of the Crime and Disorder Act 1998, it is CCBC's duty to ensure that every reasonable step is taken to protect Adults and prevent crime and disorder when it undertakes its functions.
- 1.6. For the purposes of this policy, a Child is defined as anyone who has not yet reached their eighteenth birthday. 'Children' therefore means Children and Young People throughout this document. The fact that a Child has reached 16 years of age, is living independently or is in further education, is a member of the armed forces, is in hospital or in custody in the secure estate; does not change his or her status or entitlement to services or protection under current legislation.
- 1.7. An Adult is defined as being over eighteen years of age.
- 1.8. Section 126 of the Social Services and Well-Being (Wales) Act 2014 (SSWBA) introduces the concept of an 'Adult at Risk':
 - (1) An 'Adult at Risk'...is an Adult who:
 - (a) Are experiencing or are at risk of abuse or neglect;
 - (b) Have the need for care and support (whether or not the authority is meeting any of those needs); and

(c) *As a result of those needs is unable to protect him / herself against the abuse or neglect or the risk of it.*

1.9. Section 128 of the SSWBA outlines the new statutory 'duty to report Adults at risk':

(1) If a relevant partner of a local authority has reasonable cause to suspect that a person is an adult at risk and appears to be within the authority's area, it must inform the local authority of that fact.

(2) If the person that the relevant partner has reasonable cause to suspect is an adult at risk appears to be within the area of a local authority other than one of which it is a relevant partner, it must inform that other local authority.

(3) If a local authority has reasonable cause to suspect that a person within its area at any time is an adult at risk and is living or proposing to live in the area of another local authority (or a local authority in England), it must inform that other authority.

(4) For the purpose of this section a relevant partner of a local authority is a person who is a relevant partner of the authority for the purposes of section 162.

1.10. Section 130 of the SSWBA outlines the 'duty to report Children at risk':

(1) If a relevant partner of a local authority has reasonable cause to suspect that a child is a child at risk and appears to be within the authority's area, it must inform the local authority of that fact.

(2) If the child that the relevant partner has reasonable cause to suspect is a child at risk appears to be within the area of a local authority other than one of which it is a relevant partner, it must inform that other local authority.

(3) If a local authority has reasonable cause to suspect that a child within its area at any time is a child at risk and is living or proposing to live within the area of another local authority (or a local authority in England), it must inform that other authority.

(4) In this section, "a child at risk" is a child who—

(a) is experiencing or is at risk of abuse, neglect or other kinds of harm, and

(b) has needs for care and support (whether or not the authority is meeting any of those needs).

(5) For the purposes of this section a relevant partner of a local authority is—

(a) a person who is a relevant partner of the local authority for the purposes of section 162;

(b) a youth offending team for an area any part of which falls within the area of the authority.

(6) For provision about a local authority's duty to investigate children at risk, see section 47 of the Children Act 1989.

1.11. The Violence against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015 aims to improve arrangements for the prevention of gender based violence, abuse and sexual violence. The protection of victims and support for people affected is underpinned by the 'Ask and Act' duty placed on public service staff to ask potential victims about the possibility that they may be experiencing VAWDASV and act so as to reduce suffering and harm.

- 1.12. Local Authorities have a duty to identify vulnerable individuals and families at risk of radicalisation from all forms of extremism. The Counter Terrorism and Security Act 2015 and its guidance, identifies that Children and Adults may be vulnerable to ideologies that place them, their families and the general public in danger should they be enticed to act upon extremist beliefs. Identifying individuals at risk and determining what action is necessary to support them is complemented by the 'Channel' multi-agency intervention process which deters continued involvement.
- 1.13. Modern day slavery encompasses slavery, sexual exploitation, human trafficking, forced labour and domestic servitude. Traffickers and slave masters use whatever means they have at their disposal to coerce, deceive and force individual's into a life of abuse, servitude and inhumane treatment. In March 2015, the Modern Day Slavery Bill consolidated and simplified existing offences into a single Act ensuring that perpetrators can receive suitably severe punishments. The Bill also introduces new powers for the courts to place restrictions on individuals to protect people from the harm caused by modern day slavery.

2.0. Objectives

- 2.1. As a Council we believe that it is always unacceptable for a Child or an Adult to be abused or harmed in any way. This is reflected in the following principles which form the basis of the Policy and Guidelines:
- Every Child and Adult (whatever their background, culture, age, disability, gender, ethnicity, religious belief) has a right to participate in a safe society without any violence, fear, abuse, bullying and discrimination; every Child and Adult has the right to be protected from harm, exploitation and abuse;
 - We as a Council will put the welfare of Children and Adults centrally in our policies and procedures;
 - As a Council we will work closely in partnership with Children, their Parents, Carers and Adults and other agencies to safeguard and promote the welfare of Children and Adults;
 - Respect the rights, wishes, feelings and privacy of children and adults by listening to them and minimising any risks that may affect them;
 - Invest in preventative work and early intervention and try to avoid situations where abuse or allegations of abuse or harm may occur.

3.0. Outcomes

- 3.1. This Policy and Guidelines reflect the Council's commitment to safeguard Children and Adults and to protect them from being abused when they receive services arranged and provided by or on behalf of the Council.
- 3.2. When the Guidelines are introduced, we will measure the impact regularly in order to achieve the following high level outcomes:
- A clear understanding amongst staff, councillors and those working on behalf of the Council of the policies and guidelines for safeguarding Children and Adults;

- Robust corporate and departmental procedures in place to ensure compliance with the Policies and Guidelines introduced here;
- Clear and accessible communication arrangements in place across the organisation, including information about the key officers in each Service who are responsible for Children and Adult safeguarding issues;
- Consistency between these guidelines and the procedures which are operational on an all-Wales basis and associated protocols for safeguarding Children and Adults;

3.3. A Training Strategy will be set out which members of staff should receive safeguarding training and to what level. A priority will be the training of Designated Safeguarding Managers in each service. That staff and councillors receive information and training regarding the guidelines and that this is a continuous and permanent arrangement within the organisation.

4.0. Roles and Responsibilities

- 4.1. Every Councillor, every member of staff, every volunteer and every contracted service provider, has a responsibility to adhere to the procedures and guidance set out in this policy.
- 4.2. By following the correct procedures and guidance, it is possible to ensure that the appropriate steps are implemented to deal with any allegation or concern, services are planned and delivered in a way which safeguards Children and Adults and staff are able to conduct themselves safely.
- 4.3. Every member of staff, councillor, volunteer and service provider has a responsibility in the field of safeguarding. It is very important to highlight this.
- 4.4. This means that every Service within the Council has a key role to play and has to take full ownership of the safeguarding field. It follows that there is a need to ensure that there are clear arrangements and procedures in place within each Service in the Council to ensure that investigations into allegations / concerns that Children and Adults may be suffering substantial harm receive due consideration. In addition, every service needs to understand where safeguarding issues are most likely to arise in their particular service and ensure they have appropriate policies, procedures and guidance in place to manage these well.
- 4.5. This document draws together the corporate policies and guidelines in the field of safeguarding Children and Adults and it will operate as a framework for the procedures of every Service in the Council.
- 4.6. Table of Roles and Responsibilities:

Role	Responsibility
Chief Executive	<p>The Chief Executive has the general responsibility for ensuring that there is an effective safeguarding policy and procedures for Children and Adults in place and that they are implemented.</p> <p>They are also responsible for the development of effective corporate governance and satisfying all the statutory requirements.</p>

Role	Responsibility
Statutory Director for Social Services	<p>The Statutory Director for Social Services has the final and indivisible responsibility for safeguarding issues. They are responsible for ensuring that the Council has appropriate safeguarding measures to protect Children and Young People, Adults and Vulnerable Older People and they are responsible for reporting at a corporate level to Councillors on their effectiveness.</p> <p>The Director is responsible for the following:</p> <ul style="list-style-type: none"> ○ Supervising the process of implementing, monitoring and improving the safeguarding and protection procedures for Children and Adults; ○ Ensuring that there are robust reporting arrangements and processes for safeguarding Children and Adults and to report at corporate level and to Members; ○ Ensuring the effectiveness of the Regional Safeguarding Board; ○ Ensuring that lessons are learned as a result of Child / Adult Practice Reviews and that they are applied as necessary by every agency, acknowledging that the effectiveness of arrangements are dependent on the quality of the contribution of every agency; ○ Raising the profile, supporting the policy and ensuring that the Council complies fully with the Policy and Guidelines for Safeguarding Children and Adults; ○ Ensuring that every member of staff of Social Services understands and implements high standards in terms of identifying risks and safeguarding practices; ○ Promoting more awareness amongst the public of issues relating to safeguarding Children and Adults and ensuring social work practices evolve in light of appropriate research; ○ Raising standards in social work practice by means of professional supervision, training and other opportunities to learn and reflect so that staff working in the safeguarding field are supported appropriately; ○ Submitting observations, in her statutory role, on Cabinet reports dealing with the safeguarding field. <p>Whilst every member of staff has a responsibility to safeguard and promote the welfare of Children and Adults, the Statutory Director is the Senior Officer in the Council with the final and indivisible accountability for this.</p>

Role	Responsibility
<p>Designated Safeguarding Managers</p>	<p>Every Service within the Council will be required to nominate a “Designated Safeguarding Manager” for dealing with safeguarding Children and Adults.</p> <p>The Designated Safeguarding Managers are responsible for:</p> <ul style="list-style-type: none"> ○ Acting as a key source of advice and support for other staff in the Service on all safeguarding issues; ○ Being familiar with Conwy County Borough Council’s Corporate Policy and Guidelines for Safeguarding Children and Adults along with the All Wales Child Protection Procedures and the Policy and Procedure for the Protection of Vulnerable Adults (soon to be updated – All Wales Safeguarding Procedures); ○ Ensuring that there are effective internal procedures to deal with concerns within the Service by working closely with Social Services to achieve this; ○ Ensuring that the process of complying with this Policy and Guidelines is monitored by reporting regularly to the Corporate Safeguarding Panel; ○ Attending the relevant training for “Designated Safeguarding Managers”. <p>Any member of staff with concerns regarding the behaviour of a colleague towards Children or an Adult should contact the Designated Safeguarding Manager within the Service immediately.</p>
<p>Heads of Service</p>	<p>All Heads of Service – through their Management Teams – will be jointly responsible for ensuring that all the statutory requirements, in terms of safeguarding and promoting the welfare of Children and Adults, receive due consideration. This includes the quality, content and frequency of training provided and maintaining sufficient staff training records.</p> <p>They must ensure that their staff are appropriately checked through the Disclosure and Barring Service procedures and Safe Recruitment guidelines that their staff conform to the Policy and Guidelines for Safeguarding Children and Adults.</p> <p>All Heads of Service must establish arrangements to ensure that they comply with the requirements of this policy and the Council’s Criminal Records Policy. They must ensure that records are kept of every check that is made by the Disclosure and Barring Service.</p> <p>They are expected to co-ordinate the process of preparing a Policy and Guidelines for Safeguarding Children and Adults in their Service. It is expected that this Policy is prepared in order to highlight the Service’s arrangements for responding to issues that could arise in the safeguarding field.</p>

Role	Responsibility
	It will be a requirement for every Service in the Council to report on their Safeguarding Policies and Guidelines to the Corporate Panel for Safeguarding Children and Adults.
Line Managers	Every Line Manager is responsible for ensuring that the staff for which they are responsible receive the training which they need, proportionate to their responsibilities. Each manager should ensure that Safeguarding is a standing agenda at team meetings.
All Members of Staff and Volunteers (including School Governors)	<p>Every member of staff and volunteers are responsible for undertaking their duties in a manner which safeguards and promotes the welfare of Children and Adults. They must also act in a way which protects them against false allegations of abuse as far as possible and in accordance with this policy. They must bring issues of concern regarding the safety and welfare of Children and Adults to the attention of the Designated Manager in their Service.</p> <p>All staff, volunteers (including School Governors) are responsible for ensuring they undertake mandatory safeguarding training.</p>
Contractors, Sub-contractors or Other Organisations funded by or on behalf of Conwy Council	<p>Contractors, sub-contractors or other organisations funded by or on behalf of the Council are responsible for arranging checks through the Disclosure and Barring Service and the Independent Safeguarding Authority; as well as ensuring that their staff comply with regulatory and contractual arrangements relating to safeguarding Children and Adults.</p> <p>Some organisations are also required to undertake an annual self-assessment of safeguarding arrangements, and to report outcomes, as part of contract monitoring arrangements. It is expected that this will apply to more organisations over time. Contractors are also responsible for informing relevant managers of the Council about any concerns they may have and to refer any protection issues.</p>
Elected Members	<p>Elected Members will receive the following information in the field of safeguarding:</p> <ul style="list-style-type: none"> ○ The Cabinet Member for Children, Families and Safeguarding will be the standing member of the Corporate Safeguarding Panel. This Panel will receive 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. In addition, the Panel will receive information regarding the performance management arrangements of every Service, in order to show that they are discharging their duties in a manner which safeguards Children and Adults. ○ Members of the Panel will have an important role in challenging information regarding the results of the performance management process across services from the perspective of safeguarding Children and Adults. It is also the duty of Members of this Panel to ensure that effective corporate policies and procedures are developed across the organisation.

Role	Responsibility
Elected Members	<ul style="list-style-type: none"> ○ The Cabinet Member for Children, Families and Safeguarding will report on the work of the Corporate Safeguarding Panel to all Cabinet Members on an annual basis. Every Cabinet Member will receive assurance from the Cabinet Member for Children, Families and Safeguarding, that a clear work programme is in place and that the Council's policies and procedures are robust in the safeguarding field. In addition, it must be reported that appropriate arrangements are in place to monitor the performance of every Service regarding reviewing and evaluating policies. ○ In the Annual Report, there will also be an opportunity for both Lead Members serving on the Corporate Safeguarding Panel to highlight any obstacles or concerns they may have in terms of the response or performance of any Service in the Council. ○ Any lessons from Child / Adult Practice Reviews will also be identified to Cabinet as part of the Annual Report. <p>Members of the Social Care and Health Scrutiny Committee will receive information regarding the work of the Corporate Safeguarding Panel through the Annual Report. This will provide an opportunity for Members to scrutinise and challenge Members of the Corporate Panel. Members of the Scrutiny Committee will receive information regarding the work programme of the Corporate Panel, the progress against this work programme and the main messages stemming from the performance management arrangements. The observations of the Scrutiny Committee will steer and influence the priorities of the Corporate Safeguarding Panel's work programme.</p> <p>It is a requirement that every Councillor attends training in the field of safeguarding Children and Adults. A register will be kept of those attending and this will be reported as part of the performance monitoring arrangements co-ordinated by the Corporate Safeguarding Panel. The training will raise awareness amongst Conwy Councillors of this Policy and Guidelines and increase their understanding of the safeguarding procedures which exist within the Council.</p>

5.0. Referral Processes

- 5.1. Any member of staff with concerns regarding the safety of an individual, or the behaviour of a colleague towards Children or an Adult should contact the Designated Safeguarding Manager within the Service **immediately**.
- 5.2. If the Designated Safeguarding Manager is unavailable, then the matter must be referred to the Single Point of Access Team – for concerns in relation to an Adult or Children's Services – for concerns in relation to a Child (details as noted in section 5.6 below). It is crucial **not** to delay.
- 5.3. The Police must be contacted immediately if the Child or Adult is in danger, or any criminality is suspected.

- 5.4. The Social Services Emergency Duty Team should be contacted if the issue arises after 5.00pm Monday to Friday and on Weekends and Bank Holidays.
- 5.5. (For further details in relation to the signs of abuse and information in regards to the referral processes, please see [Appendix 1](#) and [Appendix 2](#)).
- 5.6. Adult at Risk – Pathway and types of Abuse:

Adults' Pathway

The Act, statutory guidance and regulations explain how you must work with adults



Abuse and Neglect

- Physical
 - Sexual
 - Psychological
 - Emotional
 - Financial
 - Neglect
- Taking place in any setting

- Violent offences
- Sexual offences
- Property offences
- Hate crime
- Exploitation

Additional areas
Self-neglect
Modern slavery
Institutional abuse
Domestic violence
Honour based crime

- 5.7. Child at Risk – Pathway and types of Abuse:

Children's Pathway

The Act, statutory guidance and regulations explain how you must work with children.



Abuse, Neglect and Harm

Abuse means physical, sexual, psychological, emotional or financial abuse

Neglect means a failure to meet a person's basic physical, emotional, social or psychological needs, which is likely to result in an impairment of the person's well-being

Harm means abuse or the impairment of (a) physical or mental health, or (b) physical, intellectual, emotional, social or behavioural development

"harm" means ill-treatment or the impairment of health or development
 "development" means physical, intellectual, emotional, social or behavioural development
 "health" means physical or mental health
 "ill-treatment" includes sexual abuse and forms of ill-treatment which are not physical (Children Act 1989 s38)
 "impairment" includes impairment suffered by hearing or seeing the ill-treatment of another (Adoption and Children Act 2002)

5.8. Referral Contact Details:

Concerns in relation to an Adult	Concerns in relation to a Child
Single Point of Access (SPoA)	Conwy Social Services
<ul style="list-style-type: none"> • During office hours* : • Tel: 0300 456 1111 • Out-of-hours: 0300 123 3079 • Fax: 01492 576330 • Text message (for general enquiries): 07797 870361 • North Wales Adult Safeguarding Reporting Form • Once you have completed the form, please email it to: wellbeing@conwy.gov.uk 	<ul style="list-style-type: none"> • During office hours* : • Tel: 01492 575111 • Out-of-hours: 0300 123 3079
	*Office hours 9.00am to 5.00pm (Monday – Friday)
	<ul style="list-style-type: none"> • Referral Form - Children and Families • Once you have completed the form, please email it to: duty@conwy.gov.uk
If the Adult is at immediate risk call the Police on 999.	If the Child is at immediate risk call the Police on 999.

5.9. Current Designated Safeguarding Managers:

Department	Contact
Education	Sian Pineau
Human Resources	Isobel Mitchell
Community Development Services	Jane Williams
Environment, Roads and Facilities	Jane Roberts
Social Services (Adults)	Craig Richardson
Social Services (Children)	Ian Turner
Regulatory and Housing Services	Sam Parry
Legal Services	Ceri Williams
Audit and Procurement	Sioned Parry
Leisure Services	Caroline Jones
Revenues and Benefits Services	Helen Hobson
Libraries Service	Sharon Morgan
Marketing	Rachel Gill
Theatres & Conference Centre	Helen Davies

Department	Contact
Information Technology and Digital Transformation	Debbie Anchors
Estates and Asset Management	Geraint Williams

6.0. Corporate Governance Arrangements

- 6.1. On a Corporate level, the responsibility for undertaking an overview of the Children and Adults' safeguarding arrangements has been delegated to the Corporate Panel for Safeguarding Children and Adults, by Cabinet.
- 6.2. The main responsibilities of the Panel are to ensure that robust arrangements for safeguarding Children and Adults are in place within Conwy County Borough Council.
- 6.3. The Panel will act on a Strategic level in order to:
- Assure relevant Lead Members that the Council's procedures are robust where matters of safeguarding children and adults are concerned;
 - Bring together interdepartmental work in the safeguarding field and ensure effective corporate communication;
 - Support the functions and duties of the Statutory Director within the Council;
 - Resolve any possible barriers that could prevent having effective and successful procedures in place;
 - Identify any gaps in corporate policies and guidelines and ensure they are addressed, working appropriately with the Regional Safeguarding Board;
 - Ensure that appropriate training is available for officers and members;
 - Receive and consider information about trends in relation to allegations of professional abuse, and adopt action plans to respond should the need arise;
 - Receive and challenge information about corporate safeguarding performance and the progress against work programmes commissioned;
 - Consider and understand the implications of Child / Adult Practice Reviews and ensure that the Council responds effectively to recommendations within such reviews;
 - Accept and challenge the Annual Report of the Statutory Director for Social Services;
 - Approve the Policy and Guidelines for Safeguarding of every Service in the Council and receive information about the performance management arrangements of every service in relation to their safeguarding responsibilities;
 - Produce an Annual Report for SMT, Cabinet, and the appropriate Scrutiny Committee.
- 6.4. The Panel has a key role to play in ensuring that every Service undertakes its duties in accordance with the Council's Safeguarding Policy and Guidelines. The Panel also ensures that every Service has a performance management system in place to show that they are undertaking their functions in a manner which safeguards Children and Adults.
- 6.5. The Panel meets on a quarterly basis. The Membership of the Panel includes relevant Heads of Service. The Panel is a key method of ensuring that the Designated Safeguarding Managers collaborate and share information across the Council. They also deal with identifying any gaps in the Council's procedures in the safeguarding field along with submitting recommendations to the Corporate Panel regarding updating or amending the Council's Policy in this field. A copy of the Panel's terms of reference is in [Appendix 5](#). The Panel is serviced by Social Care.

- 6.6. Cabinet receives an annual report from this Panel. The Senior Management Team also receives the annual report, with more frequent reporting on an as required basis. This provides assurance to the Chief Executive that safeguarding is receiving its due attention within the Council.
- 6.7. The Panel complements the role of the Regional Adult / Children Safeguarding Children Board. These focus on ensuring that robust multi-agency arrangements are in place to safeguard children and vulnerable adults and that key partners have appropriate safeguarding systems in place. The role of the Conwy Corporate Panel for Safeguarding Children and Adults is to ensure effective oversight of safeguarding across the wide range of services which the Council provides and commissions. On their own, the current multi-agency arrangements for children and adults cannot provide sufficient depth of assurance to meet the needs of complex organisations, especially given increased public expectations and expectations from regulators.

7.0. Social Care and Health Scrutiny Committee

- 7.1. The Council's Social Care and Health Scrutiny Committee will have the role of scrutinising and challenging the work and performance of the Corporate Panel for Safeguarding Children and Adults on an annual basis. It is considered that this is crucial so that Committee Members gain experience and understanding in the field and become completely aware of the breadth and depth of the Panel's work and the corporate arrangements.
- 7.2. The Council's Corporate Plan 2017 – 2022: The Council's Corporate Plan sets out the strategic direction for the Council's work over the next five years and identifies clear priorities and actions to respond to these priorities. An Annual Delivery Plan is also produced to enable monitoring on regular basis.
- 7.3. One of the priorities within the Plan is that "People are protected and able to live as independently as possible." Regular progress reports are submitted to Cabinet and a set of high level indicators has also been agreed. These arrangements will complement reporting to the Corporate Panel for Safeguarding Children and Adults.

8.0. Reporting, Monitoring and Reviewing

- 8.1. The Corporate Panel for Safeguarding Children and Adults' Annual Report will draw attention to the Council's performance in complying with the Corporate Policy and Guidelines. The Annual Report will be submitted to the Social Care and Health Scrutiny Committee. In addition, on behalf of the Council as a whole, the Safeguarding Panel will report to the Regional Safeguarding Board as part of requirements under s.28 of the Children Act 2004.
- 8.2. It is proposed to submit the Annual Report every September. Specific attention will be given initially to the following Performance Indicators. It is anticipated that this dataset will evolve over time to better capture the breadth of safeguarding activity:
- % of staff commencing in post with two references;
 - % of staff commencing in post with a DBS check where required;
 - % of employees completing the Corporate Induction within appropriate timescales;
 - No. of referrals from employees who are concerned about vulnerable people;
 - % of Councillors attending safeguarding training.

- 8.3. The Corporate Panel for Safeguarding Children and Adults will receive a report noting the performance of indicators in the safeguarding field and work programme progress. The Regional Safeguarding Children Board already receives core data on a regular basis. Any concerns regarding underperformance/slippage will require a clear action plan to respond to the concerns. Safeguarding will also be a potential “line of enquiry” in service challenges.
- 8.4. This Safeguarding Policy will be reviewed annually or if any amendments occur in legislation or in consideration of changes in working practices which may stem from incidents or allegations.
- 8.5. Further details are included in [Appendix 5](#) regarding the method the Council will use to measure impact and monitor effectiveness.



APPENDIX 1

Signs of Abuse

This policy relates to both children and adults. They both have their individual codes of practice and relevant staff need to be familiar with these documents.

Children in Need

Abuse and neglect are forms of maltreatment of a child. Somebody may abuse or neglect a child either directly by inflicting harm, or indirectly, by failing to act to prevent harm. Children may be abused in a family or in an institutional or community setting; by those known to them; or, more rarely, by a stranger. They may be abused by an adult or adults, or another child or children. There are four types of child abuse. They are defined in the All Wales Child Protection Procedures and Welsh Government guidance *Safeguarding Children: Working Together Under the Children Act 2004* as follows:

Physical abuse

Physical abuse may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.

The physical signs of abuse may include:

- unexplained bruising, marks or injuries on any part of the body
- multiple bruises- in clusters, often on the upper arm, outside of the thigh
- cigarette burns
- human bite marks
- broken bones
- scalds, with upward splash marks
- multiple burns with a clearly demarcated edge.

N.B. Most children will collect cuts and bruises as part of the rough-and-tumble of daily life. Injuries should always be interpreted in light of the child's medical and social history, developmental stage and the explanation given. Most accidental bruises are seen over bony parts of the body, e.g. elbows, knees, shins, and are often on the front of the body. Important indicators of physical abuse are bruises or injuries that are either unexplained or inconsistent with the explanation given, or visible on the 'soft' parts of the body where accidental injuries are unlikely, e.g. cheeks, abdomen, back and buttocks.

Changes in behaviour that can also indicate physical abuse:

- fear of parents being approached for an explanation
- aggressive behaviour or severe temper outbursts
- flinching when approached or touched
- reluctance to get changed, for example in hot weather ➤ depression or withdrawn behaviour ➤ running away from home.

Emotional Abuse

Emotional abuse is the persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to children that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may feature age or developmentally inappropriate expectations being imposed on children. It may involve causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone.

Changes in behaviour which can indicate emotional abuse include:

- neurotic behaviour e.g. sulking, hair twisting, rocking
- being unable to play
- fear of making mistakes
- sudden speech disorders
- self-harm
- fear of parent being approached regarding their behaviour
- developmental delay in terms of emotional progress

Sexual Abuse

Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example, rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet).

The physical signs of sexual abuse may include:

- pain or itching in the genital area
- bruising or bleeding near genital area
- sexually transmitted disease
- vaginal discharge or infection
- stomach pains discomfort when walking or sitting down ➤ Pregnancy

Changes in behaviour which can also indicate sexual abuse include:

- sudden or unexplained changes in behaviour e.g. becoming aggressive or withdrawn
- fear of being left with a specific person or group of people

- having nightmares
- running away from home
- sexual knowledge which is beyond their age, or developmental level
- sexual drawings or language
- bedwetting
- eating problems such as overeating or anorexia
- self-harm or mutilation, sometimes leading to suicide attempts
- saying they have secrets they cannot tell anyone about
- substance or drug abuse
- suddenly having unexplained sources of money not allowed to have friends (particularly in adolescence)
- acting in a sexually explicit way towards adults

Neglect

Neglect is the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. It may involve a parent or carer failing to provide adequate food, shelter and clothing, failing to protect a child from physical harm or danger, or the failure to ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

The physical signs of neglect may include:

- constant hunger, sometimes stealing food from other children
- constantly dirty or 'smelly'
- loss of weight, or being constantly underweight ➤ inappropriate clothing for the conditions.

Changes in behaviour which can also indicate neglect may include:

- complaining of being tired all the time
- not requesting medical assistance and/or failing to attend appointments
- having few friends
- mentioning being left alone or unsupervised

These definitions and indicators are not meant to be definitive, but only serve as a guide to assist you. It is important too, to remember that many children may exhibit some of these indicators at some time, and that the presence of one or more should not be taken as proof that abuse is occurring. There may well be other reasons for changes in behaviour such as a death or the birth of a new baby in the family or relationship problems between parents/carers. In assessing whether indicators are related to abuse or not, Social Services will always want to understand them in relation to the child's development and context.

Adults in Need of Protection

Categories of Abuse

There are many ways in which a vulnerable person may be abused. It is not unusual for an abused adult to suffer more than one kind of abuse. Accordingly, the impact of abuse and its seriousness for the individual must be evaluated in every case.

In safe Hands identifies five main categories of abuse:

Physical

Sexual

Financial

Emotional or Physiological

Neglect

Physical Abuse

Physical abuse is the unnecessary infliction of any physical pain, suffering or injury by a person who has responsibility, charge, care or custody of, or who stands in a position of or expectation of trust to, a vulnerable person. Physical abuse may also be perpetrated by one vulnerable adult upon another.

Sexual Abuse

Adult sexual abuse refers to the direct or indirect involvement of a vulnerable adult in sexual activity to which they are unwilling or unable to give informed consent, or which they do not fully comprehend, or which violates the social taboos of family roles, such as incest. Sexual abuse may also be perpetrated by one vulnerable adult upon another.

Any sexual activity that is not freely consenting is criminal. Where there is an abuse of trust, sexual activity may appear to be with consent, but is unacceptable because of the differences in power and influence between the people involved.

Sexual abuse includes the involvement in prostitution or 'sex trafficking' of vulnerable adults who do not have the capacity to consent.

Emotional or Psychological Abuse

Emotional or psychological abuse is the infliction of mental suffering by a person in a position or expectation of trust upon a vulnerable person. Emotional / psychological abuse may also be perpetrated by one vulnerable adult upon another.

Emotional and psychological abuse includes bullying, which is typically deliberate, hurtful behaviour repeated over time, which can include physical abuse but often is verbal (name-calling and threats). It can undermine self-confidence, may cause the victim to become more isolated and sometimes leads to self-harm.

Emotional and psychological abuse, including **bullying and harassment**, can be very subtle, for example taking the form of ignoring or excluding the victim. Such abuse may be direct, such as by not responding to the person, or indirect, such as by giving unfair preference to another person.

Emotional and psychological abuse may be cumulative, possibly building up over months or even years. It may involve one or more person and may be part of the culture within any institution, organization or service.

Another example of psychological abuse is when a vulnerable adult is incited, induced or exploited to commit a crime or abuse. Examples of this include inciting to steal, to perform acts

of violence and commit sexual crimes. There have also been examples of vulnerable adults being exploited to commit acts of radical extremism.

In determining whether emotional and psychological abuse has taken place, it is the impact on the vulnerable adult that counts. Individual actions may not seem significant and may even be a one-off, but if they are part of a wider pattern of abuse experienced by the vulnerable adult the impact on them may be significant. Therefore, the wider context in which action is experienced by the vulnerable adult must always be considered in determining whether or not abuse has occurred.

Financial or Material Abuse

Financial or material abuse is any theft or misuse of a person's money, property or resources by a person in a position of, or expectation of, trust to a vulnerable person. Common forms of financial abuse are misuse by others of a vulnerable adult's state benefits or undue pressure to change wills. Financial / material abuse may also be perpetrated by one vulnerable adult upon another.

Neglect

Neglect is the failure of any person for whom there is an expectation of trust and /or the responsibility, charge, care or custody of a vulnerable person to provide that degree of care which a reasonable person in a like position would provide.

Neglect may be criminal or non-criminal. It may also be as a result of intentional or non-intentional acts or omissions.



APPENDIX 2 – Referral Procedures

Recognition and Referral

Suspicion about abuse may take the form of ‘concerns’ rather than ‘known facts’. Safeguarding concerns can arise in many different contexts, including when they are already known to the social services. Concerns can and should be shared with social services through a referral, **using the standard referral form available on the Conwy website (available in Section 5.0 of the Policy, above).**

While concerns will not necessarily trigger an investigation, they help to build up a picture, along with concerns from other sources, which may indicate that they may be suffering harm. In cases of alleged or suspected abuse by a professional or individual employee, the action should also be guided by the procedures contained in Part 1V of the All Wales Child Protection Procedures, the Wales Interim Policy and Procedures and Conwy’s own procedures on professional abuse and whistle blowing

Making the referral

Referrals should be made to social services as soon as a problem, suspicion or concern about a child becomes apparent, and certainly within 24 hours. Outside office hours, referrals should be made to the social services emergency duty service or the police. All telephone referrals or referrals made in person should be confirmed in writing within two working days, preferably using the standard referral form. The first contact officer/duty social worker taking the referral should be given as much of the following information as possible by the referrer:

The nature of the concerns;

- How and why those concerns have arisen;
- The full name, address and date of birth (or age) of the child / adult of concern;
- The names, addresses and dates of birth/ages of family members, along with any other names which they use or are known by;
- The names and relationship of all those with parental responsibility / guardian or carer roles, where known, should be recorded;
- The name, address & date of birth of parent’s partner;
- The name, address and date of birth of any other adults living in the household;
- The names of other professionals involved with the family, including for example the name of the child’s school and GP; Any information you have on the child’s

developmental needs / adults care needs and his/her parents or caregivers ability to respond to these needs within the context of the wider family and environment; Any information affecting the safety of staff: In the case of vulnerable adults the capacity and risks of the individual concerned need to be considered and a safe and positive environment;

- Place the child or adult's welfare and safety above other considerations;
- Create an equal relationship based on trust which empowers children and adults to share in the decision-making process;
- Be an excellent example for children and vulnerable adults.

YOU SHOULD NOT

Touch or allow inappropriate touching in any way, use force or inappropriate language or make suggestive sexual comments;

Ignore allegations made by a child or vulnerable adult; all allegations or disclosures of abuse by a child or vulnerable adult should be reported immediately to Social Services or the Police.

Invite or allow children or a vulnerable adult to come to your home where they will be alone with you;

Enter areas in the Council's buildings that have been specifically allocated for the opposite sex;

Use the internet, electronic device or phone to access child pornography sites;

Spread confidential information concerning individual cases to anyone unless through recognised reporting procedures.

** A vulnerable adult is a person over 18 years of age who cannot look after himself/herself, or protect himself/herself*

Individual employees, professionals and independent contractors, should be aware that they cannot remain anonymous when making a referral. However, members of the public may remain anonymous, if they wish to.

The individual employee or professional making the referral may be asked to do some or all of the following tasks, and should be prepared and willing to do them:

- Contribute to a Strategy discussion or Strategy Meeting
- Assist in the Child Protection Section 47 enquiries/POVA Adult investigation
- Provide a written report to Case Conference
- Attend the Child Protection/Adult Case Conference
- Contribute to the Assessment

It is the responsibility of individual employees and professionals to ensure that their child protection concerns are taken seriously and followed through. Each individual employee and professional is accountable for his or her own role in the protection process, and if an individual employee or professional remains concerned they should re-refer and/or bring the matter to the immediate attention of the children or adults senior manager or in their absence the person deputising for their function with responsibility for protection. In all such situations, the individual

employee or Professional's own line manager and named professional for child protection should be informed.



APPENDIX 3

Code of Conduct and Safe Working Practices

CODE OF CONDUCT AND SAFE WORKING PRACTICES

1. This code of conduct is a statement and is a description of the professional standards of practice that are required from all Council staff when undertaking their day-to-day duties.
2. The code of conduct reflects current practice and it is expected that employees can identify the following standards as those which they aim to emulate daily.
3. It is anticipated that this code of conduct provides a better understanding for members of the public using Council services of what is expected of the Council's staff and the manner in which the employer supports its staff to undertake work effectively and in a manner respectful of the needs of individuals.
4. Every member of staff should give a good example in terms of behaviour to ensure that children and adults are protected and safeguarded. The following guidelines provide details of examples of good practice which must be used, along with specific codes of conduct (e.g. CCBC codes of conduct), which could be relevant to roles, activities or specific events.

You should always be open for the public to scrutinise you when working with children and adults and you should avoid situations where a Councillor, member of staff, volunteer or service provider is with a child or children or vulnerable adult alone without anyone else to observe him or her;

You should follow the required process for reporting incidents, e.g. an incident of health and safety importance;

Children and adults have a right to privacy, equality, respect and dignity and a safe and positive environment;

Councillors, staff, volunteers and contracted service providers must give priority to the welfare and safety of the child or adult before concerns for performance;

If a child or adult arrives at an activity or service exhibiting signs or symptoms which cause you concern, you must act appropriately and follow the procedures outlined in the policy;
Be aware of the need to ensure safe practices when meeting children and adults.

YOU SHOULD

Work in accordance with this safeguarding policy. If in doubt, contact the Designated Safeguarding Manager in your Department;

Work in an open environment (e.g. you should avoid private situations or those which cannot be observed and encourage an open environment, i.e. no secrets);

Treat every child and adult fairly with respect and dignity;

Put the welfare of each child and adult first;

Ensure a safe and appropriate distance with participants (e.g. it is not appropriate to have a close relationship with a child or an adult);

Create an equal relationship based on trust which empowers children and adults to share in the decision making process;

Get the most current information about training and safeguarding issues;

Be an excellent example – this includes not smoking, drinking alcohol or swearing in the company of children and adults;

Make sure that photographic or filming equipment is used appropriately and a parent or carer of the participants has given their permission;

Keep a record in writing of any injury which is sustained, along with any treatment administered in accordance with Council policy;

YOU SHOULD NOT

Touch or allow inappropriate touching in any way, use force or inappropriate language or make suggestive sexual comments;

Make a child cry as a means of controlling him / her, or use any behaviour control techniques not authorised by the Council's policy and procedures;

Ignore allegations made by a child or adult. All allegations or disclosures of abuse by a child or vulnerable adult should be reported immediately to Social Services or the Police.

Undertake tasks of a personal nature for children or adults which they could do for themselves;

Invite or permit children or an adult to come to your home where they will be alone with you;

Enter areas that have been specifically set-aside for the other sex;

Use the internet, an electronic device or a phone to access child pornography sites;

5. An employee who breaches any condition of the above code of conduct will face an investigation and could face disciplinary steps which could lead to dismissal and the possibility of a criminal investigation if there is evidence of illegal activity.

6. Volunteer services that breach the code of conduct will be suspended immediately. If there is evidence of illegal activity, the name of the volunteer will be drawn to the attention of the relevant authorities and he /she could face a criminal investigation.



APPENDIX 4 – Terms of Reference Corporate Panel for Safeguarding Children and Adults

TERMS OF REFERENCE CORPORATE PANEL: SAFEGUARDING CHILDREN AND ADULTS

1. INTRODUCTION

1.1. Section 28 of the Children Act 2004 places a duty on local authorities to make arrangements to ensure that they fulfil their functions in a way which considers the need to safeguard and promote the welfare of children.

1.2. The following reflects the 'Statutory Guidelines on the Functions and Accountability of Directors of Social Services' [published by the Welsh Assembly Government – June 2009]. Although every member of staff has a responsibility to safeguard and promote the welfare of children, it is the Statutory Director of Social Services who remains the senior officer in the council with full and final accountability for safeguarding children.

1.3. The following does not change the Constitution of CCBC. The intention is to reinforce existing reporting arrangements.

2. TERMS OF REFERENCE OF THE CCBC CORPORATE PANEL FOR SAFEGUARDING CHILDREN AND ADULTS

2.1. The aim of the Panel is to ensure that robust arrangements for the safety of children and adults are in place within CCBC.

2.2. The Panel will act on a Strategic level in order to:

- assure relevant Cabinet Members that the Council's procedures are robust where matters of safeguarding children and adults are concerned;
- Bring together interdepartmental work in the safeguarding field and ensure effective corporate communication;
- Support the functions and duties of the Statutory Director within the Council;
- Resolve any possible barriers that could prevent having effective and successful procedures in place;
- Identify any gaps in corporate policies and guidelines and ensure they are addressed, working appropriately with the Regional Safeguarding Board
- Ensure that appropriate training is available for officers and members
- Receive and consider information about trends in relation to allegations of professional abuse, and adopt action plans to respond should the need arise;
- Receive and challenge information about corporate safeguarding performance and the progress against work programmes commissioned
- Consider and understand the implications of Child/Adult Practice Review and ensure that the Council responds effectively to recommendations within such reviews;

- Accept and challenge the Annual Report of the Statutory Director
- Approve the Policy and Guidelines for Safeguarding of every Service in the Council and receive information about the performance management arrangements of every service in relation to their safeguarding responsibilities.
- Produce an Annual Report for SMT, Cabinet, and the appropriate Scrutiny Committee

3. CHAIRING

3.1. Iwan Davies Chief Executive Officer

4. FREQUENCY OF MEETINGS

4.1. Meetings every quarter

5. GOVERNANCE AND ACCOUNTABILITY

5.1. The Corporate Panel is accountable to CCBC Cabinet. The Chair has the right to refer matters to the Cabinet if not satisfied.

5.2 Business Management [i.e. creating a work programme, meeting agendas, secretariat, central communication point, organising additional professional advice if needed] through the function of Head of Children, Family & Safeguarding Services.

6. MEMBERSHIP

Iwan Davies – Chief Executive Officer

Jenny Williams – Strategic Director of Social Care and Education

Kate Devonport – Head of Service Children, Family and Safeguarding Services

Claire Lister – Head of Service Integrated Adults & Community Services

Dr Lowri Brown – Chief Education Officer

Cllr Cheryl Carlise – Cabinet Member for Children, Family and Safeguarding

Cllr Liz Roberts – Cabinet Member for Integrated Adults & Community Services

Peter Brown – Head of Regulatory and Housing Services

Phil Davies – Head Of Corporate Human Resources

Sarah Ecob – Theatres & Conference Centre

Huw Mckee – Head of Information Technology and Digital Transformation

Helen Hobson - Benefits Manager

Marianne Jackson – Community Development Service

Mike Halstead - Head of Audit & Procurement

Geraint Edwards - Head of Environment, Roads & Facilities,

Delyth E Jones – Head of Law and Governance, Legal Services

Rachel Gill - Corporate Communications and Marketing Manager

Rhiannon Lloyd – Safeguarding Service Manager



APPENDIX 5 – Measuring Impact and Monitoring

In order to ensure that the procedures contained in the corporate safeguarding policy are fully complied with across the Council, and that their implementation secures a positive effect on the lives of children, young people and adults, it is vital to ensure that the following steps happen:

- It is essential that the policy is communicated effectively to all members of staff, councillors, volunteers, children, parents, carers and anyone else who is affected;
- There are responsibilities for the Designated Safeguarding Managers in the Departments to ensure that all their staff are familiar with the policy and supplementary procedures;
- Every Department in the Council has a responsibility to develop a safeguarding policy that is specific to their own service, highlighting how their internal guidelines will comply with the corporate policy and taking into consideration the National Guidelines in the field of child protection and the protection of vulnerable adults;
- There are individual responsibilities on all members of staff, councillors and volunteers to advocate and promote the policy to establishments or partners, and to ensure that the Council's values and principles in the safeguarding field are communicated clearly to children, their parents, carers and to the public;
- Ensure that every Department develops quality assurance processes in order to examine compliance with the policy and procedures regularly and report to the Strategic Panel for Safeguarding Children and Adults on any successes, failures or improvement programmes within their departments;
- Ensure that information on every allegation of professional abuse is reported to the Corporate Panel for Safeguarding Children and Adults as well as to the Regional Safeguarding Board;
- Ensure that every department reflects safeguarding as a main priority in their individual business plans, and ensure that every activity takes safeguarding issues into account as a matter of procedure;
- Ensure that every department develops local indicators in the safeguarding field, and reports on a quarterly basis to the corporate performance monitoring procedure;
- Secure feedback from the Council's staff with regard to activity in the safeguarding field and how their line managers support them to undertake these duties;
- Ensure through participation and engagement events that children, young people and adults feel safe in every aspect of their lives and that the Council's activities in the safeguarding field contribute to their feeling of being safe;

- Ensure that self-assessment takes place regularly in schools in order to improve safeguarding practice at all schools;
- Ensure that a composite annual review is submitted to the Regional Safeguarding Board on the Council's activity in the safeguarding field;
- Ensure that a training programme is available at every level which will be filtered to every member of staff in accordance with their needs, and also ensure that refresher training takes place regularly;
- Ensure that an annual report is submitted to the Corporate Executive Team which will provide information on any safeguarding concerns, activity, feedback from serious case review and progress against the action plan;
- Ensure that any service commissioned by or on behalf of the Council complies fully with the safeguarding expectations set out in the agreement

APPENDIX 6 – Service Policy Template

Corporate Safeguarding Policy

Model Directorate/Service Policy Template

Every Directorate and Service area is required to adopt and implement the Corporate Safeguarding Policy

In addition, Service areas may require a service specific Safeguarding Policy to reflect the needs of that individual service area.

If this is deemed appropriate, full reference must be made to the Corporate Safeguarding Policy and to the All Wales Procedures for Children and Adult Safeguarding

The following areas must be included in each Service / Directorate Policy as a minimum:

- Purpose and Aims
- Service Safeguarding Principles
- Service specific procedures (as appropriate)
- Identification of the Designated Safeguarding Manager
- Safeguarding responsibilities of all staff members
- Safeguarding responsibilities of all line managers

APPENDIX 7 – Related Documentation / Legislation and Guidance

All Wales Child Protection Procedures 2008

“In Safe Hands”

Wales Interim Policy and Procedure for the Protection of Vulnerable Adults from Abuse 2013

Children Act 1989 and 2004

Equality Act 2010

Human Rights Act 1998

Mental Capacity Act 2005

More than just Words (2016)

Social Services and Well-Being (Wales) Act 2014

Violence against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015

The Counter Terrorism and Security Act 2015

Modern Day Slavery Act 2015

Code of Practice Volume 5 – Handling Individual Cases to Protect Children at Risk

Code of Practice Volume 6 – Handling Individual Cases to Protect Adults at Risk