

Public Document Pack



Cyngor Sir
CEREDIGION
County Council

Neuadd Cyngor Ceredigion, Penmorfa,
Aberaeron, Ceredigion SA46 0PA
ceredigion.gov.uk

27 February 2024

Lisa Evans

01545 574177

Dear Sir / Madam

I write to inform you that a Meeting of the Overview and Scrutiny Co-ordinating Committee will be held HYBRID - NEUADD CYNGOR CEREDIGION, PENMORFA, ABERAERON / REMOTELY VIA VIDEO CONFERENCE on Monday, 4 March 2024 at 10.00 am for the transaction of the following business:

1. **Apologies**
2. **Disclosures of personal interest (including whipping declarations)**
Members are reminded of their personal responsibility to declare any personal and prejudicial interest in respect of matters contained in this agenda in accordance with the provisions of the Local Government Act 2000, the Council's Constitution and the Members Code of Conduct. In addition, Members must declare any prohibited party whip which the Member has been given in relation to the meeting as per the Local Government (Wales) Measure 2011
3. **Ceredigion Public Services Board (PSB) meeting held on the 4th of December 2023 (Pages 3 - 16)**
4. **Whistleblowing update (Pages 17 - 20)**
5. **Report on the Council's use of the Regulation of Investigatory Powers Act 2000 (RIPA) (Pages 21 - 24)**
6. **Corporate Safeguarding Policy (Pages 25 - 46)**
7. **Mid and West Wales Safeguarding Children and Adults Board Annual Report 2022-2023 (Pages 47 - 120)**
8. **CYSUR/CWMPAS Combined Local Operational Group Safeguarding Report Qtr 2 2023/24 (Pages 121 - 184)**
9. **To present the final Ceredigion Strategic Equality Plan 2024-28 and accompanying report on the consultation exercise (Pages 185 - 270)**
10. **To confirm minutes of the previous meeting and to consider any matters arising from those minutes (Pages 271 - 278)**

- 11. To receive a update from the Chairmen of the Overview and Scrutiny Committees and to consider the draft Forward Work Programmes (Pages 279 - 300)**

Members are reminded to sign the Attendance Register

A Translation Services will be provided at this meeting and those present are welcome to speak in Welsh or English at the meeting.

Yours faithfully



Miss Lowri Edwards
Corporate Lead Officer: Democratic Services

To: Chairman and Members of Overview and Scrutiny Co-ordinating Committee

The remaining Members of the Council for information only.

CYNGOR SIR CEREDIGION COUNTY COUNCIL

Report to: Overview and Scrutiny Coordinating Committee

Date of meeting: 4th March 2023

Title: Ceredigion Public Services Board (PSB) meeting held on the 4th of December 2023

Purpose of the report: To provide an opportunity for the Overview and Scrutiny Coordinating Committee to scrutinise the decision made or actions taken by the Ceredigion PSB.

Reason Scrutiny have requested the information:

As the designated Scrutiny Committee for taking an overview of the overall effectiveness of the PSB.

Background

Under Section 35 of the Well-being of Future Generations (Wales) Act 2015, Local Authorities are required to ensure their Overview and Scrutiny Committees have the power to scrutinise decisions made, or other action taken, by the Public Services Board for the Local Authority area in the exercise of its functions.

Current Situation

DRAFT MINUTES OF THE CEREDIGION PSB MEETING HELD ON THE 4th DECEMBER 2023

The draft minutes of the Ceredigion PSB meeting held on 4th December 2023 are presented to the Committee and can be seen in **Appendix 1**.

Wellbeing of Future Generations:

Has an Integrated Impact Assessment been completed? If, not, please state why.
Not completed as the report is not a Policy or Service change.

Summary of Integrated Impact Assessment:

Long term:

Collaboration:

Involvement:

Prevention:

Integration:

Recommendation(s):

- i. To receive the draft minutes of the Ceredigion PSB meeting held on 4th December 2023.

Reasons for decision:

In order for the Overview and Scrutiny Coordinating Committee to carry out their role of taking an overview of the overall effectiveness of the PSB

Contact Name: Timothy Bray

Designation: Partnerships and Civil Contingencies Manager

Date of Report: 12th February 2024

Acronyms: Public Services Board (PSB)

Ceredigion

Public Services Board

Meeting 37
4th of December 2023, 14:00-16:00
Virtual Meeting via Zoom

MINUTES

Present:

Hazel Lloyd Lubran (HLL)	Chair, CAVO
Gavin Bown (GB)	Vice-Chair, Natural Resources Wales
Gillian Perry (GP)	Natural Resources Wales
Councillor Bryan Davies (BD)	Leader, Ceredigion County Council
Barry Rees (BR)	Ceredigion County Council
Rhodri Llwyd Morgan (RLM)	Aberystwyth University
Vanessa Cashmore (VC)	Coleg Ceredigion / Coleg Sir Gâr
Iwan Cray (IC)	Mid and West Wales Fire and Rescue Service
Andrew Cornish (AC)	Coleg Ceredigion / Coleg Sir Gâr
George Holloway (GH)	One Voice Wales
Gwilym Dyfri Jones (GDJ)	University of Wales Trinity Saint David
Richard Yelland (RY)	Dyfed-Powys Police
Trina Nealon (TE)	Hywel Dda University Health Board
Cerys Humphreys (CE)	Hywel Dda University Health Board
Vicky Jones (VJ)	Welsh Government

Also in attendance:

Baillie Olivia-Jones (BOJ)	Mid and West Wales Fire and Rescue Service
Greg Jones (GJ)	Ceredigion County Council
Alun Williams (AW)	Ceredigion County Council
Cathryn Morgan (CM)	Ceredigion County Council
Caitlin Theodorou (CT)	Ceredigion County Council
Councillor Catrin Davies (CE)	Ceredigion County Council
Claire Bryant (CB)	Dyfed-Powys Police
Councillor Matthew Vaux (MV)	Ceredigion County Council
Gemma Delafield (GD)	Ceredigion County Council
Neil Coetzee	Ceredigion County Council

PSB Support team:

Diana Davies (DD)	Ceredigion County Council
Tim Bray (TB)	Ceredigion County Council
Lynne Walters (LW)	Ceredigion County Council
Sara Dafydd (SD)	Ceredigion County Council
Teleri Elias (TE)	Ceredigion County Council (<i>Minutes</i>)

Apologies, introductions & disclosures of interest

The Chair welcomed everyone to the meeting, and apologies were noted for the following:

Dr Ardiana Gjini	Hywel Dda University Health Board
Megan Harris	Public Health, Hywel Dda University Health Board
Elen James	Ceredigion County Council

37.1	Minutes of previous Ceredigion PSB meeting – 04.09.2023
The minutes from the meeting held on 04.09.2023 were agreed as a true record.	
37.2	Matters arising from previous meeting
All actions from the previous meeting on 04.09.23 were completed or included on the agenda.	
37.3	<p>PSB Project Group Updates:</p> <ul style="list-style-type: none"> i. Carbon Neutral Aberystwyth and Decarbonisation Strategy (Gillian Perry, Natural Resources Wales) ii. Improving Community Well-being and Tackling Hardship in Cardigan (Hazel Lloyd-Lubran, CAVO) iii. Well-being in Lampeter (Greg Jones, Ceredigion Council)
<p>i Carbon Neutral Aberystwyth and Decarbonisation Strategy (Including an update on the Regional Energy Strategy / Action Plan, and Ceredigion and Powys Local Area Energy Plan by Bethan Lloyd-Davies and Dr Gemma Delafield)</p> <p>Gillian Perry (GP) reported that she Chaired her first meeting of this group on the 26.10.23. This was a hybrid meeting members also having been offered the opportunity to meet in person at Lampeter Wellbeing Centre. The agenda for this meeting included an update on the emerging Local Wellbeing Plan 2023-28 - Delivery Plan from Timothy Bray. In support of future emphasis on co-production support for actions in the future, the meeting was also attended by Roxanne Treacy, Co-Production Network for Wales.</p> <p>Three presentations were discussed by the group, one by Dr Gemma Delafield detailing the work on the Regional Energy Plan, one by Rhian Rees, HDdUHB on the Healthy Travel Charter and one from Ann Owen, Menter a Busnes providing an update on the Ceredigion Local Food Network.</p> <p>These presentations reflect the key pillars for future action for this project group and to further progress the discussions the following actions were proposed:</p> <ul style="list-style-type: none"> • To support the community consultation required within the next phase of this work and to invite Dr Gemma Delafield to attend today’s PSB meeting. • To invite Rhian Rees to join the membership of the project group and to seek guidance from the PSB on its representation on the Healthy Travel Charter Steering Group. • To recognise that farming and food consumption priorities are high on the agenda for promoting climate change. • To consider a membership review of this group and to strengthen participation from both the agriculture and timber sectors. • To further consider progress on the climate risk assessment which NRW is currently developing and seek to co-produce and embed this within local communities. <p>GP also made initial reference to the recommendation which has been made for amending the name of this project group. This will complement the Cymru Can strategy for 2023-30 which has been recently launched by the Future Generations Commissioner for Wales and will reflect the full scope of this group covering both climate and nature across the whole of the County. The update from GP ended by making reference to the opportunity for the group to consider potential new funding streams including the Shared Prosperity Fund.</p> <p>These details were agreed and the following action was noted:</p>	

ACTION: Gillian Perry to consider the priorities of the Shared Prosperity Fund as a potential to support elements of the work of the project group.

As part of the update there was then a presentation by Dr Gemma Delafield (GD) to the PSB, providing an overview of the work linked to the Mid Wales Growth Programme for the design of a Regional Energy Strategy. This work also links to the Ceredigion Local Area Energy Plan (LAEP). GD provided details of the links between the plans on a National, Regional and Local level and made direct reference to the Welsh Government's aspiration to source 100% of its energy requirements from renewables by the year 2025. Details were also shared of a related target noted by Welsh Government that at least 1.5GW of the required renewable energy capacity will be produced from local ownership within the same time frame. These targets were recognised as being challenging and GD explained that further information is due to be shared in the National Energy Plan by the end of 2024. Further progress will involve collaboration between an extensive range of partners with a shared vision for a Regional Energy Strategy. This will provide a net-zero energy system, delivering both economic and social benefits aimed at removing energy poverty. To end it was highlighted that emphasis will be placed upon connecting this region with other UK regions along with the wider decarbonisation measures which they are implementing. With this wider integration in mind GD highlighted to the PSB that there are six areas of priority which have been identified:

- Decarbonisation of transport.
- Decarbonisation of housing stock.
- Strategic Investment in the grid.
- Promotion of the utilisation of renewable energy via new production and storing options.
- Development of new innovative solutions.
- Utilisation of the potential of the agriculture sector.

With a regional role being undertaken by GD this enables an overview of what is happening Nationally and this is then being placed firmly within the Local context. The Ceredigion LAEP is currently developing to play a key role having been informed by and informing priorities based upon local intelligence within this sector.

The LAEP, which is under the leadership of the LA is focused upon considering the whole energy system. Noting key integrated actions, it is aimed at achieving local improvements across service areas. Initial mapping work has been undertaken with stakeholders to identify local provision and work is now moving towards modelling the plan. Workshops will continue to contribute to this work, and it is hoped that the plan will be approved by the end of March 2024. This timetable will be achieved via its submission to the Cabinet for Member consideration.

Further assistance and support for the engagement of this work is currently being considered via the Co-production Network for Wales.

In discussion it was also highlighted that this work is highly dependent upon the energy distribution network and in response GD noted that as a team they are observing the developments which are taking place in South Wales as well as directly within the National Grid. It was confirmed that this is complex and time-consuming work, but it is hoped that via the identification of new innovative solutions advancements will be made within this work against these most challenging targets.

The Chair thanked GD for her informative presentation and invited further questions and comments from PSB members.

To commence discussion Cllr Catrin Davies (CD) reiterated the importance of the presentation and

sought further clarity on the exact percentage given in the reference made to the energy target of 1.5GW for local ownership.

ACTION : GD agreed to undertake further research and share this information with members in due course.

To follow this HLL noted that it may be appropriate to consider grant funding options for elements of this work. In response to this CD emphasised the role of Town & Community Councils in this respect and noted that working jointly with Councillors would be beneficial.

Cllr Bryan Davies (BD) explained that the Cabinet had indeed been considering the Community Land Trust for developing local housing and this may indeed provide an ideal opportunity for complementarity with this work.

ACTION: BD and GD to share further information on Community Land Trusts and all PSB members to provide any additional community feedback on this work to GD.

ACTION: GD to work with the Co-production Network for Wales to further undertake further community engagement ?.

ii Improving Community Well-being and Tackling Hardship in Cardigan

To commence this update HLL noted that, following her appointment as Chair of the PSB this project group is now looking to appoint a new Chair. The project group is scheduled to meet again in the New Year and further details of this appointment will be shared with the PSB in due course.

Notes of the last meeting for this group were included with the meeting pack and HLL drew attention to the main points covered. As an update to the original plan a presentation based upon a profile report developed by HDdUHB for South Ceredigion will be presented in the January meeting.

Project group members were updated on projects funded by the Shared Prosperity Fund in Cardigan town and the surrounding area. These details included both Cardigan specific projects along with details of Ceredigion wide initiatives which have an impact on the market town. To further develop this assessment of impact it has been agreed that at their next meeting members will receive an update on priorities and project impact. This is deemed important in order to monitor both action and to identify possible gaps in provision which need to be further targeted by services.

Discussions at the project group also covered an update from Carwyn Young on the potential development of a Wellbeing Centre in Cardigan. Initial details were shared on the proposed local consultation, and it has now been requested that the feedback is shared with the group. This feedback will also cover proposed locations and will focus on the local needs which have been identified. A series of updates have been agreed and the support of the Co-production Network for Wales has also been engaged to assist with this work.

Finally, the update for the Cardigan project group finished by noting that the project group had received a presentation on Partneriaeth Bwyd Ceredigion which is being facilitated by Menter a Busnes. Initial work on this project has sought to encourage applications for grant funding and has undertaken initial mapping of the sector across the County. Along with considering key aspects of local food production the importance of local food procurement and distribution have been highlighted and links have been developed with key private sector companies e.g. Castell Howell Foods. A further update on this work is expected during the next quarter and the meeting for

January will also include an update on the local Community School project which is focusing on the creation of links between Ysgol Uwchradd Aberteifi, Ysgol Gynradd Aberteifi and the local community. The project group will be joined at its next meeting by the Community Partnership Manager – Cardigan Community.

iii Well-being in Lampeter

Greg Jones (GJ) reported that the group last met on 7 November at Lampeter Well-being Centre, which allowed a tour of the facilities to members present. As part of the meeting, Tim Bray (TB) gave an overview on the early findings from the 4 PSB workshops, and progress made with the Well-being Plan Delivery Framework. There was also a presentation by Laura Cait Driscoll (University of Wales Trinity Saint David) on the findings of the Youth Engagement Project feasibility study undertaken. GJ confirmed that the Delivery Group aimed to establish a steering group to explore the opportunities covered in the feasibility study in due course.

Jan Batty (Public Health Wales) presented the Primary Care Cluster Profile for South Ceredigion, which included information intended to provide an overview of some of the key issues, at the smallest geographical level that have the biggest impact on health for the cluster. Specifically, figures suggested that cardiovascular disease appears to be an issue which requires additional attention in the Lampeter area. Finally, the group received updates regarding the introduction of Wednesday Well-being Walks hosted by Hywel Dda University Health Board (HDdUHB) and UWTSU in Lampeter, and progress made as part of Partneriaeth Bwyd Ceredigion by Ann Owen (Menter a Busnes). GJ confirmed that at the next meeting, there will be a presentation on the planned UK Shared Prosperity Fund projects in Lampeter.

37.4 Ceredigion Local Well-being Plan 2023-2028: Delivery Framework Update and Workshops Feedback

Tim Bray (TB) provided an update report on progress made on the Local Well-being Plan 2023-28 Governance & Delivery Framework. At the last meeting on 4th September 2023, members agreed to the proposal by the Chair that a series of facilitated workshops should be arranged during October and November to discuss further prioritisation of the tasks contained within each of our Well-Being Plan objectives. This was agreed and four virtual workshops were arranged as below:

- Objective 1: Economic Well-being – Facilitated by Russell Hughes-Pickering (06.11.23)
- Objective 2: Social Well-being – Facilitated by Professor Phil Kloer (16.10.23)
- Objective 3: Environmental Well-being – Facilitated by Gillian Perry (23.10.23)
- Objective 4: Cultural Well-being – Facilitated by Dr Rhodri Llwyd Morgan (12.10.23)

Each two-hour session focused on an individual Well-being Objective. The cross-cutting theme of tackling hardship and poverty being considered throughout all the sessions. The aim of the workshops was to engage members in an in-depth examination of each of the tasks under each objective so that they may further prioritised for short term development. The workshops were hosted using the online interactive platform Mentimeter, which allowed input to be collated from participants using Word Clouds, Polls, and Quizzes. TB noted that the platform was a fantastic resource with regards to facilitating the collation of responses and recommended that this tool is utilised at future meetings when appropriate.

PSB support team had spent some time analysing the data from the workshops to inform some proposals regarding delivery. TB provided a summary of the main proposals and priority areas drawn from the workshops output.

Across all workshop sessions, communication and marketing of activity and promotion of good news stories was seen as a weakness, both internally and externally. It was acknowledged that a lot of good work is already being carried out, which partners and communities are often unaware of.

It had been identified that where Co-Production Network for Wales representatives had been in

attendance at Delivery subgroups it had had a positive effect on progressing initiatives. This was discussed and agreed by the Chairs.

ACTION: (TB) to discuss with Co Production Network the possibility that they could commit to attending each of the three Delivery groups going forward.

It was proposed by the Chair that the Board consider the benefits of quarterly PSB meetings which focussed on a specific Well-being objective in order to facilitate a deep dive into specific issues relating to that theme. It was noted that timing and scheduling of the spotlight sessions was key so as to coordinate with reporting timetables that were relied on from major projects. In terms of the proposal to allocate a specific objective to each quarterly PSB meeting, RLM raised concerns that this could result in losing the live element of discussing important and current issues, proposing that this format is adopted for every other meeting instead.

Structure

In terms of the high-level delivery structure TB then shared proposals with the group for the future short-term delivery.(2yrs)

It was proposed that the Board support the retention of the 3 current delivery groups, with some minor amendments. The place-based group structure had and continued to serve the board well in Lampeter and Cardigan It was noted that their work was appropriately focused on areas of particular poverty highlighted in base line studies and was still relevant and incomplete.

The Carbon Neutral Aberystwyth and Decarbonisation Strategy project group should become the **'Climate and Nature Delivery Group'** in order to reflect the thematic nature of this group's discussions, with its focus shifting from place-based to county wide. It was also suggested that moving forwards members to consider the proposal of formally nesting the West Wales Travel Charter work within this group. – **AGREED**

The Improving Community Well-being and Tackling Hardship in Cardigan place based project to become the **'Well-being in Cardigan Delivery Group'**. – **AGREED**

Similarly, the Wellbeing in Lampeter place based group should be renamed the **Well-being in Lampeter Delivery Group**. – **AGREED**

Poverty and Hardship sub-group to continue to support the cross-cutting theme across all objectives. – **AGREED**

With regards to the formal launch of the Local Well-being Plan 2023-2028, it was proposed that a Task and Finish group is established to progress this further, with the support and guidance of Co-Production Network for Wales.

ACTION: The PSB Support Team to collate nominations for a Task and Finish Group to support the Launch planning process.

A specific area highlighted for action which came to light through the workshop sessions was the need to improve the links between the PSB and Community Safety Partnership (CSP) as a sub-group of the PSB

It would also be advantageous to improve understanding of the remit of the Arts and Culture Group and its reporting mechanisms.

ACTION: TB to raise at CSP and discuss with Chair reporting opportunities to PSB and CSP's recent Strategic Assessment / Strategy to be presented at the next PSB meeting.

ACTION: The PSB Support Team to establish the status of the Ceredigion Arts and Culture Group.

The prioritised activities that were proposed from the output of the workshops were outlined by TB

Objective 1: Work together to achieve a sustainable economy that benefits local people and builds on the strengths of Ceredigion.

- Organisations of PSB will commit to a fair work mindset, place fair work at the heart of policies & plans, be exemplars of fair work in Ceredigion.
- Through procurement, organisations of the PSB will maximise the use of local suppliers for its goods, services and works.
- PSB will make clear connections to MW Growth Deal & Regional Economic Framework across a range of areas & develop new ways to measure economic success.
- We will work collaboratively, including the Regional Skills Partnership increasing the skills of Ceredigion's residents to meet local needs.

Objective 2: Social and green solutions to improve physical and mental health.

- Work with and support communities who want to manage and improve their local environment. Empower all, including young people to improve community spaces and have access to green spaces working in an inter-generational way to create social action opportunities that will lead to genuine community impact to improve community spaces
- The Public Services Board will seek to strengthen the work of the Growing Mid Wales Digital Programme to ensure a joined-up approach to maximise the opportunities for improving the digital infrastructure and connectedness.
- Public bodies through the work of the PSB will focus on and work together to deliver primary and secondary preventative activities that address Health and Well-being.

Objective 3: We will work together to deliver decarbonisation initiatives within Ceredigion to protect and enhance our natural resources.

- Maximise the opportunity to upskill and re-train for a green recovery.
- Seek to protect and improve the health and resilience of our ecosystems to tackle the nature emergency.
- Work with housing providers and other stakeholders to ensure good quality, energy efficient and appropriate housing for all

Objective 4: Promote Cultural Diversity and Increase Opportunities to use the Welsh Language.

- Work in partnership to demonstrate a clear commitment to support and embed the aims and objectives of the Race Equality Action Plan: An AntiRacist Wales.
- The PSB will support the cultural strategy which will involve partners across the county

TB added that these will form the basis of the finalised Priority Well-being Delivery plan that will be presented at the next meeting for approval.

Cathryn Morgan (CM) noted that it was apparent from reading the reports for each of the workshops that the element of poverty was consistently considered. CM reflected that it will be crucial to ensure that poverty continues to remain a focus long-term and suggested that a prompt is included to the Delivery Groups' reporting templates as a reminder to reflect on activities' impact of poverty and hardship.

It was also noted that there was a need for a focus on equality with regards to the Welsh language. Rhodri Llwyd Morgan (RLM) supported this and felt that this element of the Plan had slipped down the agenda and lost some exposure. Similar to poverty and hardship, it was agreed that the Welsh language should continue to be considered as part of all areas of the PSB's work.

HLL reported that a meeting was recently held with PSB Chairs across Wales and Rebecca Evans the Minister for Finance and local Government, whereby the concept of a Youth PSB was discussed. The Board supported the commitment to increase engagement with young people, and HLL noted that there was a real need to map the forums and provisions already in place for young people to have their say to avoid duplication.

This could form part of further work by the Lampeter group on the Youth Engagement Project going forward.

Following a brief discussion regarding current financial challenges HLL proposed it may be beneficial to hold a meeting outside the PSB for partners to discuss the anticipated financial pressures. HLL noted that a similar arrangement is already in place in Powys whereby a small group of statutory PSB members come together informally to share updates on their financial situations. Bryan Davies (BD) said that this would be very dependent on the availability of relevant officers due to demanding workloads. As such, it was suggested that a meeting could possibly be arranged in the new year once Welsh Government's (WG) settlement has been published. In the meantime, it was suggested that TB could make enquiries with Powys and other PSB in the region to learn more about their arrangements.

ACTION TB to consider making enquiries with regional PSB's to learn more about their arrangements for meeting outside the formal PSB to discuss current financial challenges.

ACTION: An updated version of the Local Well-being Prioritised Delivery Plan to be circulated.

37.5

Cymru Can: Our Missions and Purpose – Future Generations Commissioner Strategy for Wales 2023- 2030

HLL reported that the Office of the Future Generations Commissioner recently published their Strategy for 2023-2030, 'Cymru Can'. The Strategy sets out 5 missions: Implementation and Impact, Climate and Nature, Health and Well-being, Culture and Welsh Language, and a Well-being Economy. There are also identified topics, themes or systems that connect these missions, such as the food system, artificial intelligence and digital. The full Strategy can be read here:

<https://www.futuregenerations.wales/work/cymru-can/> HLL reinforced the alignment between these missions and themes, and the Local Well-being Plan for 2023-2028. The chair proposed that an invitation was extended to the FG Commissioner to a future PSB meeting.

Action : PSB support team to offer invitation to FG commissioner to attend a future meeting

37.6 Regional Data Co-ordinator Update

Gorwel is a web-based platform funded by a WG regional grant to PSB in the region to aid not only in the production of the local Well-being Assessments, but to allow users to collaborate and share information regarding projects and more localised information gathering such as the results from focus groups and surveys. TB reported that it's hoped that the dashboard will be available to present to PSB members by the next meeting, which will give an idea of the functions available and outline how the platform can support and facilitate the work of the PSB.

Action: An introduction to the Gorwel dashboard to be presented at the next PSB meeting.

37.7 Refugee Resettlement and Asylum Dispersal

The Refugee Resettlement sub-group continues to meet quarterly. Ceredigion County Council is funded by UK Government to actively support Ukrainians for 12 months, Afghans for 3 years and Syrians for 5 years. At the moment, 22 families (18 from Ukraine, 3 from Syria and 1 from Afghanistan) are being actively supported.

2 families from Afghanistan had resettled to Ceredigion in December 2021 and April 2022. Unfortunately, 1 of the families became homeless because the landlord needed to sell the house. Since February 2023, 6 refugee families have been homeless, or at risk of homelessness. All of the families have children. Bryan Davies (BD) noted that Ceredigion County Council will be discussing the second home premium in due course. It's hoped that this will have a positive impact, whereby homes may be released if they don't comply with planning conditions or are uninhabited.

Rent Smart Wales assists those who let or manage rental properties in Wales to comply with their Housing (Wales) Act 2014 obligations and provides advice on renting out safe and healthy homes. It was noted that asylum seekers do not benefit from these guidelines, and so work is currently underway to ensure that asylum seekers are housed in suitable accommodation.

37.8 Mid and West Wales Fire and Rescue Service: Community Risk Management Plan 2040 Presentation

Iwan Cray (IC) introduced Mid and West Wales Fire and Rescue Service's (MWWFRS) Community Risk Management Plan (CRMP) 2024, which is currently out for consultation. In line with the guidelines set out within the Local Government (Wales) Measure 2009, MWWFRS have a duty to have in place a Community Risk Management Plan which ensures progress against objectives, improved quality and availability of services, reduction in inequality accessing or benefitting from services, sustainable development, improved efficiency and innovation.

In previous years, the Service has produced two Plans, namely, a five-year Strategic Plan outlining the Service's long-term Commitments and an Annual Business Improvement Plan outlining the Service's Improvement and Well-being Objectives. Following a decision to revise planning arrangements, the Community Risk Management Plan 2040 was introduced. The CRMP highlights how the Service intend on addressing the risks, threats and challenges facing communities and proposals on how to meet and reduce them, whilst ensuring assets and resources are used successfully.

In order to achieve the Service's vision to deliver the best possible Fire and Rescue Service for the communities of mid and west Wales, MWWFRS have identified a number of behaviours and

enablers which will support the achievement of the priorities and objectives outlined in the Plan. The consultation on the draft CRMP 2040 is open for ten weeks, closing on Monday 15 January 2024. Following consideration of the consultation feedback, IC reported that the final Plan is due for publication in April 2023.

37.9	Feedback from Ceredigion County Council Co-ordinating Overview and Scrutiny Committee
There was no discussion regarding feedback from Ceredigion County Council's Overview and Scrutiny Committee, but HLL noted that the minutes from the meeting had been uploaded to the PSB webpage for reference.	
37.10	Any other business
No other business was raised.	
37.11	Dates of next meetings:
4 March 2024, 14:00-16:00 3 June 2024, 14:00-16:00 16 September 2024, 14:00-16:00 2 December 2024, 14:00-16:00	

Summary of Actions	
Gillian Perry to consider the priorities of the Shared Prosperity Fund as a potential to support elements of the work of the project group.	Gillian Perry
GD agreed to undertake further research and share this information with members in due course.	Dr Gemma Delafield
BD and GD to share further information on Community Land Trusts and all PSB members to provide any additional community feedback on this work to GD.	Bethan Davies, Gemma Delafield
GD to work with the Co-production Network for Wales to further undertake further community engagement.	Gemma Delafield
TB to discuss with Co Production Network the possibility that they could commit to attending each of the three Delivery groups going forward.	TB
The PSB Support Team to collate nominations for a Task and Finish Group to support the Launch planning process.	PSB Support Team, All
The findings from the CSP's recent Strategic Assessment to be presented at the next PSB meeting.	PSB Support Team, CSP Chair
The PSB Support Team to establish the status of the Ceredigion Arts and Culture Group.	PSB Support Team
TB to make enquiries with other PSB in the region to learn about their arrangements for meeting outside the PSB to discuss current financial challenges.	Tim Bray
An updated version of the Local Well-being Plan Delivery Framework to be circulated.	PSB Support Team
An introduction to the Gorwel dashboard to be presented at the next PSB meeting.	Neil Coetzee, Tim Bray
Action : PSB support team to extend invitation to FG Commissioner to attend a future meeting.	TB

Cyngor Sir CEREDIGION County Council

REPORT TO: Overview & Scrutiny Co-ordinating Committee

DATE: 4th March 2024

TITLE OF REPORT: Whistleblowing update

LOCATION: Hybrid

PURPOSE OF REPORT: Information

TITLE OF REPORT:

BACKGROUND:

Reports are provided to Committee by way of an update on the developments and arrangements with regards to whistleblowing within the Council.

E-learning training is mandatory for all staff and Councillors. Re-training will be required every three years. New members of staff are required to undertake the training.

Mandatory training is in place. Further training for Managers, staff and Members will be arranged as necessary.

Committee last considered this matter on October 2019: Overview and Scrutiny Committee October 2019.

The policy was last reviewed in the Overview and Scrutiny Coordinating Committee on the 22nd of March 2023 and Cabinet on the 4th of April 2023 Cabinet Minutes - 4.4.23.

CURRENT SITUATION:

- 1) The Leadership Group periodically monitors the take-up of the e-learning module. This shows satisfactory take-up.
- 2) Since October 2019 to date there have been 2495 officers who have undertaken the training.
- 3) The Whistleblowing Policy was reviewed in March 2023 by the Overview and Scrutiny Coordinating Committee Report for DESH Scrutiny – 17th December 2008 (ceredigion.gov.uk) & Minute 4 Overview and Scrutiny committee minutes - March 2023 and by Cabinet in April 2023 Minute 191 Cabinet Minutes - 4.4.23.

The link to the amended policy is here: Policies and Procedures | Cerinet (ceredigion.gov.uk)

The key changes were:

- addition of:- The Investigatory Powers Commissioner (IPCO) has stated that: where appropriate, this policy should be considered first when • raising a concern in relation to the Authority’s use of investigatory powers, and • any disclosures concerning any matters which fall within the IPCO’s oversight on page 4
- addition of:- Safeguarding concerns may be reported initially as whistleblowing concerns. However, these may in appropriate circumstances be referred to the Council’s Safeguarding or Professional Concerns Strategy procedure. Employees are advised to refer to the ‘Policy and Guidelines for Safeguarding Children & Adults at Risk’ for further information on reporting safeguarding concerns on page 4
- addition of: - There may be circumstances where information divulged relating to safeguarding matters may be passed onto appropriate Officers (eg Director of Social Services) or regulatory authorities on page 5.

4) Whistleblowing Referrals

Between April 2019 and December 2023 there were 6 whistleblowing disclosure referrals to the Monitoring Officer.

As at 20/12/23:

5 x are concluded,

Of these: no formal investigation. Resolved by:

- internal actions
- training
- other investigative processes

1 x subject to ongoing investigation.

Has an Integrated Impact Assessment been completed? If not, please state why not required

Summary:

Long term: Short term amendments will be made as required.

Integration:

Amendments take into account recent legislation.

Collaboration:

WELLBEING OF FUTURE GENERATIONS: Trade Unions are

routinely consulted
on the policy.

Involvement:

Prevention: To ensure that access to the procedure is afforded to all employees, and to facilitate transparency and openness within the organisation

RECOMMENDATION (S):

1. To note the contents of the report

REASON FOR RECOMMENDATION (S):

Ensure strengthening and improvement of the whistleblowing regime.

Appendices: none

Contact Name: Elin Prysor

Designation: Corporate Lead Officer: Legal & Governance (& Monitoring Officer)

Date of Report: 06.02.2024

Acronyms: N/A

This page is intentionally left blank

Cyngor Sir CEREDIGION County Council

REPORT TO: Overview and Scrutiny Co-ordinating Committee

DATE: 4th March 2024

LOCATION: Hybrid

TITLE: Report on the Council's use of the Regulation of Investigatory Powers Act 2000 (RIPA)

PURPOSE OF REPORT: Information

REASON SCRUTINY HAVE REQUESTED THE INFORMATION: To undertake its 6 monthly review of the Council's use of RIPA

BACKGROUND:

A report was last brought to the Committee on the 22nd of May 2023 (see 22nd of May report on: [RIPA report - 22.5.23](#)).

Monitoring by members

The Overview and Scrutiny Co-ordinating Committee is responsible for reviewing the Council's use of RIPA.

Reports are usually presented to the Overview and Scrutiny Co-ordinating Committee on a 6 monthly basis; however, this report is presented 9 months following the previous due to a lack of RIPA activity and a change in staffing.

CURRENT SITUATION:

1) RIPA Activity

There has been no RIPA activity by any service of the Council during the period between the 22 of May 2023 and 21st November 2023. Authorising Officers have confirmed that they have not considered any RIPA applications during this time. The Annual return to the IPCO reflects this.

2) Training

On 18th of April 2024, a full day training workshop has been arranged which will be carried out by an external provider to relevant Officers on RIPA. Training was last held on 28th of February 2022 for officers.

This training and previous sessions should ensure that relevant Officers have the necessary knowledge to comply with RIPA requirements.

3) Authorising Officers

The current Authorising Officers for Directed Surveillance, CHIS authorisations and non-RIPA authorisations are:

The Corporate Lead Officer: Policy, Performance and Public Protection;
The Corporate Lead Officer: People and organisation; and
The Statutory Director of Social Services & Corporate Lead Officer: Porth Cynnal

The Chief Executive is the Authorising Officer to grant authorisations in respect of confidential or privileged information, relating to the covert filming of any Elected Member, Corporate Director or Corporate Lead Officer, or relating to surveillance of juveniles or vulnerable people.

The current Approved Rank Officer for Communications Data is:

Corporate Lead Officer: Policy, Performance & Public Protection

Alternative substitutes (if Approved Rank Officer at 1. above unavailable) are:
Corporate Lead Officer: People and Organisation; and
Corporate Lead Officer: Porth Cynnal

4) IPCO Newsletter

IPCO have published their quarterly newsletter for winter 2023. It is available on the IPCO website at [IPCO Winter 2023 Newsletter](#) and is attached to this report at **Appendix 1**.

WELLBEING OF FUTURE GENERATIONS:	Has an Integrated Impact Assessment been completed? If not, please state why Summary: This report is provided for information only and does not represent a change in policy or strategy. Long term: Integration: Collaboration: Involvement: Prevention:
---	--

RECOMMENDATION (S):
That the Committee notes the content of the report.

REASON FOR RECOMMENDATION (S):
To ensure the committee is kept up to date with the Council's use of RIPA and implementation of policies.

Designation: Corporate Lead Officer – Legal & Governance (& Monitoring Officer)

Date of Report:

26.02.2024

Acronyms:

RIPA: Regulation of Investigatory Powers Act 2000

SRO: Senior Responsible Officer

CHIS: Covert Human Intelligence Source

IPCO: Investigatory Powers Commissioner's Office

This page is intentionally left blank

CYNGOR SIR CEREDIGION COUNTY COUNCIL

Report to: Overview and Scrutiny Coordinating Committee

Date of meeting: 4 March 2024

Title: Corporate Safeguarding Policy

Purpose of the report:

The Corporate Safeguarding Policy has been updated to reflect the revised Wales Safeguarding Procedures.

The Policy now needs to be agreed through the democratic process.

Reason Scrutiny have requested the information:

Safeguarding activity and policy are scrutinised through Overview and Scrutiny Coordinating Committee.

Background

Safeguarding and protecting children and adults at risk is a high priority for Ceredigion County Council and ensuring that there are robust arrangements and procedures in place.

This Corporate Safeguarding Policy provides a framework for every service within the Council setting out responsibilities in relation to safeguarding and protecting children and adults at risk as well as the methods by which the council will be assured that it is fulfilling duties.

Current Situation

The Corporate Safeguarding Group has now been re-established after a hiatus during Covid pandemic. The Group has overseen the drafting of the new revised Corporate Safeguarding Policy in readiness for its implementation and passage through the democratic process.

The last version of the Corporate Safeguarding Policy was drafted in 2017 and were underpinned by the All Wales Child Protection Procedures including vulnerable adults (2008). The Wales Safeguarding Procedures were implemented in 2019 and are now incorporated into the policy.

The policy applies to staff, Councillors, volunteers and people carrying out work on behalf of the council.

Wellbeing of Future Generations:

Has an Integrated Impact Assessment been completed? If not, please state why.

No

The policy is inclusive and is designed to safeguard all groups of people irrespective of age, race, culture, language, gender, sexuality, or socio-economic group.

Summary of Integrated Impact Assessment:

Long term: N/A
Collaboration: N/A
Involvement: N/A
Prevention: N/A
Integration: N/A

Recommendation(s):

The Corporate Safeguarding Policy is agreed as the definitive document to ensure Ceredigion is a safe organisation and recognises its responsibilities to safeguard children and adults at risk.

Reason for recommendation(s):

It is essential that the Council provides a policy framework to safeguard people delivering services on behalf of the Local Authority.

The revised Corporate Safeguarding Policy utilises the up-to-date relevant guidance and legislation.

Contact Name: Audrey Somerton-Edwards

Designation: Corporate Lead Officer, Porth Cynnal, Statutory Director of Social Services

Date of Report: 22 February 2024

Acronyms: None used



Cyngor Sir
CEREDIGION
County Council

Corporate Safeguarding Policy

Protecting children, young people and adults at risk



*Safeguarding is
everybody's business*



Caru·Love
Ceredigion

Contents

Introduction	1
Objectives of this Policy	2
Scope	2
Context	3
Governance Arrangements	5
Corporate Safeguarding Board Membership	5
Operational Group for Safeguarding Children and Adults	6
Roles and Responsibilities	7
Liaison Arrangements	9
Strategic Context	9
Performance and Measures	9
Risks	10
Glossary	11

Introduction

Safeguarding and protecting children and adults at risk is a high priority for Ceredigion County Council and ensuring that there are robust arrangements and procedures in place.

This Corporate Safeguarding Policy provides a framework for every service within the Council setting out responsibilities in relation to safeguarding and protecting children and adults at risk as well as the methods by which the Council will be assured that it is fulfilling its duties.

This policy applies to all Ceredigion County Council employees, Councillors, volunteers and also service providers that are commissioned by the Council.

Safeguarding is everyone's business whether they work for, or on behalf of the Council.

The Signs of Safety Practice Framework will underpin all aspects of service delivery across the corporate Organisation. This will ensure that there is greater consistency and transparency in what individuals and families can expect from us across the continuum of need.

The Signs of Safety Framework ensures there is emphasis on building individual, family and community strengths and robust assessment to identify clear goals, which will enable the organisation to deliver the right help at the right time to people in Ceredigion

Objectives of this Policy

To set out how Ceredigion County Council will meet its obligations towards the safeguarding of children and adults at risk;

To give assurances to the public, Councillors, staff, volunteers and people carrying out work on behalf of the Council that there are sound arrangements in place to safeguard children and adults at risk.

Scope

The operational Safeguarding Service within Porth Gofal will lead on dealing with enquires regarding concerns that individuals may be at risk of harm, everyone has a responsibility to safeguard the wellbeing of adults and children who may be at risk whatever their role.

The strategic responsibility for the implementation of the policy will be overseen by the Quality Assurance and Safeguarding Service, Porth Cynnal.

The policy covers all functions and services of the Council and applies to all Council employees, elected members, foster carer's, individuals undertaking work placements and volunteers working within the Council. Also independent contractors who are carrying out work on behalf of the Council.

The Council also has a duty to ensure that other organisation's commissioned to provide services on their behalf have regard to the need to safeguard and promote the wellbeing of adults and children.

The Social Services and Well-being (Wales) Act 2014 states:

A child at risk is a child who is experiencing or is at risk of abuse, neglect or other kinds of harm and; has needs for care and support whether or not the authority is meeting any of those needs.

An adult at risk is an adult who is experiencing or is at risk of abuse, neglect, has needs for care and support whether or not the authority is meeting any of those needs and; as a result of those needs is unable to protect him or herself against the abuse or neglect or the risk of it.

Context

Legislation which is contained within the various Acts and guidance that are identified below enshrine the right to protection of all individuals from abuse. The legal starting point in achieving this objective is professional's duty to report allegations or suspicion of abuse and neglect. The law also identifies the Local Authority as the lead organisation in making enquiries to identify whether an individual is at risk and in coordinating the response to protect.

In practice this is never achieved in isolation or without clear leadership and accountability for the work which is equally set out in law, along with the duty to cooperate and collaborate with others.

The Council recognises that good practice in safeguarding brings together all activity aimed at promoting safe practice with vulnerable groups and preventing abuse and neglect. For this reason and because the law, policy, guidance and regulations change from time to time, it is impossible to provide an exhaustive list of relevant documents but the most significant items are included below:

- Social Services and Well Being Act 2014
- Education Act 2002 – plus 'Keeping Learners Safe'
- The role of local authorities, governing bodies and proprietors of independent schools under the Education Act 2002
- Children Act 1989 and 2004
- Safeguarding Children: Working Together under the Children Act 2004'
- In Safe Hands' 2000
- Section 17 of the Crime and Disorder Act 1998,
- Mental Capacity Act 2005
- Violence Against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015
- Housing Act 2004
- Licensing Act 2003
- Human Rights Act 1998
- Wales Safeguarding Procedures 2019

The Council will ensure that practice is compliant with the following policies and procedures:

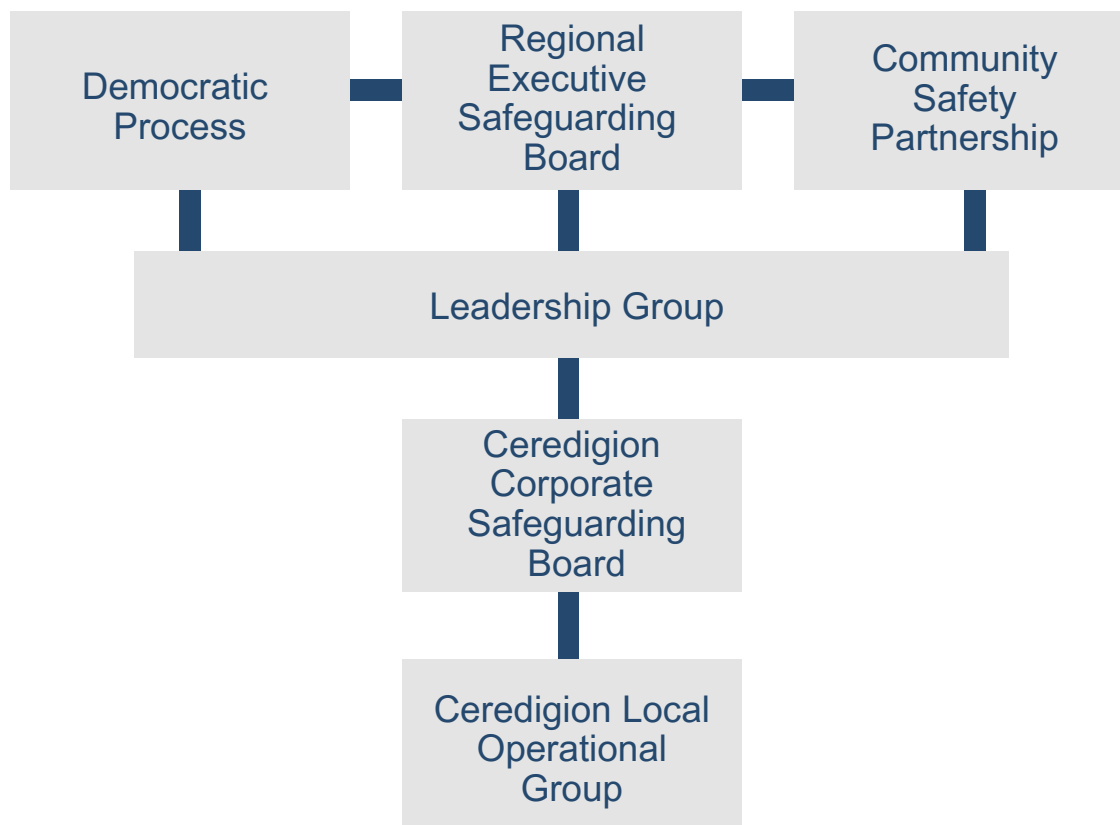
- Wales Safeguarding Procedures 2019
- Ceredigion County Council Recruitment Policies
- Ceredigion County Council Whistle-Blowing policy
- Ceredigion County Council Dealing with Domestic Abuse & Sexual Violence
- Policy and procedures for Safeguarding children, young people and vulnerable adults (Education - March 2013)

Employees and Councillors should act in accordance with the relevant professional Code of Conduct.

The intention is that this Corporate Safeguarding Policy will supplement and not replace any responsibilities already set out in legislation, policy or guidance set out above.

Governance Arrangements

Governance Structure - Corporate Safeguarding Board



Corporate Safeguarding Board Membership

- Statutory Director of Social Services
- Elected Member and portfolio holder for Porth Cynnal and Porth Gofal
- Elected Member and portfolio holder for Porth Cymorth Cynnar
- Corporate Director
- Corporate Lead Officer Porth Gofal
- Corporate Lead Officer Porth Cymorth Cynnar
- Corporate Lead Officer People and Organisation
- Corporate Lead Officer Schools
- Nominated Child Protection Officer - Education
- Other departmental representatives as nominated
- Quality Assurance and Safeguarding Corporate Manager

The group meets quarterly.

Local Operational Group for Safeguarding Children and Adults

Safeguarding Boards are the key statutory mechanism for agreeing how the relevant organisation's in each area will cooperate to safeguard children and adults at risk, and for ensuring the effectiveness of what they do.

CYSUR: Child & Youth Safeguarding; Unifying the Region. They are responsible for delivering the following objectives:

- To **PROTECT** children within Mid & West Wales who are experiencing, or are at risk of abuse, neglect or other kinds of harm, and
- To **PREVENT** children within its area from becoming at risk of abuse, neglect or other kinds of harm.

To discharge the **Mid & West Wales Safeguarding Board's** objectives effectively, there is one Board which combines the safeguarding business for Children and Adults.

CWMPAS: Collaborative Working & Maintaining Partnership for Adult Safeguarding. They are responsible for delivering the following objectives:

- To **PROTECT** adults within Mid & West Wales who:
- Have needs for care and support, and are experiencing, or are at risk of, abuse or neglect; and
- To **PREVENT** those adults within Mid & West Wales from becoming at risk of abuse or neglect.



Roles and Responsibilities

All employees, Councillors and volunteers have the duty to report concerns or suspicion about abuse and neglect.

The Through Age Safeguarding Service within Porth Gofal and Porth Cynnal will be responsible for ensuring there are effective operational and strategic systems and processes in place to manage how the council receives and responds to new concerns about children and adults at risk.

All safeguarding concerns should be reported to Ceredigion County Council's Customer Contact (CLIC) service on 01545 574000.

Every Manager is responsible for:

- Recruiting employees/volunteers in accordance with relevant HR policy, including (where required) Disclosure and Barring Service checks.
- Ensure safeguarding is part of every employee/volunteer's induction.
- Identifying employees/volunteers who are likely to come into contact with children or adults at risk as part of their role.
- Ensuring training is delivered commensurate with role.
- Ensuring that all employees/volunteers are aware of how to report safeguarding concerns and to whom.
- Ensuring that all employees/volunteers are aware of the Council's Whistleblowing Policy.
- Ensuring that employees/volunteers are aware that they must conduct themselves in a manner which safeguards and promotes the wellbeing of children and adults at risk.
- Providing employees/volunteers with guidance about safeguarding concerns as required.

Statutory Director of Social Services. This role as defined by the Social Services and Well-Being (Wales) Act 2014 is fulfilled by the Statutory Director of Social Services who has the final and indivisible responsibility for safeguarding issues and accountability to safeguard and promote the welfare of children and adults at risk. They are responsible for ensuring that the Council has appropriate safeguarding measures to protect children and young people, adults and vulnerable older people and is responsible for reporting at a corporate level to Elected Members on their effectiveness

The annual Report of the Director of Social Services will provide evidence and scrutiny of the measures and activity of the safeguarding service.

Each **Corporate Director** through their Management Teams will be responsible for ensuring that all the statutory requirements in terms of safeguarding and promoting the welfare of children and adults at risk are addressed.

Service Commissioners will be responsible for ensuring that contractual arrangements specify responsibilities in relation to safeguarding in accordance with this Policy and existing commissioning policy.

Contractors, sub-contractors or other organisation's funded by or on behalf of the Council are responsible for arranging checks through the Disclosure and Barring Service (where required) and for ensuring that their staff comply with regulatory and contractual arrangements relating to safeguarding children and adults.

Contractors are also responsible for informing relevant managers of the Council about any concerns they may have and to refer such safeguarding concerns to the IAA service.

The Chief Executive will ensure that there are effective safeguarding arrangements in place, including policies and procedures, that those policies and procedures are implemented, that there are effective governance arrangements in place and that all statutory requirements are being met and that procedures for reporting concerns are in place and that these are implemented and known within the organisation.

The **Chief Executive** will ensure that there are effective safeguarding arrangements in place, including policies and procedures, that those policies and procedures are implemented, that there are effective governance arrangements in place and that all statutory requirements are being met and that procedures for reporting concerns are in place and that these are implemented and known within the organisation.

Liaison Arrangements

Regular meetings are held between the Corporate Lead Officer for Schools and Porth Cynnal and Porth Gofal services. Other parties may be included as required or deemed appropriate.

The Corporate Lead Officers for Porth Cynnal, Porth Gofal and Porth Cymorth Cynnar will meet regularly for consultation and information gathering,

Strategic Context

At a strategic level, this approach to safeguarding supports the delivery of the Council's priorities as set out in the Corporate Strategy 2022-2027.

- **Boosting the Economy, Supporting Businesses and Enabling Employment**
- **Creating Caring and Healthy Communities**
- **Providing the Best Start in Life and Enabling Learning at All Ages**
- **Creating Sustainable, Green and Well-connected Communities**

At an All Wales level, keeping people safe contributes to the Wellbeing Goals as set out in the Well-being of Future Generations Act to improve the economic, social, environmental and cultural well-being of Wales.

Performance and Measures

Reporting, monitoring and reviewing

The Corporate Safeguarding Board for Safeguarding Children and Adults will present an Annual Report through the Ceredigion County Council Democratic Process, as well as providing information that will be detailed in the Statutory Director of Social Services Annual Report. This report will draw attention to the Council's performance in complying with the Corporate Policy and legislative guidelines.

Quarterly performance reports in relation to Children and Adults Safeguarding are reported to the Mid and West Wales Regional Executive Safeguarding Board where there is an opportunity to scrutinize and compare activity across the region. There is a local audit schedule through the Local Operational Group in place that provides a mechanism for ensuring quality assurance and opportunities for learning and development of services. This work is overseen by the Regional Executive Safeguarding Board

All **Elected Members** will be invited to attend training in respect of safeguarding children and adults at risk and additional safeguarding training needs, e.g. in relation to their portfolios will be addressed as part of ongoing Personal Development Reviews.

The Lead Member will work closely with and take professional advice from a range of Senior Officers within the Authority, as appropriate.

The Lead Member will liaise and consult with other Cabinet Members on individual matters likely to affect their portfolios as set out in the Council's Scheme of Delegation.

All **Corporate Lead Officers** must ensure that where those posts are designated as regulated activity. (see: <https://www.gov.uk/government/organisations/disclosure-and-barring-service>) Their staff are checked through the Disclosure and Barring Service (DBS) procedures and that their staff conform to the Policy and Guidelines for Safeguarding Children and Adults.

All Corporate Lead Officers must establish arrangements to ensure that they comply with the requirements of this policy and the Council's Criminal Records Policy.

All Corporate Lead Officers must arrange that records are kept of every check that is made by the DBS.

Risks

Safeguarding Risk Register

We will monitor the Risk Register on a regular basis.

Contact details

If an Elected Member (or any member of the public) has concerns regarding the safety of an individual, then they should contact the Customer Contact number (01545 574000) where they will be appropriately signposted to the most appropriate service

The Social Services Emergency Duty Team should be contacted on 0300 333 2222 if the issue arises after 5.00pm, Monday to Friday and on weekends and Bank Holidays.

The Police must be contacted immediately if the child or adult is in danger.

This document will be reviewed annually.

Glossary

Categories and indicators of abuse and neglect

Safeguarding means protecting people's health, wellbeing and human rights, and enabling them to live free from harm, abuse and neglect.

Safeguarding adults includes:

- Protecting their rights to live in safety, free from abuse and neglect.
- People and organisations working together to prevent the risk of abuse or neglect, and to stop them from happening.
- Making sure people's wellbeing is promoted, taking their views, wishes, feelings and beliefs into account.
- Safeguarding children and promoting their welfare includes:
- Protecting them from maltreatment or things that are bad for their health or development.
- Making sure they grow up in circumstances that allow safe and effective care.
- Effective safeguarding arrangements should be underpinned by two key principles:
- Safeguarding is everyone's responsibility: for services to be effective each professional and organisation should play their full part; and

- A person-centred approach: for services to be effective they should be based on a clear understanding of the needs and views of adults and children.
- Section 197(1) of the Social Services and Well-being (Wales) Act 2014 specifies the categories of abuse which are:
 - Physical
 - Sexual
 - Psychological / Emotional
 - Neglect
 - Financial

Financial abuse has been added as a new category for Children under the Social Services & Well-being (Wales) Act 2014.

Categories and indicators of abuse – adults at risk

Section 197(1) of the Social Services and Well-being (Wales) Act 2014 provides definitions of 'abuse' and 'neglect'.

Abuse means physical, sexual, psychological, emotional or financial abuse (and includes abuse taking place in any setting, whether in a private dwelling, an institution or any other place) and financial abuse which includes:

- having money or other property stolen
- being defrauded
- being put under pressure in relation to money or other property
- having money or other property misused

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 (for example, an impairment of the person's health).

The following is a non-exhaustive list of examples for each of the categories of abuse and neglect:

Physical abuse

Hitting, slapping, over or misuse of medication, undue restraint, or inappropriate sanctions.

Sexual abuse

Rape and sexual assault or sexual acts to which the adult has not or could not consent and/or was pressured into consenting.

Psychological abuse

Threats of harm or abandonment, coercive control humiliation, verbal or racial abuse, isolation or withdrawal from services or supportive networks (coercive control is an act or pattern of acts of assault, threats, humiliation, intimidation or other abuse that is used to harm, punish or frighten the victim).

Neglect

Failure to access medical care or services, negligence in the face of risk-taking, failure to give prescribed medication, failure to assist in personal hygiene or the provision of food, shelter, clothing; emotional neglect.

Financial abuse

In relation to people who may have needs for care and support and includes:

- an unexpected change to their will
- sudden sale or transfer of the home
- unusual activity in a bank account
- sudden inclusion of additional names on a bank account

- signature does not resemble the person's normal signature
- reluctance or anxiety by the person when discussing their financial affairs
- giving a substantial gift to a carer or other third party
- a sudden interest by a relative or other third party in the welfare of the person.
- bills remaining unpaid
- complaints that personal property is missing
- a decline in personal appearance that may indicate that diet and personal requirements are being ignored
- deliberate isolation from friends and family giving another person total control of their decision-making;

Any of the above forms of abuse could be motivated by the personal characteristics of the victim. This may make it a hate crime. These involve a criminal offence perceived by the victim or any other person, to be motivated by hostility or prejudice based on a person's actual or perceived disability, race, religion and belief, sexual orientation and transgender.

Abuse categories

Extract from the Social Services & Well-being (Wales) Act 2014

Physical abuse - hitting, slapping, over or misuse of medication, undue restraint, or inappropriate sanctions.

Types of physical abuse

- Assault, hitting, slapping, punching, kicking, hair-pulling, biting, pushing
- Rough handling
- Scalding and burning
- Physical punishments
- Inappropriate or unlawful use of restraint
- Making someone purposefully uncomfortable (e.g. opening a window and removing blankets)

- Involuntary isolation or confinement
- Misuse of medication (e.g. over-sedation)
- Forcible feeding or withholding food
- Unauthorised restraint, restricting movement (e.g. tying someone to a chair)

Possible indicators of physical abuse

- No explanation for injuries or inconsistency with the account of what happened
- Injuries are inconsistent with the person's lifestyle
- Bruising, cuts, welts, burns and/or marks on the body or loss of hair in clumps
- Frequent injuries
- Unexplained falls
- Subdued or changed behaviour in the presence of a particular person
- Signs of malnutrition
- Failure to seek medical treatment or frequent changes of GP

Sexual abuse -rape and sexual assault or sexual acts to which the vulnerable adult has not or could not consent and/or was pressured into consenting

Indicators of sexual abuse can be both physical and behavioural, including:

- New emergence of sexually transmitted diseases (STDs)
- New difficulty sitting or walking
- Pelvic injury
- Bruises on inner thighs or around the genital area
- Anal or genital pain, bleeding, or irritation
- Bloody, torn, or stained undergarments
- Extreme agitation
- Withdrawal from social interactions
- Panic attacks, or emerging post-traumatic stress disorder (PTSD) symptoms
- Inappropriate, aggressive, or unusual sexual behaviour
- Suicide attempts

Psychological abuse -threats of harm or abandonment, coercive control, humiliation, verbal or racial abuse, isolation or withdrawal from services or supportive networks (coercive control is an act or pattern of acts of assault, threats, humiliation, intimidation or other abuse that is used to harm, punish or frighten the victim);

Types of psychological or emotional abuse

- Enforced social isolation – preventing someone accessing services, educational and social opportunities and seeing friends
- Removing mobility or communication aids or intentionally leaving someone unattended when they need assistance
- Preventing someone from meeting their religious and cultural needs
- Preventing the expression of choice and opinion
- Failure to respect privacy
- Preventing stimulation, meaningful occupation or activities
- Intimidation, coercion, harassment, use of threats, humiliation, bullying, swearing or verbal abuse
- Addressing a person in a patronising or infantilising way
- Threats of harm or abandonment
- Cyber bullying

Possible indicators of psychological or emotional abuse

- An air of silence when a particular person is present
- Withdrawal or change in the psychological state of the person
- Insomnia
- Low self-esteem
- Uncooperative and aggressive behaviour
- A change of appetite, weight loss/gain
- Signs of distress: tearfulness, anger
- Apparent false claims, by someone involved with the person, to attract unnecessary treatment

Neglect - failure to access medical care or services, negligence in the face of risk-taking, failure to give prescribed medication, failure to assist in personal hygiene or the provision of food, shelter, clothing; emotional neglect. (See also self-neglect)

Types of neglect

- Failure to provide or allow access to food, shelter, clothing, heating, stimulation and activity, personal or medical care
- Providing care in a way that the person dislikes
- Failure to administer medication as prescribed
- Refusal of access to visitors
- Not taking account of individuals' cultural, religious or ethnic needs
- Not taking account of educational, social and recreational needs
- Ignoring or isolating the person
- Preventing the person from making their own decisions

Possible indicators of neglect:

- Poor environment – dirty or unhygienic
- Poor physical condition and/or personal hygiene
- Pressure sores or ulcers
- Malnutrition or unexplained weight loss
- Untreated injuries and medical problems
- Inconsistent or reluctant contact with medical and social care organisations
- Accumulation of untaken medication
- Uncharacteristic failure to engage in social interaction
- Inappropriate or inadequate clothing

Financial abuse in relation to people who may have needs for care and support

Possible indicators of this include:

- unexpected change to their will.
- sudden sale or transfer of the home
- unusual activity in a bank account

- sudden inclusion of additional names on a bank account
- signature does not resemble the person's normal signature
- reluctance or anxiety by the person when discussing their financial affairs
- giving a substantial gift to a carer or other third party
- a sudden interest by a relative or other third party in the welfare of the person
- bills remaining unpaid
- complaints that personal property is missing
- a decline in personal appearance that may indicate that diet and personal requirements are being ignored
- deliberate isolation from friends and family giving another person total control of their decision-making.

Self-Neglect

Capacity is a highly significant factor in both understanding and intervening in situations of self-neglect.

Self-neglect can happen as a result of an individual's choice of lifestyle, or the person may:

- be depressed,
- have poor health,
- have cognitive (memory or decision making) problems, or
- be physically unable to care for self.

Types of self-neglect

- Lack of self-care to an extent that it threatens personal health and safety
- Neglecting to care for one's personal hygiene, health or surroundings
- Inability to avoid self-harm
- Failure to seek help or access services to meet health and social care needs
- Inability or unwillingness to manage one's personal affairs

Indicators of self-neglect:

- Very poor personal hygiene
- Unkempt appearance
- Lack of essential food, clothing or shelter
- Malnutrition and/or dehydration
- Living in squalid or unsanitary conditions
- Neglecting household maintenance
- Hoarding
- Collecting a large number of animals in inappropriate conditions
- Non-compliance with health or care services
- Inability or unwillingness to take medication or treat illness or injury

Definitions of Child Abuse and Neglect

(All Wales Child Protection Procedures 2008) A child is abused or neglected when somebody inflicts harm, or fails 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. A child or young person up to the age of 18 years can suffer abuse or neglect and require protection via an inter- agency child protection plan.

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 caregiver fabricates or induces illness in a child whom they are looking after.

Emotional abuse

Emotional abuse is the persistent emotional ill treatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to a child that they are worthless or unloved, inadequate or valued only in so far as they meet the needs of another person. It may feature age or developmentally

being imposed on children. It may involve causing children frequently to feel frightened or in danger, for example by witnessing domestic abuse within the home or being bullied, or, the exploitation or corruption of children. Some level of emotional abuse is involved in all types of ill treatment of a child, though it may occur alone.

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 caregiver 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. In addition, neglect may occur during pregnancy as a result of maternal substance misuse.

Sexual abuse

Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, whether or not the child is aware of what is happening. The activities may involve physical contact, including Penetrative or non-penetrative acts. They may include non-contact activities, such as involving children in looking at, or in the production of, pornographic material or watching sexual activities, or encouraging children to behave in sexually inappropriate ways.

Child sexual exploitation (CSE) 'Child sexual exploitation is a form of sexual abuse where children are sexually exploited for money, power or status. It can involve violent, humiliating and degrading sexual assaults. In some cases, young people are persuaded or forced into exchanging sexual activity for money, drugs, gifts, affection or status.

Consent cannot be given, even where a child may believe they are voluntarily engaging in sexual activity with the person who is exploiting them. Child sexual exploitation doesn't always involve physical contact and can happen online. A significant number of children who are victims of sexual exploitation go missing from home, care and education at some point.

Domestic violence and abuse

The cross-government definition of domestic violence and abuse is: any incident or pattern of incidents of controlling, coercive, threatening behaviour, violence or abuse between those aged 16 or over who are, or have been, intimate partners or family members regardless of gender or sexuality. The abuse can encompass, but is not limited to:

- psychological
- physical
- sexual
- financial
- emotional

Domestic abuse and young people

Young people in the 16 to 17 age group can also be victims of domestic violence and abuse.

Controlling behaviour

Controlling behaviour is a range of acts designed to make a person subordinate and/or dependent by isolating them from sources of support, exploiting their resources and capacities for personal gain, depriving them of the means needed for independence, resistance and escape and regulating their everyday behaviour.

Coercive behaviour

Coercive behaviour is an act or a pattern of acts of assault, threats, humiliation and intimidation or other abuse that is used to harm, punish, or frighten their victim.

A coercive or controlling behaviour offence came into force in December 2015. It carries a maximum 5 years' imprisonment, a fine or both. Victims who experience coercive and controlling behaviour that stops short of serious physical violence, but amounts to extreme psychological and emotional abuse, are able to bring their perpetrators to justice.

Hate Crime

A Hate Incident is any incident which the victim, or anyone else, thinks is based on someone's prejudice towards them because of their race, religion, sexual orientation, disability or because they are transgender.

Further information on Hate Crime (including how to report a hate crime) can be found on the Bridgend Community Safety Partnership website.

Modern slavery and human trafficking

Modern Slavery is the term used within the UK and is defined within the Modern Slavery Act 2015. The Act categorises offences of Slavery, Servitude and Forced or Compulsory Labour and Human Trafficking.

These crimes include holding a person in a position of slavery, servitude forced or compulsory labour, or facilitating their travel with the intention of exploiting them soon after. Although human trafficking often involves an international cross-border element, it is also possible to be a victim of modern slavery within your own country.

It is possible to be a victim even if consent has been given to be moved.

Children cannot give consent to being exploited therefore the element of coercion or deception does not need to be present to prove an offence.

Safeguarding children in education

All schools will have identified a Designated Child Protection Teacher (DCPT) with responsibility for safeguarding and child protection. All schools will also have their own child protection policy. The policy will identify the key personnel.

Any concerns around safeguarding should be reported to the DCPT or the deputy in their DCPO's absence.

Staff should ensure they keep full and accurate records of their concerns, including details of any disclosures, and should include action taken e.g. 'referred to DCPT'.

Record keeping is vitally important when dealing with safeguarding and records should be clear, precise and distinguish fact and opinion.

Records must always include the name of the child, date of incident/concern, full name of the person making the record and details of action taken and people spoken to.

Although the Designated Child Protection Teacher is the person with responsibility for child protection and safeguarding, if a member of staff has concerns that a matter has not been addressed they can make a referral themselves.

Remember Child Protection is everyone's responsibility and any individual can make a referral to children's services assessment team. Professionals cannot remain anonymous when making referrals.

Dyfed Powys Police Public Protection Unit

This unit assists local officers with some of the most sensitive criminal investigations, providing support and guidance for cases

such as child and adult protection, domestic abuse, sexual offences, missing people and mental health.

The department also participates in MAPPA (Multi-Agency Public Protection Arrangements) with the probation service to effectively manage risks posed by violent and sexual offenders living in the force area.

The unit work with statutory partners and third sector agencies long after a case is closed in court to look after the wellbeing of victims and the general public.

The Police Unit can be contacted on 101.

Hywel Dda University Health Board (H DUHB)

The Health Board works closely with other agencies such as the police, social services and education to appropriately share information and safeguard adults and children at risk. Some of the situations children and adults at risk are affected by which require a safeguarding response include abuse & neglect, child sexual exploitation (CSE), domestic abuse, female genital mutilation (FGM), Deprivation of Liberty Safeguards (DoLS), Mental Capacity Act (MCA), human trafficking and radicalisation.

Under the Social Services and Well-Being (Wales) Act 2014 H DUHB has a statutory duty to inform the local authority of any adults or children who may be at risk.



Cyngor Sir
CEREDIGION
County Council

General enquires:

www.ceredigion.gov.uk

01545 570881

cllc@ceredigion.gov.uk

Safeguarding concerns:

01545 574000

contact-socservs@ceredigion.gov.uk



CYNGOR SIR CEREDIGION COUNTY COUNCIL

Report to: Overview and Scrutiny Coordinating Committee

Date of meeting: 4 March 2024

Title: Mid and West Wales Safeguarding Children and Adults Board Annual Report 2022-2023

Purpose of the report:

To inform Overview and Scrutiny Coordinating Committee of the annual performance of the Regional Safeguarding Board and Ceredigion County Council's role.

Reason Scrutiny have requested the information:

For information and to determine the ongoing performance of Ceredigion County Council as a partner of the Regional Safeguarding Board.

Background

The focus for Safeguarding Boards is twofold. First and foremost the protection of children and adults who are in need of care and support from abuse, neglect or other kinds of harm, and the prevention of children and adults from becoming at risk of abuse, neglect or other kinds of harm.

These two objectives inform the priorities of Safeguarding Boards and partner agencies when considering work programmes and annual plans, and reviewing their performance.

Keeping children and adults who may have needs for care and support safe is everyone's responsibility. This means feeling safe and being safe with those with whom they live and who support and care for them, as well as being safe in environments outside the home where they may live, travel, play, learn, work or undertake sport, cultural, leisure and other activities. This responsibility lies primarily within the family or with carers and within the wider community.

The Annual Report demonstrates how the agencies have worked together to fulfil these duties.

Current Situation

Ceredigion continues to be a fully contributing partner to the Regional Safeguarding Board activities and takes seriously the duties conferred on us to be active participants.

The next Annual report covering 2023-24 will be published in August 2024.

Wellbeing of Future Generations:

Has an Integrated Impact Assessment been completed? If, not, please state why.

No

This is a report that has been compiled outside the Local Authority.

Summary of Integrated Impact Assessment:

Long term: N/A

Collaboration: N/A

Involvement: N/A

Prevention: N/A

Integration: N/A

Recommendation(s):

The Overview and Scrutiny Coordinating Committee take note of the content of the report.

Reason for recommendation(s):

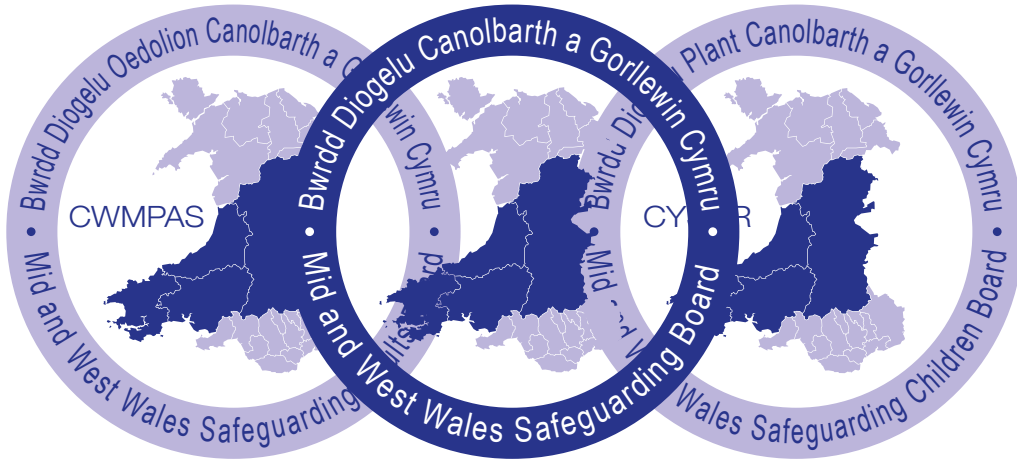
None.

Contact Name: Audrey Somerton-Edwards

Designation: Corporate Lead Officer, Porth Cynnal, Statutory Director of Social Services

Date of Report: 22 February 2024

Acronyms: Definitions contained in the report.








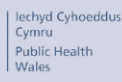



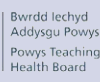


THE MID AND WEST WALES SAFEGUARDING CHILDREN & ADULTS BOARDS



ANNUAL REPORT 2022-2023

An Overview of the Objectives and Achievements of the Mid and West Wales Safeguarding Children & Adults Boards

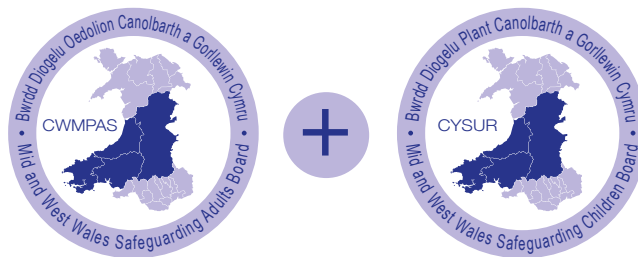
 Cwmni Actiefyddu Cymunedol Cymru Wales Community Rehabilitation Company	 Powys	 Heddlu Police DYFED-POWYS	 Cyngor Sir Gâr Carmarthenshire County Council	 Gwasanaeth Prawf Cenedlaethol National Probation Service
 PRAWF Probation	 GIG CYMRU NHS WALES	 Iechyd Cyhoeddus Cymru Public Health Wales	 GIG CYMRU NHS WALES	 Bwrdd Iechyd Prifysgol Hywel Dda University Health Board
 GIG CYMRU NHS WALES	 Bwrdd Iechyd Addysgu Powys Powys Teaching Health Board			

Contents

Introduction	1
Objectives of a Regional Safeguarding Board	2
Board Structure	3
(a) Membership	6
(b) Action taken to achieve our outcomes	8
(c) Extent to which we have implemented our strategic annual plans	10
(d) How we have collaborated with other bodies engaged in activities relating to the Boards' objectives	19
(e) Requests made to qualifying persons under S.137(1) and whether they were complied with	23
(f) Achievements we have made during the year	24
(g) To what extent have agencies contributed to the Boards' effectiveness	32
(h) An assessment of how the Boards use their resources	44
(i) Underlying themes in the way the Safeguarding Boards have exercised their functions	46
(j) When and how children and adults have had an opportunity to participate in the Boards' work	52
(k) Applications for Adult Protection & Support Orders	56
(l) Information or learning the Boards have disseminated and training recommended or provided	57
(m) How the Safeguarding Boards have implemented advice from Welsh Government and the National Independent Safeguarding Board	68
Glossary of Terms	69

Introduction

It gives us pleasure to jointly present the Mid and West Wales Safeguarding Boards CYSUR and CWMPAS Annual Report.



This Annual Report outlines the progress we have made against the outcomes set by CYSUR and CWMPAS as part of our joint Annual Strategic Plan for the year 2022-23.

work safeguarding children and adults at risk, and give powerful messages to practitioners about how to best communicate with and listen to children.

This year has seen the departure of the chair of the CWMPAS Board, Jonathan Griffiths. We would like to thank Jonathan for his leadership and commitment to the Mid and West Wales Safeguarding Boards and acknowledge the contribution he has made to the development of its work and strategic direction during the preceding six years.

Our continued commitment to deliver against our Violence Against Women Domestic Abuse and Sexual Violence (VAWDASV) agenda has progressed at some pace this year. Our new four-year strategy and accompanying delivery plan has been completed and published, directly informed by survivors with lived experience of domestic abuse in the Mid and West Wales area.

Significant investment and time has been dedicated throughout the year to supporting the development of the new Single Unified Safeguarding Review (SUSR) process, including the development of the draft statutory guidance published earlier this year. We are proud to report we have been commissioned by the Welsh Government to develop and deliver the national training framework to support and accompany implementation of the new guidance.

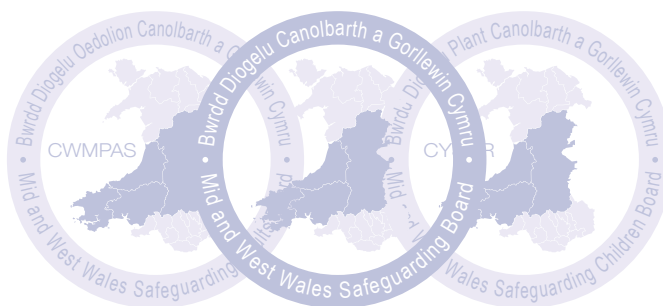
Developing creative solutions to some of the significant workforce challenges the social care and the public sector workforce is experiencing has continued to be a key focus of the Boards' work this year, both within a regional and national context. A review of the social care workforce across the region has been undertaken, and we will be implementing actions in the coming year to improve recruitment and retention of staff locally alongside ongoing national work.

Our particular successes this year include the development of multi-agency safeguarding training packages. This includes the development and implementation of professional curiosity training and accompanying resources, as well as the development of a safeguarding training animation created by our Junior Board. These suites of training and resources help to support practitioners in their

The commitment of our multi-agency partners to work together collaboratively to make a difference and to improve the lives children and adults at risk in Mid and West Wales is stronger than ever. We would like to thank the members of the Boards and sub-groups for their continued engagement, commitment and progress made in 2022-23, and we look forward to building upon this in the coming year.



Michael Gray (CWMPAS Chair)
 Director of Social Care and Housing
 Pembrokeshire County Council



Jake Morgan (CYSUR Chair)
 Director of Community Services
 Carmarthenshire County Council

Objectives of a Regional Safeguarding Board

The objectives of Regional Safeguarding Boards as outlined in the [Social Services and Wellbeing \(Wales\) Act 2014](#) are stated below.

The objectives of a **Safeguarding Children Board** are:

- to **protect** children within its area who are experiencing, or are at risk of abuse, neglect or other kinds of harm, and
- to **prevent** children within its area from becoming at risk of abuse, neglect or other kinds of harm.

The objectives of a **Safeguarding Adults Board** are:

- to **protect** adults within its area who –
 1. have needs for care and support (whether or not a Local Authority is meeting any of those needs), and
 2. are experiencing, or are at risk of, abuse or neglect, and
- to **prevent** those adults within its area from becoming at risk of abuse or neglect.

Guidance on the functions of Safeguarding Boards

The focus for Safeguarding Boards is twofold. It is both the **protection** of children and adults who are in need of care and support from abuse, neglect or other kinds of harm, and the **prevention** of children and adults from becoming at risk of abuse, neglect or other kinds of harm. These two objectives should inform the priorities of Safeguarding Boards when they are considering their work programmes and annual plans, and reviewing their performance.

Keeping children and adults who may have needs for care and support safe is everyone's responsibility. This means feeling safe and being safe with those with whom they live and who support and care for them, as well as being safe in environments outside the home where they may live, travel, play, learn, work or undertake sport, cultural, leisure and other activities. This responsibility lies primarily within the family or with carers and within the wider community.

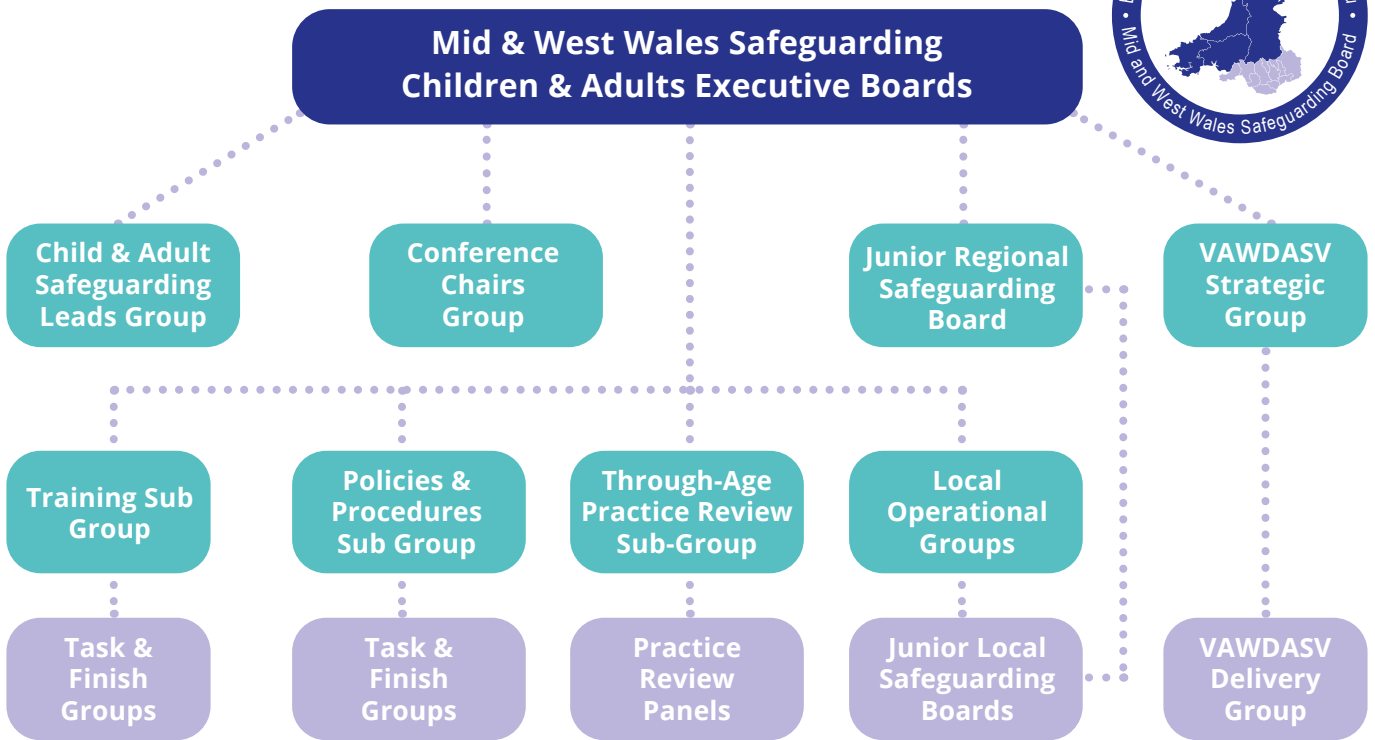
Many organisations have responsibility for safeguarding children and adults through the services they provide directly to them, through the help and support provided to families and carers, or through their work to develop and strengthen communities.



Board Structure

The Mid and West Wales Safeguarding Boards serve the communities of Pembrokeshire, Carmarthenshire, Ceredigion and Powys, working collaboratively and in partnership within a multi-agency setting. The Boards’ aim is to raise awareness of safeguarding issues with members of the public and provide support, advice and guidance to professionals working in our local communities who deliver a range of voluntary and statutory services. Mid and West Wales is covered by two sister Safeguarding Boards:

- **CWMPAS [Collaborative Working & Maintaining Partnership in Adult Safeguarding]:** The Mid and West Wales Safeguarding Adults Board, and;
- **CYSUR [Child & Youth Safeguarding, Unifying the Region]:** The Mid and West Wales Safeguarding Children Board.



Executive Boards:

The Executive Boards for CYSUR and CWMPAS work together as an overarching regional Board to monitor and improve regional safeguarding activity across Mid and West Wales. The Executive Boards consist of senior managers from all key statutory partners and agencies (see Section A). The Executive Boards’ aim is to provide leadership and guidance to all its constituent agencies through the delivery of a series of strategic priorities for safeguarding activity and practice. The two Executive Boards support, guide and take advice from the regional sub-groups.



Hybrid Executive Board meeting held this year held in person and via Microsoft Teams

Local Operational Groups:

Each of the four Local Authorities within Mid and West Wales host Local Operational Groups (LOGs). The purpose, membership and structure of these LOGs mirror that of the Executive Boards. However, the primary objective of LOGs is to monitor and analyse safeguarding practice locally, rather than regionally. Membership consists of the Heads of Children's and Adults' Services, who chair the groups, and senior and middle managers from local statutory agencies, including Health, Police and Probation.

LOGs seek to improve practice locally by discussing local safeguarding activity in an open and transparent environment, sharing and analysing performance data and completing practice audits to inform practice improvements and identify risk. LOGs seek to share and acknowledge examples of good safeguarding practice; in addition, they will professionally challenge and hold agencies to account when safeguarding practice falls below expected standards.

Through-Age Practice Review Sub-Group:

The Through-Age Practice Review Sub-Group considers referrals from agencies where a child or adult at risk has either died or suffered significant impairment of health and development as a result of abuse and/or neglect.

The regional Practice Review Sub-Group considers information against defined criteria within ['Working Together to Safeguard People Volume 3 – Adult Practice Reviews'](#) and ['Volume 2 – Child Practice Reviews'](#) and makes a recommendation to the relevant Executive Board Chair as to whether there are identified learning outcomes, and whether an Adult Practice Review (APR) or Child Practice Review (CPR) should be undertaken to learn lessons.

Practice Reviews are undertaken by a multi-agency group of professionals who collectively analyse information and identify any practice themes and lessons to learn. The report is then published as a Child/Adult Practice Review on the Boards' [website](#).



Regional Multi-Agency Professional Forum (MAPF):

Multi-agency learning is undertaken via a Multi-Agency Professional Forum (MAPF) from identified cases that have not met the threshold for a full concise or extended Child or Adult Practice Review. The Regional Multi-Agency Professional Forum (MAPF) was closed in 2022 and has now been incorporated into the Through-Age Practice Review Sub-Group, to help achieve consistency in decision-making. Responsibility for managing and overseeing MAPFs, as well as receiving referrals for new MAPFs, now sit with the Practice Review Sub-Group, although a link to regional LOGs remains in place.

Regional Policies & Procedures Sub-Group:

The Policies & Procedures Sub-Group operates collaboratively and in conjunction with the Executive Boards. The Group seeks to provide guidance to professionals via the development of regional safeguarding policy and procedure. The Boards now have a significant number of multi-agency through-age policies to support practitioners in their practice, which are published on the Boards' [website](#) once ratified.

Regional Training Sub-Group:

The Training Sub-Group operates collaboratively and in conjunction with the Executive Boards. It seeks to support and guide the delivery of safeguarding training and learning across the four Local Authority areas and partner agency organisations. The Training Sub-Group works closely with partners' training departments to promote the quality and consistency of safeguarding training and delivery. The group can commission specialist, bespoke safeguarding training across the region and works closely with other sub-groups, such as the Practice Review Sub-Group, to ensure any learning outcomes identified in Child/Adult Practice Reviews are disseminated to staff, and any identified specialist training is commissioned.

Other bespoke regional forums and groups support and are closely aligned to the Boards' annual strategic plan and priorities. These include regional multi-agency Adult and Children's Safeguarding Leads Groups, and a regional group for Child Protection Conference Chairs.

Violence against Women, Domestic Abuse and Sexual Violence (VAWDASV) Strategic and Delivery Groups:

VAWDASV affects all citizens of the region and incorporates all forms of violence against women, honour based violence, forced marriage, Female Genital Mutilation (FGM), trafficking, sexual violence and exploitation, and domestic abuse.

The VAWDASV Strategic Group is a multi-agency collaboration that is driving forward the requirements of the [VAWDASV Act](#), including the implementation of the new Mid and West Wales Violence Against Women, Domestic Abuse and Sexual Violence Strategy 2023-27 (see section B).

The VAWDASV Delivery Group supports the Strategic Group on the progression and implementation of regional priorities, as well as maintaining key links with specialist providers.

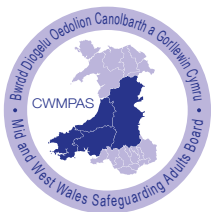
CADW: Junior Regional Safeguarding Board

The CYSUR Board continues to commission Tros Gynnal Plant (TGP) Independent Advocacy Service to facilitate its regional Junior Safeguarding Board. The group continues to advise the Executive Boards on safeguarding matters and issues from a young persons' perspective via meetings, workshops and consultation events.

The CADW Group meet quarterly and are complemented by three local junior safeguarding groups and a youth partnership, closely aligned to their respective Local Operational Groups.



(a) Membership



CWMPAS (Safeguarding Adults Executive Board)

Michael Gray (Chair)

Director of Social Care & Housing,
Pembrokeshire County Council

Jayne Butler (Vice-Chair)

Det Superintendent, Dyfed Powys Police

Jake Morgan

Director of Community Services,
Carmarthenshire County Council

Audrey Somerton-Edwards

Interim Director of Social Services,
Ceredigion County Council

Nina Davies

Director of Social Services,
Powys County Council

Sharon Daniel

Deputy Director of Nursing,
Hywel Dda University Health Board

Avril Bracey

Head of Adult Social Care
Carmarthenshire County Council

Donna Pritchard

Deputy Director of Social Services and
Corporate Lead Officer, Porth Gofal,
Ceredigion County Council

Mel Laidler

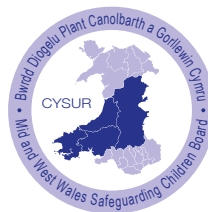
Head of Adult Services,
Pembrokeshire County Council

Sharon Frewin

Head of Adult Services,
Powys County Council

Christine Harley

Assistant Chief Executive,
National Probation Service



CYSUR (Safeguarding Children Executive Board)

Jake Morgan (Chair)

Director of Community Services,
Carmarthenshire County Council

Vice-Chair of CYSUR

Vacant at time of publication

Sharon Daniel

Deputy Director of Nursing,
Hywel Dda University Health Board

Michael Gray

Director of Social Care & Housing,
Pembrokeshire County Council

Audrey Somerton-Edwards

Interim Director of Social Services,
Ceredigion County Council

Nina Davies

Director of Social Services,
Powys County Council

Jayne Butler

Det Superintendent,
Dyfed Powys Police

Jan Coles

Head of Children's Services,
Carmarthenshire County Council

Donna Pritchard

Deputy Director of Social Services and
Corporate Lead Officer, Porth Gofal,
Ceredigion County Council

Darren Mutter

Head of Children's Services,
Pembrokeshire County Council

Sharon Powell

Head of Children's Services,
Powys County Council

Christine Harley

Assistant Chief Executive,
National Probation Service

Mandy Rayani

Director of Nursing, Quality & Patient Experience,
Hywel Dda University Health Board

Mandy Nichols-Davies

Head of Safeguarding Adults & Children (Named Nurse),
Hywel Dda University Health Board

Jayne Wheeler-Sexton

Assistant Director of Safeguarding (Named Nurse),
Powys Teaching Health Board

Claire Roche

Director of Nursing and Midwifery,
Powys Teaching Health Board

Debbie Pachu

Designated Nurse, National Safeguarding Team (NHS Wales),
Public Health Wales

Nikki Harvey

Head of Safeguarding,
Welsh Ambulance Services NHS Trust

Hazel Lloyd-Lubran

Regional Third Sector representative,
Ceredigion Association of Voluntary Organisations (CAVO)

Chris Harrison

Regional representative for Heads of Commissioning



Mandy Rayani

Director of Nursing, Quality & Patient Experience,
Hywel Dda University Health Board

Mandy Nichols-Davies

Head of Safeguarding Adults & Children (Named Nurse),
Hywel Dda University Health Board

Jayne Wheeler-Sexton

Assistant Director of Safeguarding (Named Nurse), Powys Teaching Health Board

Claire Roche

Director of Nursing and Midwifery,
Powys Teaching Health Board

Debbie Pachu

Designated Nurse, National Safeguarding Team (NHS Wales), Public Health Wales

Nikki Harvey

Head of Safeguarding,
Welsh Ambulance Services NHS Trust

Hazel Lloyd-Lubran

Regional Third Sector representative,
Ceredigion Association of Voluntary Organisations (CAVO)

Steve Davis

Regional representative of
Youth Justice Managers

Regional Directors of Education

Rotating membership from Pembrokeshire, Carmarthenshire, Ceredigion and Powys

Dr Ingrid Prosser

Named Doctor, Child Protection,
Powys Teaching Health Board

Dr Damitha Ratnasinghe

Named Doctor, Child Protection,
Hywel Dda University Health Board

Mid & West Wales Safeguarding Boards Business Unit

Julie Breckon

Regional Safeguarding Board Manager

Rebecca Reynolds

Practice Review Business Manager

Theresa Welch

Business Development Officer

Stuart Hicks

Business Co-ordinator

(b) Action taken to achieve our outcomes

Commissioned Review and Analysis of Children and Adult Safeguarding Workforce Risk Factors

Independent consultants have been commissioned by the Boards this year to review and identify workforce risk factors in children’s and adults’ social care teams across the region. The work was jointly commissioned by the Regional Safeguarding Boards and the West Wales Regional Partnership Board as a collaborative endeavour. This followed previous work carried out in 2018 by the Regional Safeguarding Board.


In the main, key messages and findings from the review mirror the acknowledged national picture in relation to the significant challenges all social care and wider public sector services are experiencing in the recruitment and retention of staff into key positions. This remains one of the biggest risk factors to the safe delivery of services to the most vulnerable children and adults in our communities. Although the picture is variable across our region, themes identified include

high vacancy levels and difficulties recruiting to key safeguarding positions. Vacancies generally are noted to be higher in Mid and West Wales than in 2018. Challenges continue in securing a sufficient supply of social workers at all stages of their careers, especially in roles which involve specialist skills, alongside increasing demand for services and rising workload levels.

A number of recommendations were made, and these will be considered and progressed where appropriate in the coming year. They include strategies to reduce the delays in the recruitment process via the development of bespoke HR processes, local agreements and restrictions regarding the use of agency workers, and consideration to agree regionally consistent pay. Work with Welsh Government and Social Care Wales to develop a whole-Wales approach to workforce challenges continues alongside bespoke targeted regional actions.

Commissioned Review of Multi-Agency Response to the COVID-19 Pandemic

This year has seen the progression of a key workstream for the region and its multi-agency partners, namely, to review how we responded collaboratively to the COVID-19 pandemic and what lessons we can learn should we find ourselves in a similar situation in future. In collaboration with the West Wales Partnership Board, an independent consultant has been commissioned to undertake a review of the multi-agency response, with a focus on older people residing in care and nursing homes.



“ Feedback shared during the Board Development Day on the COVID-19 regional response:

The region has come closer, pushing aside inconsistency

.....
Turning crisis into opportunity ”

The review has endeavoured to seek assurance that the needs of vulnerable groups were appropriately met, identify any improvements and/or unmet needs, and capture the perspective and experience of those delivering critical services within the identified cohort. The conclusions and recommendations of this work are in the process of being analysed and will feature in the Boards' Strategic Annual Plan for 2023-24 whilst ensuring that any work complements the national review which will also consider these areas.

New Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV) Strategy 2023-2027



As required by Welsh Government under the VAWDASV Act 2015, the Mid and West Wales region published the Safe Lives, Healthier Relationships VAWDASV Strategy in November 2018. The Regional Strategy and annual delivery plans are overseen by the Regional Adviser and VAWDASV Strategic Board, who are accountable to the Regional Safeguarding Executive Boards. This strategy has been a huge success in the Mid and West Wales region, and the previous year saw the completion of a number of projects linked to our regional priorities. A comprehensive review and update of the existing strategy, alongside the completion of a new four-year delivery plan, has been completed this year.

[Building Happier, Safer, Stronger Lives, Mid and West Wales Violence Against Women Domestic Abuse and Sexual Violence Strategy 2023-2027](#) has been completed, approved and published. This is a reflection of the experiences of key stakeholders alongside survivors' voices and individual experiences regarding the services they have received, and how these can be improved. It has been developed within the national context and the [Welsh Government's National Violence Against Women, Domestic Abuse and Sexual Violence Strategy 2022-2026](#).

VAWDASV remains extremely prevalent in this region, and the last two years have seen an increase of 40% in reports in respect of sexual violence and abuse, as well as a 22% increase in reported domestic abuse incidents. Irrespective of this concerning context,, the Mid and West Wales region is immensely proud of the progress made in the preceding 5 years and the development of services both for survivors and perpetrators of domestic abuse. Of those consulted as part of the development of the new strategy, 84% reported an improvement in partnership working, 89% reported an improvement in community awareness around violence and abuse, and 76% reported the strategy had resulted in a greater emphasis on early intervention and prevention.

The new strategy will build upon existing successes and continue to strengthen preventative and support services for children and young people, survivors and perpetrators, and will continue to raise awareness of violence against women within our communities.



(c) Extent to which we have implemented our strategic annual plan

The extent to which we have implemented our [strategic annual plan for 2022-23](#) is clearly evidenced throughout all sections of this report. Progress, achievements and outcomes against our core workstreams can, however, be summarised as follows.

1. Effective Engagement and Communication:

To Improve Engagement and Consultation with Children, Adults at Risk, Vulnerable Groups, Professionals and Partnerships.

What improvements we have made:

Our Junior Board CADW successfully completed their training animation this year to support multi-agency safeguarding training for practitioners and managers. A successful launch took place in November 2022 supported by the Children’s Commissioner for Wales as part of National Safeguarding Week.

Further work has been undertaken to review the Junior Board’s focus, terms of reference and their branding. Further information and recommendations in respect of this work will be provided to the Executive Boards in the coming year. The group continue to attend regional Executive Board meetings regularly to inform the Boards on what safeguarding work and issues should be a priority for children and young people across our region.

Communication with practitioners and the general public has been strengthened further this year with the implementation of a quarterly [Board newsletter](#). Work to develop and populate the Boards’ website has also been undertaken, and new webpages created. In addition, the training sections and the resource hub have been further populated with an array of tools and useful resources to support practitioners in their work. A comprehensive distribution list for the Board newsletter has been established across the region with multi-agency partners to ensure as wide a reach as possible to frontline practitioners.



Targeted social media campaigns have been promoted throughout the year to raise awareness and promote campaigns and messages on key safeguarding matters including VAWDASV (e.g. VAWDASV and older people, availability of perpetrator programmes and sexual violence), Look Closer (focusing on child exploitation), safe sleep, mental health, and Safer Internet Day.

What outcomes we have achieved and what difference we have made:

- Multi-agency training across the region is strengthened and directly informed by the voices and lived experiences of children and young people in Mid and West Wales.
- The voice of children and young people continue to inform and influence the work of the Boards.
- Direct lines of communication with practitioners on key safeguarding information, practice and messages has been strengthened.



2. Thematic Learning and Developing Best Practice:

To Ensure a Thematic Approach to Learning and Evaluate the Continued Impact of Board Work over Time, Allowing Key Themes Identified to Inform Strategic Priorities. To Continue to Develop and Share Best Practice.

What improvements we have made:

Significant work has been undertaken this year to further develop our practice review work, and systems and processes in this area have been strengthened. The regional Child and Adult Practice Review Sub-Groups have been merged into one all-age forum, and as a result, all referrals for reviews and MAPFs are now jointly considered by one multi-agency group. This has enabled an all-age approach to be applied to cases considered for a review, as well as any practice lessons that may be identified. This aligns with and mirrors all-age structures already in place for all of the Boards' other sub-groups, including the regional Training and Policies & Procedures Sub-Groups and Local Operational Groups. Proformas and templates have been updated and refined to support the new process.

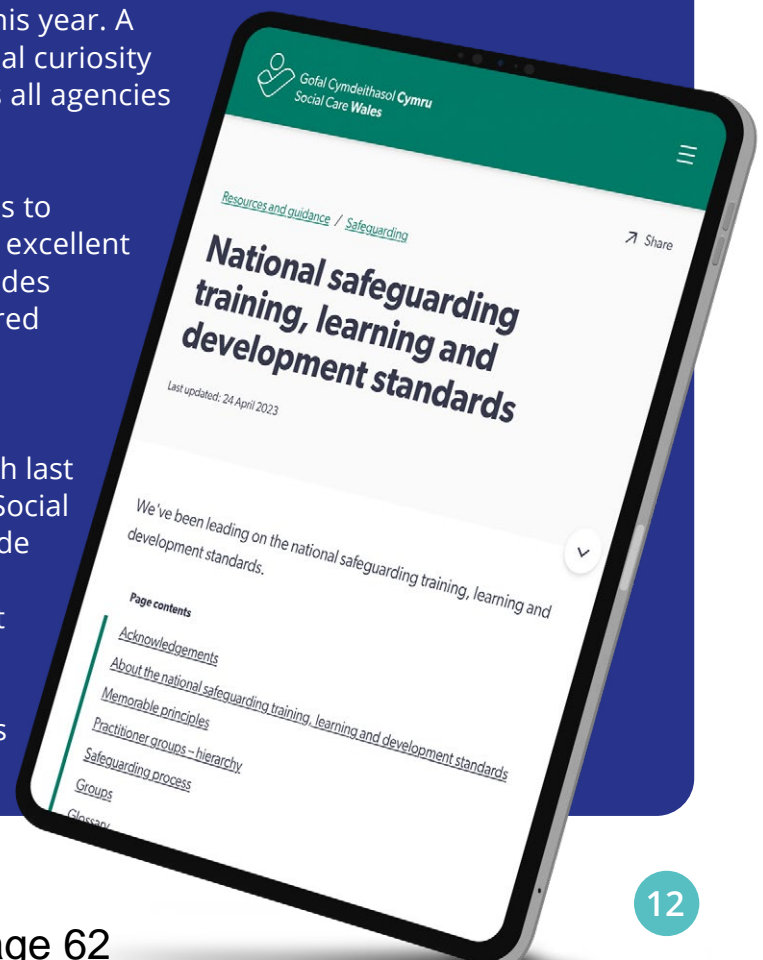
We have provided significant support and input to the development of the Single Unified Safeguarding Review work across Wales. In particular, Mid and West Wales is leading on the development of the national training framework to support implementation of this project.

A full review and update of the Regional Boards' Quality Assurance and Performance Framework has been completed and reviewed, and will be implemented for the collation and presentation of data in respect of 1st April 2023 onwards. Data collated and analysed as part of this framework now aligns with updated national performance indicators.

Considerable time and investment has been dedicated to support multi-agency safeguarding training this year. A whole training package to support professional curiosity has been developed and implemented across all agencies of the Board.

Delivery has primarily been on an all-age basis to practitioners with a great deal of success and excellent feedback received. The training package includes whole and half-day sessions that can be tailored to need, and are supplemented by a suite of practitioner resources.

Following the successful publication and launch last year of the national [training standards](#) led by Social Care Wales, this region has continued to provide considerable support to the next phase of this national project, as well as to the development of the national training framework. A national launch and publication of phase two of this work that will align with the national standards is scheduled for later this year.



A full review, monitoring and tracking process has been developed and introduced to support the continuing development of multi-agency safeguarding policies and procedures. A number of policies due for review have been updated this year, and robust systems are in place to support better oversight and review of existing policies.

Work has continued to support the region's suicide prevention work, and a 12 month pilot rapid response model has been introduced this year where suicide is suspected as the cause of death. This ensures timely and robust multi-agency support is provided and is available to siblings, communities and peers who have been affected by the death of a child or adult where suicide is a suspected.

What outcomes we have achieved and what difference we have made:

- Practice themes and lessons identified as part of the merged practice review process are now captured more widely and consistently on an all-age basis.
- The Boards' understanding and oversight of safeguarding practice for children and adults is more robust, and is strengthened as a result of improved data and analysis.
- Practitioners' ability to be more professionally curious when undertaking assessments for children and adults at risk is enhanced via improved professional development, support and training.
- Individuals at increased risk of suicide and self-harm receive greater support at an earlier stage, facilitating greater prevention of suicide and self-harm amongst children and adults in the region.



3. Strengthening the Workforce and Managing Risk:

To Develop and Implement Strategic Initiatives, which will Enable Greater Retention of and Recruitment into the Social Care Workforce, and to Identify and Respond to Other Significant Risks in the Safeguarding Arena.

What improvements we have made:

This year has seen collaboration with the West Wales Regional Partnership Board to undertake a workforce review of the current risk factors, themes and trends experienced in the recruitment and retention of social workers in children's and adults' social care. This work has also considered the impact of the COVID-19 pandemic on working practices, and has considered what proportionate adjustments and changes need to be made moving forward to support a healthy workforce.

This year saw the Mid and West Wales region hold its first Safeguarding Awards Ceremony in May 2022. The event was supported by the Deputy Minister for Social Care, Julie Morgan. Practitioners across all agencies were rewarded for their dedication, commitment and standards of excellent practice throughout the COVID-19 pandemic.

What outcomes we have achieved and what difference we have made:

- Risk factors associated with workforce deficits and challenges across social care are better understood, enabling action to be implemented to mitigate identified risks.
- Practitioners feel more valued and recognised for the positive impact they have had on the lives of children and young people across Mid and West Wales.



4. Leadership, Visibility and Challenge:

To Continue to Provide Visible Leadership and Influence the National Agenda in relation to Mid & West Wales Safeguarding Priorities, and to Enable Constructive Challenge and Active Engagement from all Agencies in our Partnership.

What improvements we have made:

A full review and update of the existing Violence Against Women Domestic Abuse and Sexual Violence regional strategy has been completed this year, alongside a full needs assessment. A supporting action plan has been completed and will be implemented in the coming year.

A new members' induction pack has been developed for Board members which clearly outlines their roles and responsibilities. A risk register has also been developed and approved, which will complement the updated quality assurance and performance framework referenced above.

The Boards have continued to proactively promote and influence the development of key national legislation policy and guidance. This includes ongoing work in respect of the [National Action Plan for Preventing and Responding to Child Sexual Abuse](#), and the and the abolition of the defence of reasonable punishment via the [Children \(Abolition of Defence of Reasonable Punishment\) \(Wales\) Act 2020](#).

The Mid and West Wales Regional Safeguarding Boards have made a significant contribution to the development of national work to better safeguard some of our most vulnerable and at risk groups. Collaboration has taken place with Public Health Wales on the need for better information for parents and practitioners on safe sleep and associated increased risk factors linked to co-sleeping. The result is Public Health Wales have agreed to undertake a national rapid review to identify any obvious lessons or changes that need to be made to practice.

What outcomes we have achieved and what difference we have made:

- Survivors of Domestic Abuse will receive better intervention from practitioners as a result of a clear regional objectives and strategy to support them in the delivery of services and multi-agency support.
- The quality and output of regional Executive Board meetings will be enhanced and new Board members will be better equipped to fulfil their duties as a result of clear guidance.
- National safeguarding legislation, guidance and policy is strengthened via our influence and direct contribution to national workstreams and initiatives to better protect vulnerable and at risk groups.

5. COVID-19 Response and Recovery:

To Monitor the Impact of the COVID-19 Pandemic, Respond to any Issues Arising and Coordinate a Regional Multi-Agency Approach to Recovery.

What improvements we have made:

Although the peak of the COVID-19 pandemic has passed, the impact this continues to have on the delivery of services is monitored by the Boards via structures and processes that enable issues to be highlighted on an exception basis where appropriate. Safe hospital discharge processes, for example, were highlighted as an area of concern this year. As a result, the regional Adult Safeguarding Leads undertook a bespoke piece of targeted work to provide assurance that practice in this area was safe and robust.

A full review of the impact of COVID-19 across the multi-agency partnership and how we responded to our most vulnerable groups has been undertaken this year. The action we need to take to support best practice is in the process of being evaluated and will inform next year's work plan.

What outcomes we have achieved and what difference we have made:

- Board work plans will be better informed moving forward, and practitioners will be better supported through the complex practice challenges arising as a result of the pandemic and its lasting impact

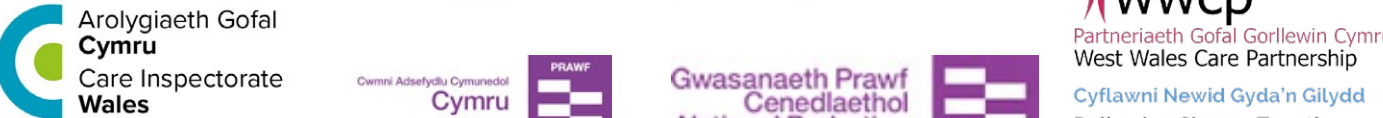
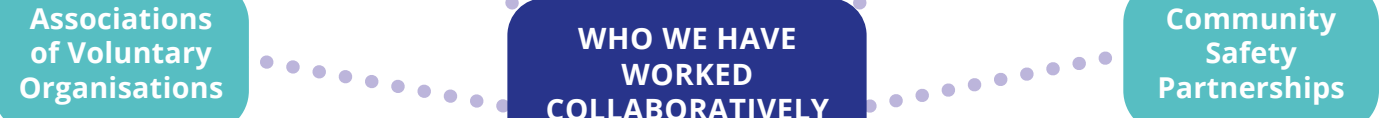
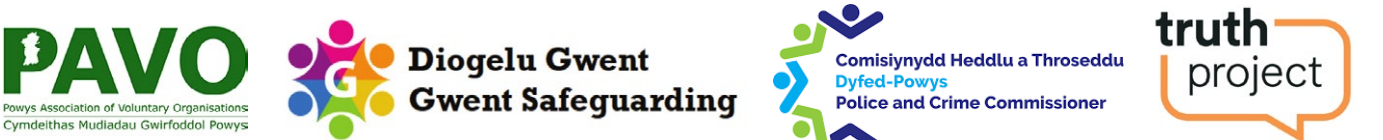


What do we still need to do?

- Consider how we can better engage with adults at risk and how they can inform and contribute to the Boards and their work.
- Review and update our regional training strategy to complement and align with the Multi-Agency Training Framework led by Social Care Wales following publication.
- Complete work to develop regional policy and guidance to support Section 5 of the Wales Safeguarding Procedures for Managing Allegations against Practitioners and those in a Position of Trust.
- Implement our Regional Risk Register to support the identification and escalation of multi-agency risk to the Safeguarding Boards.
- Implement any actions and recommendations from the reviews undertaken in relation to workforce challenges and our response to vulnerable and high-risk service users during the COVID-19 pandemic

“ Words used by Board members to describe the strengths of our Boards:
Communicating, celebrating success and sharing innovation
.....
Trusting, effective working relationships ”





(d) How we have collaborated with other bodies engaged in activities relating to the Boards' objectives

Welsh Government

The Boards have continued to work closely with Welsh Government and to make a significant contribution to the Single Unified Safeguarding Review project. The Mid and West Wales Safeguarding Boards have been commissioned by Welsh Government this year to lead on and develop the national training framework to support the new review model once implemented, to include Domestic Homicide Reviews, Offensive Weapon Homicide Reviews and Mental Health Homicide Reviews, alongside Child and Adult Practice Reviews.



Llywodraeth Cymru
Welsh Government

The Mid and West Wales Safeguarding Boards have continued to attend regular briefing meetings with Government officials to discuss the Boards' work. The Mid and West Wales Safeguarding Boards have continued to support the implementation of the Children (Abolition of Defence of Reasonable Punishment) (Wales) Act 2020, and we remain members of the Strategic Implementation group on behalf of other Safeguarding Boards in Wales.

Although the National Action Plan for the Prevention of Child Sexual Abuse has now formally ceased, the Boards have continued to implement the principles of this plan by continuing to promote and share resources with frontline practitioners. National consultation events were facilitated by Children in Wales on behalf of the Welsh Government in early 2023, to review the effectiveness of this plan. These events have been supported and attended by multi-agency managers across the region.

.....

Children's Commissioner for Wales

The Boards have continued to work with the Children's Commissioner's Office, and have established contact and communication with the newly appointed Children's Commissioner for Wales. Briefings and meetings have taken place as appropriate throughout the year with the Chair of CYSUR, Jake Morgan, on matters of mutual interest and of regional and national importance.

This has included practice issues associated with published and ongoing Child Practice Reviews, and ongoing communication in relation to statutory guidance for children who are electively home educated (subsequently published in May 2023).

The Children's Commissioner supported the Boards' flagship event during National Safeguarding Week to promote a safeguarding training resource and animation developed by the Board junior group, CADW. The Mid and West Wales Safeguarding Boards look forward to working with the new Children's Commissioner throughout the remainder of her tenure on issues of mutual interest and importance to support the safeguarding of children in our communities.

Police and Crime Commissioner

The Boards' existing positive relationship with the Police and Crime Commissioner has been strengthened this year via the invitation to be a member of the Regional Safeguarding Executive Boards.



The introduction of the Serious Violence Duty in January 2023 and the intention to include the undertaking of Offensive Weapon Homicide Reviews, as well as Domestic Homicide Reviews, in the forthcoming SUSR guidance will support and enable closer working relationship in these areas of mutual interest.

Other Regional Safeguarding Boards across Wales

All Regional Safeguarding Board Managers meet regularly to share good practice, discuss areas of development and identify emerging national safeguarding trends. The Mid and West Wales Safeguarding Boards have continued to work collaboratively with other regional Safeguarding Boards in Wales to plan National Safeguarding Week, developing regional themes to distribute the work and share good practice.

This year there has been a particular focus on collaborating with all other Regional Safeguarding Boards on the development of the national training framework to support the development and implementation of SUSR. The Mid and West Wales Safeguarding Boards continue to be represented on the National Project Board for the Wales Safeguarding Procedures, and play a very active part in their implementation and continuing development.

Regional West Wales Partnership Board

Strong links and communication established with the West Wales Partnership Board have been consolidated this year.

Two successful collaborative projects have been undertaken this year in on areas of mutual interest and importance in relation to workforce and lessons learned from the COVID-19 pandemic.

This work will provide information via themes and trends in relation to recruitment and retention of staff, as well as insight into learning available from the regional response to COVID-19 and lessons learned.



Social Care Wales

Following the successful launch last year during National Safeguarding Week of the Safeguarding Standards to support the delivery of multi-agency safeguarding training across Wales, work has continued this year to support the development of a national training framework to accompany and support the standards.



The Mid and West Wales Safeguarding Boards have continued to be represented on the national development group leading on this work, and remain actively engaged in this project.

Care Inspectorate Wales (CIW)

The Boards have responded to and provided information when requested by CIW, and in the latter part of the year, supported requests for information and support in relation to the forthcoming rapid review into child safeguarding practice across Wales.



The Boards have supported and provided information in respect of ongoing inspections where appropriate, and CIW are routinely offered a designated slot at all regional Executive Board meetings. Analysis and discussion has continued to take place in various forums with CIW and Welsh Government regarding the recruitment and retention crisis across the social care and public sector workforce in Wales.

It is acknowledged progress is being made, with agreement at a national level in some areas, however, existing challenges within the sector remain and further targeted work is needed to secure, retain and protect a skilled, competent workforce long-term.

Independent Inquiry into Child Sexual Abuse (IICSA)

Following the publication earlier this year of the full Independent Inquiry into Child Sexual Abuse (IICSA), the CYSUR Board has shared the report via promotion of relevant information on the Boards' website and the dissemination of bulletins to regional partners, as well as the promotion of dissemination events hosted via Welsh Government.



The Boards await and will welcome further communication from the Welsh Government on how the outcomes of this enquiry, alongside the evaluation of the National Action Plan in relation to Child Sexual Abuse, will be taken forward in Wales.

Community Safety Partnerships

The Mid and West Wales Safeguarding Boards continue to maintain strong links with Community Safety Partnerships in the region. This year, dialogue and work has focused primarily upon the Single Unified Safeguarding Review (SUSR) project, and constructive discussions continue to take place about what a future model in the region to support the SUSR will look like.

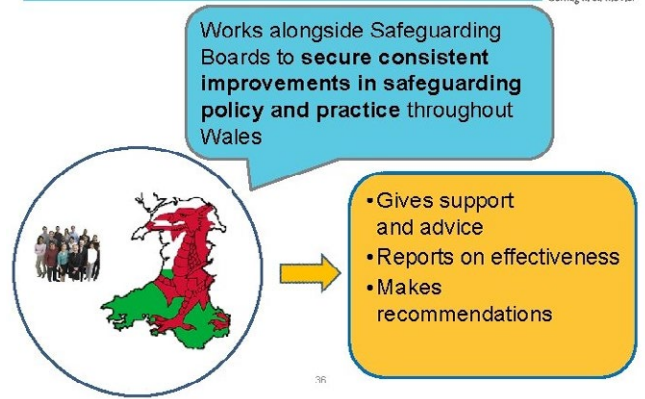


Proportionate communication takes place and is communicated into the Boards' various forums in relation to Domestic Homicide Reviews and any relevant learning in need of dissemination.

National Independent Safeguarding Board

The Mid and West Wales Safeguarding Boards continue to enjoy a constructive relationship with the National Independent Safeguarding Board (NISB), and members regularly attend and contribute to Regional Executive Board meetings. Discussions and dialogue with Welsh Government and the NISB continue to take place regularly via Board Manager Meetings, as well as supplementary meetings with Board Chairs.

National Independent Safeguarding Board



The Boards have continued to support the national review of multi-agency safeguarding arrangements currently being led by the NISB, via attendance at various meetings and events hosted by researcher Michelle McManus from Liverpool John Moores University. Focus this year has been specifically on the development of a national performance framework to support multi-agency safeguarding practice and activity, in respect of which the Mid and West Wales Safeguarding Boards have played a full and active part.

Public Health Wales

We have worked closely with our colleagues in Public Health Wales this year on a number of ongoing aspirational projects to better safeguard vulnerable service users and those at increased risk.



The Regional Safeguarding Board Manager and other Board members directly contributed to the review and update of the [national PRUDiC guidance](#) published in April 2023. Work has taken place to advocate for better information and messaging for parents in relation to safe sleep, due to the number of PRUDiC related deaths in the region and across Wales. A national rapid review is to take place in the coming year in relation to this led by Public Health Wales.

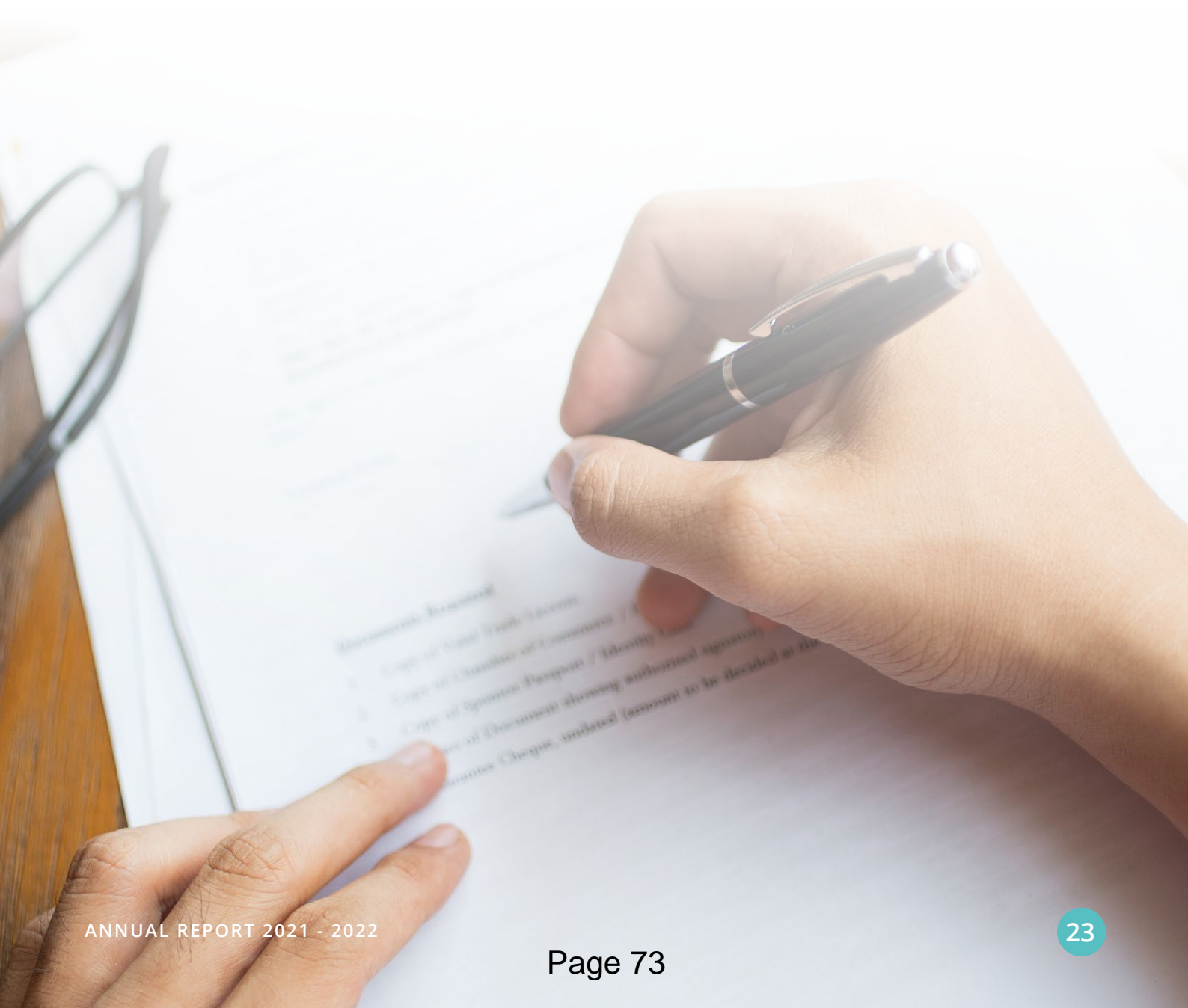
An agreement in principle has been made between the Mid and West Wales Safeguarding Boards and Public Health Wales to support the development of a practice guide to accompany the Wales Safeguarding Procedures in relation to fabricated and induced illness. Progression of this work is however dependent upon further advice needed from Welsh Government on how they intend to take this work forward.



(e) Requests made to qualifying persons under sec 137(1) and whether they were complied with

For the purpose of enabling or assisting the Boards to perform its functions, Section 137 of the Social Services & Wellbeing (Wales) Act 2014 allows Safeguarding Boards to ask a qualifying person or body to supply specific information.

The Mid and West Wales Safeguarding Boards made no such specific requests this year, however, a formal complaint was lodged by the CWMPAS Board to the Judicial Conduct Investigations Office in respect of a Coroner and his conduct. The matter was in relation to an Inquest linked to an ongoing Adult Practice Review. Following a full investigation, the complaint was upheld.



(f) Achievements we have made during the year

On 13th May 2022, the first Mid and West Wales Safeguarding Boards' Safeguarding Awards Ceremony took place in The Halliwell Centre, Carmarthen. This event originated from an action on the Boards' Annual Plan, arising as a result of discussion around how we as Boards can find new opportunities to celebrate and share the excellent practice across agencies in the partnership. There was a strong desire to recognise and thank dedicated safeguarding practitioners across the Board area, whose outstanding practice has greatly improved the experience of children and adults at risk in the region, including during the COVID-19 pandemic.

Award nominations were invited from all partner agencies across the region, and 30 nominations were received in total. Awards were categorised as follows:

- Exceptional Commitment Demonstrated to the Safeguarding of Adults at Risk During COVID Restrictions
- Exceptional Commitment Demonstrated to the Safeguarding of Children During COVID Restrictions
- Innovation and Creativity Leading to Improved Safeguarding Practice for Children and Adults at Risk
- Outstanding Practice Demonstrated in the Safeguarding of Adults at Risk
- Outstanding Practice Demonstrated in the Safeguarding of Children
- Participatory Practice Leading to Co-production in the Safeguarding of Children or Adults at Risk
- Loyal and Dedicated Service to the Safeguarding of Children or Adults at Risk



The Boards were delighted to welcome Julie Morgan, Deputy Minister for Social Services, as Guest Speaker for the Awards Ceremony. Board Chairs Jake Morgan and Jonathan Griffiths provided the Opening Address and presented awards alongside the Deputy Minister. The Boards are immensely grateful to Welsh Government for offering this support to our event, and for joining us in celebration of the incredible practitioners working to support children and adults across the region. We held our second MAWWSB Awards Ceremony in June 2023 and look forward to sharing the success of this event in next year's Annual Report.



Mid and West Wales Safeguarding Boards' Safeguarding Awards Ceremony 2022, winners

Some collective photos from the MAWSS Award Ceremony 2022



Outstanding Practice Demonstrated in the Safeguarding of Adults at Risk winner, Cathy Richards, Carmarthenshire County Council



Exceptional Commitment Demonstrated to the Safeguarding of Adults at Risk during COVID Restrictions winners, Ian Randell and Alison Watkins, Pembrokeshire and Carmarthenshire County Council



Innovation and Creativity leading to Improved Safeguarding Practice for Children or Adults at Risk winners, INTACT Team, Dyfed Powys Police



Participatory Practice leading to Co-production in the Safeguarding of Children or Adults at Risk winners Dr Sion James and Dr Catherine Burrell, Hywel Dda University Health Board



Exceptional Commitment Demonstrated to the Safeguarding of Children during COVID Restrictions winner, Kizzie Garner-Hughes, Ceredigion County Council



Innovation and Creativity leading to Improved Safeguarding Practice for Children or Adults at Risk, Highly Commended, Powys Child Exploitation Team, Powys County Council



Outstanding Practice Demonstrated in the Safeguarding of Children winner, Shevaughn Williams, Pembrokeshire Youth Service



Loyal and Dedicated Service to the Safeguarding of Children or Adults at Risk winner, Raquel Bennett, Powys Teaching Health Board

.....
: Congratulations everyone! :
.....

Launch and Implementation of “The Do’s and Don’ts of Caring”

It gives us pleasure to share the outcome of 18 months of dedicated work undertaken by our Junior Board, which culminated in the launch and implementation of an animation to support safeguarding training, “The Do’s and Don’ts of Caring”. This originated from a regional Child Practice Review surrounding the tragic death of a child, where it was recommended the voice of the child and children’s lived experience needed to directly inform multi-agency safeguarding training.

Led by the regional Training Sub-Group, a brief was shared with the Junior Board, CADW, inviting them to produce a piece of work which could be utilised in regional safeguarding training across agencies in the partnership. CADW were asked to share their views about how safeguarding practitioners could more effectively support them, and were free to choose the format of the resource they produced.

They decided to develop an animation, and to invite a professional animator to develop a product fully designed and scripted by the young people. Curious Ostrich and Space to Create were employed following approval of the Junior Board’s Animation Task and

Finish Group, as animator and artist for the animation. Next, the young people conducted surveys in local groups to obtain some further views from children and young people beyond the Task and Finish Group. The findings from this work, together with learning obtained from completed Child Practice Reviews in which children’s views were shared in contribution to the review process, were considered by the Task and Finish Group as a basis to the message to be delivered via the finished product.

Young people in the Task and Finish Group also shared and considered their own experiences and perspectives of how they have been supported by professionals in the past. The young people utilised these sources to devise a script, and designed characters to feature in the animation.

Three regional workshops were then held with the animator and artist, in which the young people produced materials and recorded the animation in stop-frame motion. Imagery and sound in the animation were created by the young people with careful consideration of how to illustrate the message conveyed in their script.



Once the animation was approved by the young people at a premiere in their 2021 Residential, the completed product was presented to the Executive Board. The product received excellent feedback and the young people were thanked for their remarkable work and dedication to the project.

The launch of the animation held during National Safeguarding Week 2022 provided a well-deserved opportunity to celebrate and promote the finished work. The launch was held at Parc y Scarlets, Llanelli and was extremely well attended by all agencies in the region.

The young people attended and premiered both the animation and a supplementary video directed by one of CADW's young people, in which the young people discuss the experience of making the animation and explain how and where they wish for the product to be shared.

The Children's Commissioner for Wales, Rocio Cifuentes, attended the event as Guest Speaker, and remarked on the outstanding quality and value of the resource, which she expressed a desire to share more widely across Wales. The animation was met with immeasurable praise from all attendees, who collectively expressed their intention to embed the resource fully within agency training.

The coming year will see the Junior Board attend the Executive Board meeting, to receive updates from agencies as to how they have taken forward and promoted this work, and to consider the next steps in terms of utilising this valuable product.

The Boards would like to extend their sincere thanks to the young people, who continue to demonstrate outstanding dedication and valuable contribution to safeguarding work across Mid and West Wales.



Images from the "The Do's and Don'ts of Caring" Launch Event, November 2022

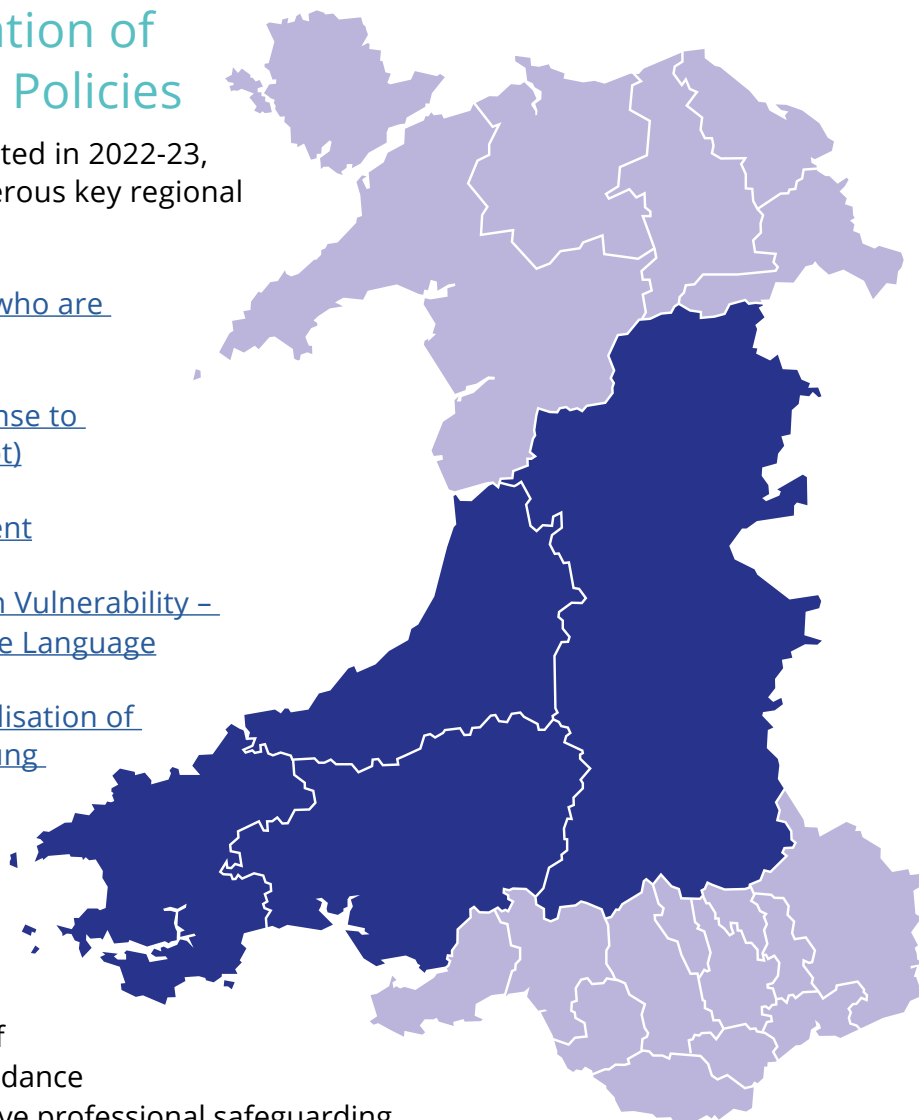


Completion and Publication of Regional Strategies and Policies

A number of key projects were completed in 2022-23, culminating in the publication of numerous key regional policies and pathways that include:

- [Guidance on Working with People who are Difficult to Engage](#)
- [Interim Protocol for a Rapid Response to Incidents of Suspected Suicide \(Pilot\)](#)
- [Child Exploitation Strategy Document](#)
- [Child and Adolescent Young Person Vulnerability – Guidance on the Use of Appropriate Language](#)
- [Reducing the Unnecessary Criminalisation of Care Experienced Children and Young Adults: Practice Guidance](#)

All of these projects have been completed within the Boards' various groups and sub groups. Extensive support has been provided by all partner agencies to the development of these policies. All resources provide guidance to staff, and seek to support and improve professional safeguarding practice, closely aligned to the Boards' strategic priorities.



Executive Board Development Day

On 13th January 2023, the Executive Board came together to hold their Annual Development Day in Llandovery. This standing annual event provides an essential opportunity for colleagues to consider as a collaborative the outcomes and successes of the previous year's Annual Plan, and to use this reflection to look forward to the key aims to be included in the plan for the coming year.

This year, the Boards elected to agree new strategic objectives to replace those which had formed the focus of the Annual Plans over the last three years. The motive for this change was to devise new objectives which better reflect the key priorities within the safeguarding arena in a post-COVID world, and to allow for reflection not just of the specific actions to be taken forward in the coming year, but more broadly in terms of the key areas of focus and priority in the years to come.

In addition to reflecting upon the work undertaken in the previous year, the Boards undertook an exercise of "blue-sky thinking" during the day. The focus of this discussion was on "the ideal Safeguarding Board" and allowed for consideration of how we can be innovative and creative in our activity, to utilise the strong partnerships within the Boards in order to strive towards best practice in regional safeguarding.



The outcome of this discussion was very fruitful, with in-depth analysis of the areas which would most benefit from targeted activity and work in the coming year.

The strategic priorities which were agreed by the Boards were:

- 1 Develop a culture of collaboration and innovation across the partnership, which promotes a safe, skilled and resilient workforce.
- 2 Measure, evidence and understand the impact of this Board's work on professional practice, and how this improves outcomes for children and adults at risk.
- 3 Undertake systemic analysis of organisational performance and change to better understand its impact on children and adults at risk.
- 4 Continue to influence and contribute to the national strategic agenda to support improvements in safeguarding legislation, guidance and policy.

“ Feedback from Executive Board members at the Development Day:

A key priority is for the Board to encourage joint working and an oversight of recruitment opportunities to develop a more resilient workforce. ”

The work to be undertaken this year in respect of these priorities will be reported against in next year's Annual Report. To view the full Annual Plan for the coming year, please click [here](#).



Facilitation of Practice Review and Multi-Agency Professional Forum (MAPF) Learning Events

The Boards continue to oversee numerous ongoing Child and Adult Practice Reviews, with Local Operational Groups also managing ongoing Multi-Agency Professional Forums (MAPFs). This year, four Practice Review Learning Events have been held (two Child Practice Reviews, one Adult Practice Review, and one Hybrid Practice Review), and three MAPF Learning Events have been held across the four localities in the region.

Learning Events have mostly been undertaken in person this year, with one event held virtually due to agencies from outside of the region attending.

A variety of models have been used, each with a broad objective of exploring good practice and learning evident in the review timeline, centred on the experiences and perspectives of the professionals who worked with the family. A positive, well-established culture of learning in a safe, non-blame space is at the heart of regional review processes and is the foundation of all Learning Events held in Mid and West Wales. As a result, professionals have contributed richly to discussions, and provided excellent feedback in respect of all events.

“ Learning Event Attendee feedback:

It was a constructive working environment, in which we all felt listened to.

.....
The learning event definitely met its objectives...I found it amazing. I will be able to ensure that the individual's voice is heard.”

Local, Regional & National Collaboration for National Safeguarding Week (NSGW22)

In November 2022 the Board Business Unit, in collaboration with the four Local Operational Groups, coordinated and supported a regional programme of events to support National Safeguarding Week. Events and communications during the week were centred on the theme of “Moving On from the COVID-19 Pandemic”, exploring some of the challenges that exist in the safeguarding arena in a post-COVID world.

A hybrid approach was taken to the week, with an in-person flagship conference celebrating the CADW animation launch, and several virtual events facilitated across the region, focussing on themes such as domestic abuse, neglect of older people in care homes, and children’s wellbeing post-pandemic.

(g) To what extent have agencies contributed to the Boards' effectiveness

Hywel Dda University Health Board

Hywel Dda University Health Board is a consistent member of the Mid and West Wales Regional Safeguarding Boards of CYSUR and CWMPAS, continuing to provide representation at Executive Board level, as well as on multiple Board subgroups and each county's Local Operational Group.



The Assistant Director of Nursing Assurance and Safeguarding Corporate Nursing continues to hold the role of Vice Chair of the CYSUR Executive Board.

Hywel Dda remain committed to regional Child and Adult Practice Reviews and MAPFs, both as panel members and by offering Chairing roles to regional reviews. They have implemented an internal model of holding "pre-learning events" to support and prepare staff identified to attend Learning Events for regional Child and Adult Practice Reviews and MAPFs.

Numerous Hywel Dda colleagues have contributed richly to regional and national safeguarding work and forums once again this year.

For example, the Lead Nurse Safeguarding Children collaborated in drafting the Regional Guideline for Working with Uncooperative Families. The Lead Nurse for Looked After Children is an active member of Corporate Parenting panels and MACE meetings, as well as the NHS Wales LAC Steering group.

In addition, the Lead VAWDASV and Safeguarding Practitioner has worked in partnership with specialist providers to engage with GP clusters to promote regional learning across Primary Care.

The UHB actively contribute to the NHS Wales Safeguarding Network and subgroups. The Head of Safeguarding is the Vice Chair of the NHS Wales Safeguarding Network and UHB lead alongside a Designated Nurse at the NHS Wales Network VAWDASV Steering Group.

Hywel Dda have led the pilot of a Once for NHS Wales Safeguarding Management System on behalf of NHS Wales, supporting an improved quality of data collection systems and analysis across Wales.

To celebrate NHS Wales Safeguarding Network 10th Anniversary, a conference was held on the theme of "NHS Wales Safeguarding Together: Then, Now, Next" at City Hall, Cardiff on 8th March 2023. Hywel Dda University Health Board were shortlisted to display five posters out of ten that were displayed at the conference.



Safeguarding Practice Highlight

Hywel Dda University Health Board have worked collaboratively with a manager of a Residential Home to develop and Standard Operating Procedure for looked after children who attend the sexual health clinic.

The shortlisted posters displayed focused on the following five topics:

- 1 Strengthening SCAMHS for CYP with Safeguarding Needs & Children Looked After
- 2 Health Assessment Framework
- 3 Safeguarding in Pregnancy Database
- 4 Role for VAWDASV
- 5 Frailty – Quality Improvement Safeguarding



Posters developed by Hywel Dda University Health Board for the NHS Wales Safeguarding Network 10th Anniversary Conference

Powys Teaching Health Board (PTHB)

Powys Teaching Health Board (PTHB) continue to contribute fully to the CYSUR and CWMPAS Boards. PTHB representatives are routinely represented at the Executive Boards, Local Operational Group and all sub-group meetings, and they support the ongoing development of safeguarding practice at a regional and local level.



GIG
CYMRU
NHS
WALES

Bwrdd Iechyd
Addysgu Powys
Powys Teaching
Health Board

Health Board staff work in close partnership with their multi-agency partners in all areas of the safeguarding agenda including VAWDASV, MARAC, MAPPA, MACE, PRUDIC, Corporate Parenting, Practice Reviews, DHRs and multi-agency audits. PTHB remains an active partner in the NHS Wales National Safeguarding Network, engaging in its sub-groups, work-streams and task and finish groups.

Safer sleep has been a key focus within Powys Teaching Health Board this year. With the support of the Women and Children’s Directorate, PTHB’s Safer Sleep Standard Operating Procedure has been developed by the Safeguarding Team, in response to a number of unexpected child deaths over the last 18 months within the county which have featured risk factors relating to safer sleep, alongside links to regional Child Practice Reviews.

A task and finish group was formed, including colleagues from Midwifery, Health Visiting and Safeguarding, with the decision was made to produce a detailed document to support practitioners and ensure that clear, consistent, tailored advice was being provided to parents and carers.

A short presentation was been developed and recorded to support the launch of the standard operating procedure and has been shared widely across the Health Board, including team meetings

“ Testimonial 1 - Midwife:

I love the QR codes on the red books as I feel I can get parents to scan and have the links open on their phones. Makes the start of the conversation easy. I also really like the laminated sheet because it is again a good prompt with extra resources to signpost the families to - this will be even better when they are in the postnatal pathways. ”



with General Practices and colleagues employed by the local authority and domestic abuse services. This will help support unsafe sleeping practices and environments are recognised by all practitioners supporting families and carers with young babies.

PTHB midwifery documentation has also been updated to include a page within the postnatal pathways specifically focused on safer sleep. This supports midwives' practice and provides evidence that these important messages are being shared with parents and carers in the early postnatal period. Lullaby Trust QR codes have also been embedded into the postnatal pathway and used within a poster presentation that can be displayed in healthcare settings.

Stickers with the QR codes have been added within each Child Health record, giving parents and carers have easy access to information, advice and support.

“ Testimonial 2 - Health Visitor:

I have found them really helpful and have shared the QR codes at visits. One Dad has opened and read it whilst I have been at the visit and initiated discussion particularly on co-sleeping. Having the laminated card in my diary is really helpful.

I have always discussed the Lullaby Trust App and show them this on my own personal phone. In addition, the printed information that you sent out to bases is good as I can photocopy some of these and use them if appropriate. It is great for consistency for delivering the same messages. ”



Safeguarding Practice Highlight

Powys Teaching Health Board identified an opportunity to develop a care leavers' health pack for young people who leave care/turn 18. The health pack was to provide young people with health links to useful websites, information regarding sexual health, mental health and emotional support, and keyring condoms.

Other key achievements within Powys Teaching Health Board include:

- Development of a new LAC Database
- Auditing of Was Not Brought/No Access Visits
- Development of a DoLS Tracker
- Rollout of Mental Capacity Act Competency Framework and supporting information

Public Health Wales (National Safeguarding Team)

Public Health Wales' National Safeguarding Team works closely with Welsh Government, Health Boards and NHS Trusts to improve safeguarding across NHS Wales. From a regional perspective, the Mid and West Wales Regional Safeguarding Boards have a very positive relationship with key members of the National Safeguarding Team, including the Designated Doctors and Paediatricians who contribute and lead on national safeguarding workstreams. The Designated Nurse attends and contributes to Regional Executive Board meetings and Practice Review Sub-Group meetings.



Dr Aideen Naughton attended and made a full contribution to the Executive Boards' Development Day in January this year. During the pandemic, a decision was taken to scale back their input and contribution to some of the Boards' broader work, including practice reviews. The position going forward nationally remains unclear at the present time, regarding what future role they will play in Regional Safeguarding Boards.

Welsh Ambulance Service Trust (WAST)

The Welsh Ambulance Service Trust (WAST) are represented at the Mid and West Wales Safeguarding Executive Board, and participate in sub-groups and Local Operational Groups as and when needed. WAST have consistent involvement with all PRUDiCs, MAPFs and Professional strategy meetings.



GIG
CYMRU
NHS
WALES

Ymddiriedolaeth GIG
Gwasanaethau Ambiwylans Cymru
Welsh Ambulance Services
NHS Trust

Despite the increase in demand on the service and staff due to operational pressures and incidences of industrial action, WAST Safeguarding Team have noted a continued increase in concerns identified and safeguarding reports submitted by WAST staff. On average during the reporting period, they achieved over 90% compliance with submission of written referrals to Local Authorities within 24 hours across Wales.

During industrial action, the Safeguarding Team were required to support operational shifts and activity whilst still maintaining core safeguarding responsibilities. The Team has been expanded during the year, with three safeguarding specialists recruited.

WAST Patient Engagement and Community Involvement (PECI) team have worked with children and older people in formulating a charter for both groups which provides staff and volunteer workers with the expectations of these individuals who use the service. They have also worked closely with the deaf community, learning disability groups and currently with carers on how WAST can support them in accessing the service.

WAST work closely with PECI to ensure safeguarding principles are embedded into any work that they develop, and PECI will seek support following disclosures that are received during their face to face engagements.

In addition, the Safeguarding Team work very closely with WAST Putting Things Right team when they have received complaints and adverse incidents where safeguarding is a component. There is regular safeguarding attendance at WAST Serious Case Incident Forum on a bi-weekly basis.



Safeguarding Practice Highlight

*During this reporting year, the **Welsh Ambulance Service Trust** Safeguarding Team undertook an audit in relation to the submission of safeguarding reports (pan-Wales) for children and young people who have contact with the service for self-harm/suicide ideation. The outcome of this audit will help inform learning for the organisation details of which we can include in the next reporting period.*



Dyfed-Powys Police

Dyfed-Powys Police (DPP) continue to make a rich and active contribution to the Mid and West Wales Regional Safeguarding Boards. The DPP Superintendent Board representative continues to hold the position of Vice Chair of the CWMPAS Board, and DPP officers are represented at all Board levels, including the Executive Boards, Local Operational Groups and all sub-groups. Panel Chairs for numerous Child and Adult Practice Reviews in the region continue to be provided by Dyfed-Powys Police, and the newly merged Through-Age Practice Review Sub Group is chaired by a DPP Detective Chief Inspector.



The force continues to support regional events, meetings and training via the provision of estate. This year, the Boards' Safeguarding Awards Ceremony was hosted at DPP facilities in the region, and the Boards are immensely grateful to Dyfed-Powys Police for their hospitality and support. Dyfed-Powys Police have collaborated with Hywel Dda University Health Board this year to improve the response to service users experiencing mental health crises. There is now a service which allows staff in the police control room to send a distressed caller directly through to a mental health practitioner who can provide instant advice and guidance. This ensure the vulnerable individual engages with a qualified mental health practitioner quickly and can receive the assessment, help and support they need immediately. The collaborative work between these two agencies has also enabled a mental health practitioner to be co-located within the Police Vulnerability Hub.



Safeguarding Practice Highlight

Dyfed Powys Police have received a number of inputs from victims of offences, offering an insight into lived experience. These have related to domestic abuse, stalking and murder.

Each of these inputs has enabled staff in the organisation to gain an insight into the suffering, the barriers to police engagement and the trauma from living with domestic abuse informing an improved police response to such incidents and crimes.

Domestic abuse continues to be a key priority area within Dyfed-Powys Police. This year, a pilot has been introduced to respond to domestic abuse remotely where it is deemed appropriate and agreeable to the victim. The aims of this pilot are to improve the timeliness of the response to survivors of DA, reduce the impact of the report, and provide increased time to engage with the survivor. This will elicit better quality information so officers can identify and manage risk appropriately, which will lead to improved safeguarding outcomes.

The force has also convened a forum to engage with those who have previously reported sexual abuse and domestic abuse to provide feedback on access to and the delivery of service by the force. The feedback was shared with lead officers to consider utilising this in change processes. Dyfed-Powys Police has been engaging with the regional BAWSO officer, with the aim to develop consultation processes to ensure that all minority groups in the region have a voice. DPP are currently using some of the case studies from BAWSO and sharing these with officers so they better understand the impact of culture on barriers to reporting crime, and improve the service to make it more accessible. The force have also been working to increase awareness of commissioned services and third sector organisations who can assist those who do not want to engage with police, in an effort to ensure they have advice and support and their safeguarding is enhanced.

In terms of perpetrator-focused initiatives, a robust framework has been implemented which DPP can use to identify the highest risk offenders, acting as a prompt to review and assess the measures undertaken to manage the offender and safeguard the community.

Dyfed-Powys Youth Justice Service (YJS)

The Youth Justice Service (YJS) contribute to the Safeguarding Boards via regular and consistent attendance at the Executive Boards and underlying Local Operational Groups and sub-groups. The Pembrokeshire Youth Justice Service Manager continues to represent regional Youth Justice interests at the Executive Boards and sub-groups, disseminating information to colleagues across the Dyfed-Powys area via regional Youth Justice Meetings.



Youth Justice Services are themselves a multi-agency partnership, with statutory input from Police, Probation, Education, Health and Social Services. They also work closely with substance misuse and wider youth services.

During the previous year, YJS have developed a regional report from all four Youth Justice Services to assist and support the work of the Boards. This includes data regarding involvement with children and young people who are Looked After and/or have other vulnerable characteristics. This has allowed Police, Children's Services and other partners to cross-reference with their own data and build a better intelligence picture of specific issues, challenges and resource implications in terms of keeping children and young people safe.

The National Probation Service (NPS)

The National Probation Service (NPS) is represented on the Executive Boards, Local Operational Groups and some sub-groups. Their attendance and engagement in local groups has been inconsistent this year due to significant workforce pressures, however plans have been agreed to improve this. Work has also taken place this year to incorporate NPS into some of the Boards' wider work and sub-groups including policy and training.



The NPS have provided significant support to regional VAWDASV work, helping to secure additional funding to facilitate key workstreams on perpetrator interventions. The increased focus on safeguarding within the context of VAWDASV has increased the volume of requests for safeguarding checks, and this additional demand has been serviced via the agreement of an additional admin resource through the Public Protection Team to be co-located in Police HQ. The NPS has also welcomed 28 new trainees this year, as well as new PSO staff in the Probation Delivery unit. A key achievement within the organisation this year is the launch of the new HMPPS policy framework on safeguarding. NPS have ensured that all managers are aware of this new framework and its implications.

Carmarthenshire County Council

Carmarthenshire County Council's Statutory Director of Communities chairs the CYSUR Board and has fulfilled this role for a number of years, providing consistent strategic leadership to the Executive Board and its Local Operational Groups and sub-groups.



Adults' Services are also leading on work to achieve greater clarity and consistency in adult safeguarding practice, with a particular focus on Section 5 of the Wales Safeguarding Procedures, in relation to Managing Safeguarding Allegations/Concerns about Practitioners and those in Positions of Trust.

The Regional VAWDASV Advisor and Coordinator posts are hosted by Carmarthenshire Local Authority, and these roles are integral to the development and delivery of the VAWDASV Strategy and its objectives. The regional VAWDASV Delivery Group is chaired by a Senior Manager within Carmarthenshire Adults' Services.

Both Children's and Adults' Services within Carmarthenshire have provided extensive support to several regional Child and Adult Practice Reviews during the year, in both panel chair and reviewer roles. These processes have benefited greatly from the expertise and dedication of the individuals giving their time to these roles, and the Boards are extremely grateful to all regional colleagues who support regional review mechanisms in this manner.

Carmarthenshire Children's Services have this year moved to all children's case conferences being offered as face-to-face meetings post-pandemic, with the option of hybrid being available. Such meetings were held remotely during the pandemic, however, the majority of meetings in March were held face-to-face and the hybrid option was not required.

Anecdotally, professionals have reflected on the difference face-to-face meetings have made on the discussions and debates that take place in the conference. Children's Services within Carmarthenshire aim to make further improvements to the meeting so that it can be a vehicle of change for children at risk of significant harm.

The regional Review of the Multi-Agency Response to the COVID-19 Pandemic has been led by Carmarthenshire, and will enable the region to reflect upon the multi-agency response to the pandemic in terms of safeguarding children and adults at risk.

The Local Operational Group remains a focus for Carmarthenshire going forward into the next year, with the intention to identify opportunities to review and improve the structure of this forum.



Safeguarding Practice Highlight

Carmarthenshire Adults' Services have been instrumental in the development and pilot of the regional Protocol for a Rapid Response to Incidents of Suspected Suicide, which seeks to holistically assess the wider impact of instances of suspected suicide with peer groups and communities. The pilot phase of this work remains ongoing at the time of writing, with positive feedback received thus far on the implementation of the process across all areas of the region. The Head of Service within Carmarthenshire Adults' Services continues to champion key workstreams and forums within the area of suicide prevention.

Pembrokeshire County Council

Pembrokeshire County Council is the regional host authority for the Mid and West Wales Safeguarding Boards, and facilitates the Regional Safeguarding Boards Business Unit. The Director of Social Services and Housing is the Chair of the CWMPAS Board. Pembrokeshire continues to benefit from an Integrated Safeguarding Team, combining both children and adult safeguarding strategic work into one unified service.



Numerous Child Practice Review in the region have enjoyed a rich contribution from Pembrokeshire in terms of the provision of independent reviewers, and Pembrokeshire continue to be actively engaged in groups and forums at all levels of the Boards' structure.

Pembrokeshire's Local Operational Group is a model of good practice across the region within the context of its structure, chairing and agenda model and as a result benefits from strong commitment and buy-in from regional partners. This has been used a blueprint for other LOGs across the region who have followed Pembrokeshire's example. The result is an effective and integrated meeting, with excellent attendance and strong commitment and contributions from all agencies.



Safeguarding Practice Highlight

In response to the shortage of placements for Young People Looked After (YPLA), Pembrokeshire County Council have developed a place of safety model for young people awaiting placements who are identified as high-risk.

Collaborative working is also evident in Pembrokeshire in respect of resettlement schemes, including Homes for Ukraine and Unaccompanied Asylum Seeking Children (UASC). A robust safeguarding checks process is in place and the model is recognised by Welsh Government as good practice example within national statutory guidance.

A schedule of whole-authority safeguarding self-evaluation risk assessments has taken place this year, which has shown a near-100% completion rate of the mandatory e-learning POD course on 'safeguarding children and adults' across the department.



Powys County Council



Powys County Council have continued to make a steady and consistent contribution to the Mid and West Wales Safeguarding Boards and their workstreams at all levels in the last year. Powys Children’s Services Senior Manager continues to chair the Regional Training Sub-Group, and Powys Children’s and Adults’ Services have each provided valuable contributions to ongoing practice reviews this year by way of chair and reviewer roles.

Powys’ Child Exploitation Strategy has acted as the foundation for the [Regional Child Exploitation Strategy](#) implemented this year across Mid and West Wales. Powys Children’s Services chaired the task and finish group and presented the strategy at the Executive Board for approval.

Within the context of the preventative safeguarding agenda, this reporting year has seen the creation of an Integrated Family Centre in Welshpool. The refurbishment of the building situated in the heart of a Flying Start catchment was funded by Welsh Government Flying Start Capital funding. The Flying Start team, who include Health Visitors and Speech and Language professionals, will move from the Maesydre Offices in Welshpool to the site. They will be joined by Powys County Council’s Children’s Early Help Team and Youth Services.

The council’s Adults’ Services staff, along with colleagues from agencies such as Montgomeryshire Family Centre, will also share the office space within the building, supporting an integrated multi-agency all-age approach.

The Welshpool Integrated Family Centre opened on 10th October 2022 will be a “one stop shop” providing services and support to children, young people and their families. The centre will provide activities such as parent and toddler groups, baby massage, information and advice, Incredible Years Parenting Training programmes, health advice, family support and counselling. The Centre was officially opened in February 2023 by the Deputy Minister. In terms of Adults’ Services, a key focus this year has been in the area of Adult Practice Reviews and MAPFs. Significant developments have been achieved in progressing MAPFs this year, facilitating the identification and dissemination of learning in respect of key identified areas relevant to the local area.



Safeguarding Practice Highlight

Through their Grow Our Own Social Worker development programme, Powys County Council appointed five newly qualified social workers (NQSWs) into the service during the Summer/Autumn 2022.

They have also increased the number of wellbeing worker positions within some teams to establish if this is a more effective way of working. 2023 will see seven NQSWs come into Children’s Services, with nine projected for 2024 and eleven projected in 2025, helping to mitigate ongoing workforce challenges.



Ceredigion County Council



Safeguarding Boards at all levels. Senior officers have attended and engaged in all Executive Board meetings, and there is appropriate consistent representation at all identified regional sub-groups. Ceredigion have also provided valuable support to an ongoing Adult Practice Review this year by providing a second reviewer. Ceredigion continued its development this year of a Through-Age Wellbeing Model, and the completion and implementation of the 7-year implementation strategy. As a result, Ceredigion are also implementing a Through-Age Safeguarding Team, working with the whole family in a proportionate way to safeguard people, and to ensure that families receive targeted support as early as possible.

There has been a review of Ceredigion’s current structure this year, two years following the embedding of the Through Age Well-Being Model. Some changes have been made in order to strengthen the Quality Assurance Team in order to develop the Quality Assurance Framework work, and to align the substance misuse team with the Mental Well-Being Team. Early Intervention/Prevention services and resources have been strengthened with the further development and increasing of capacity, which are being used for both children/young people and adults. The Through Age Well-Being strategy has informed how Early Intervention/Prevention services will be developed in order to prevent people needing statutory services.

Managing staffing levels have been a challenge in the organisation due to challenges with recruitment and retention, which is noted to be a national issue. This was a particular issue for the Planned Care Children’s Team and due to this, the Local Authority commissioned a Managed Team to support work with children and their families. The involvement from this team is under review at the present time. There has been a number of different initiatives undertaken in relation to recruitment campaigns.



Safeguarding Practice Highlight

Ceredigion County Council’s Safeguarding Adults Team have developed a Quality Assurance questionnaire which concentrates on what has changed for people as the result of safeguarding intervention. This face to face work with people will progress in the coming year.

Notably, Ceredigion are working with Aberystwyth University in relation to the development of a social work training course which could in the future support local training and recruitment. The Local Authority are recruiting a number of trainee social workers in order to build on sustainability of the workforce moving forward.



Regional Directors of Education

All education services related to the Boards collaborate well. There are strong relationships with other partners including Health, Police, Youth Services, Probation Services, and Youth Offending Teams. Each education directorate shares information related to their own risks in order to provide support to one another. Education Services from across the region continue to engage at all levels of the Board structure. There is an Education representative on the panel of all Child Practice Reviews in the region, and in the planning groups for all Child MAPFs. All Local Operational Groups and Board sub-groups enjoy continued attendance from Education representatives.

All Executive Board meetings this year have been attended by at least one Statutory Director of Education from the region. Pembrokeshire Education Services, who previously held the role of overarching regional Education representative at the Executive Board, have been represented at all meetings this year, with other localities also attending meetings during the year. Agreement is to be reached in the coming year on the long-term representation of Education Services at Executive Board level, in terms of whether Education representation at Executive Board level is to be rolling across all four localities, or assigned to a designated Statutory Director as a regional lead for the service.

Assurance on safeguarding practice is provided via the submission of an annual Section 175 report to the Regional Executive Board, which is a comprehensive assessment of all safeguarding systems processes within Education across the region.

Regional Further Education (FE)

The Further Education (FE) colleges within the region have supported the work of the Boards and have been fully compliant in the adoption of its policies. They have also offered support to the Boards through the use of venues for meetings, and participated in all Board activities and events. They have this year been involved in a number of Rapid Response meetings following the commencement of the regional pilot.

FE colleagues are represented on the sub-groups of the Boards by the Designated Senior Lead for Safeguarding at Pembrokeshire College, who is the regional designated Board link for FE Colleges. The FE Lead has also led on the continued regional response to Welsh Government guidance, Keeping Learners Safe guidance, and co-chairs the Welsh Government's Safeguarding in Education Group. They have recently joined the Welsh Government's Safeguarding in Education Group's task and finish group to consider the IICSA recommendations and represent the Boards, and continue to provide key input into the ongoing work around transition planning and suicide. The Designated Senior Safeguarding Leads from Pembrokeshire College and Coleg Sir Gar/Coleg Ceredigion have been commissioned by Welsh Government to write four Keeping Learners Safe training modules for further education and work-based learning staff and Corporation Board members, which will be live on Hwb from August 2023, and provide consistency of training to the sectors responsible for post-16 education.

FE colleges across the region have continued their partnership work related to the mental health and wellbeing of learners, and have been successful in four mental health bids worth over two million pounds to Welsh Government, which has secured substantive support for learners and staff in the FE Colleges in the Boards' region. Resources from all the projects have been uploaded on Welsh Government's Hwb site. Refresher safeguarding training has continued to be delivered

across the regional colleges remotely and in person this year, consistent with the updated safeguarding modules. Within all the FE Colleges, strong and proactive safeguarding teams have been enhanced and further developed this year, which have played a pivotal role in multi-agency working. They are also providing post-16 support to the work of the Local Authorities' Liberty Protection Safeguards implementation and are participating in the regional and local suicide prevention forums.

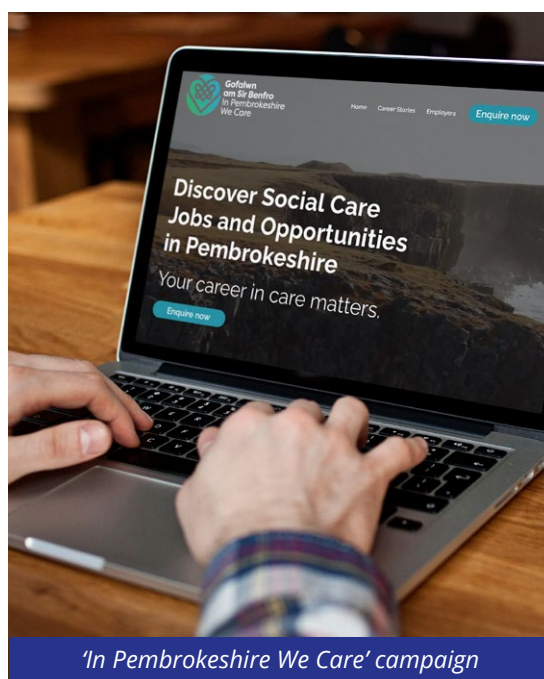
During the Autumn Term of 2022, the Colleges participated in an Estyn thematic inspection concerning peer on peer abuse. The Thematic Report from the inspection was published on the 7th June 2023 and contained seven recommendations for the sector. The DSLs will present the reports and local action plans at the respective LOGs.

Regional Commissioning Representative

The Mid and West Wales Commissioning Partnership is represented on the Executive Boards and links with the Powys Commissioning Partnership for regional collaboration. Commissioning Teams have worked collaboratively across the region with Health Boards, Public Health Wales, CIW and other partners to support the in-house and commissioned sector providers to mitigate the significant impact of COVID-19.

Commissioning Services have worked proactively with the sector to support a number of the Boards' key objectives, in particular, strengthening the workforce and managing risk. The fragility of the market, primarily linked to workforce issues, poses a key issue in terms of meeting service demands. Collaborative work undertaken within the region has been instrumental in managing and attempting to mitigate this risk. Commissioning Services have worked collaboratively to publish the Market Stability Report for West Wales, which has identified key risks across all regulated activities (adults and children), with recommendations to mitigate market failure and develop alternative services linked to the Population Needs Assessment. From a safeguarding perspective, this is key to avoid such risks as inappropriate placements, unregulated placements, and mitigation to market failure.

Local initiatives include the development and implementation of the ['In Pembrokeshire We Care' campaign](#), to support recruitment and workforce capacity to ensure population needs are met. Domiciliary care has been recommissioned in Carmarthenshire, with focus on outcomes and terms and conditions. Recruitment and retention initiatives have also been undertaken by the sector. Some positive signs have been seen in the last year in terms of the commissioning landscape, such as a decline in waiting lists and greater market stability; however, caution and collaboration continue to be employed across the sector to continue to manage and respond to risk within this area. Key achievements in the commissioning sector this year include ongoing quality and provider performance oversight, as well as improving terms and conditions for the commissioned domiciliary care workforce to support workforce challenges.



'In Pembrokeshire We Care' campaign

(h) An assessment of how the Boards use their resources

The Mid and West Wales Safeguarding Boards use the national funding formula to assess and identify annual financial contributions from statutory partner agencies. The graphs and charts below illustrate how the Boards have made use of their financial resources within the context of income, expenditure and partner contributions in the preceding financial year.

This year has seen the Boards incur significant additional expenditure and costs to fund legal counsel in respect of a judicial review application made against the CYSUR Board. Further potential legal costs in relation to other bespoke legal actions are pending at the time of publication and consideration is needed as to how any similar future costs should be funded.

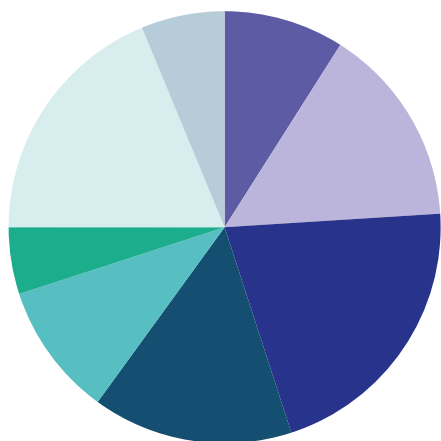
Resources used to support the work of the Regional Safeguarding Boards are not confined or restricted to financial contributions from statutory partner agencies. The Regional Safeguarding Board Chairs, Executive Board Members, Sub-Group Chairs and members provide a significant amount of their time to support the Boards



and their work. This is often in addition to their professional roles and day-to-day responsibilities.

The variable and diverse nature of the Boards' work makes this difficult to report on within a quantifiable and measurable resource context, and is not always overtly visible to other professionals and agencies outside of the Board. The process, management and publication of Child and Adult Practice Reviews, the development of regional protocols and policies, as well as projects that require high levels of professional input, knowledge and expertise are just some examples of Board work.

All statutory partners of the Mid and West Wales Safeguarding Boards contribute financially to the running of the Boards, with the exception of Public Health Wales. This contribution is based on population areas within the region across the varied organisations. The total income into the Safeguarding Boards this year excluding grant funding was £170,956, which is significantly lower than most of the Regional Safeguarding Boards in Wales.

Income 2022 - 2023



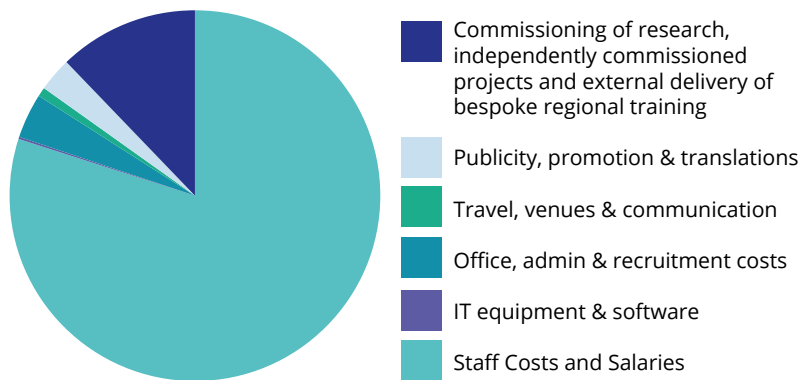
-  Powys Teaching Health Board
-  Ceredigion County Council
-  Powys County Council
-  Carmarthenshire County Council
-  Pembrokeshire County Council
-  Dyfed Powys Police
-  Wales Probation Service
-  Hywel Dda Health Board



In 2022-23, the majority of the Boards' expenditure was dedicated to general running costs, including staffing the Business Unit (80%).

The commissioning of services and training constituted 12% of Board expenditure, which is a reflection of the increased output from the Training Sub-Group in the delivery of the Training Strategy and accompanying 3-year Delivery Plan.

Expenditure 2022 - 2023



Admin and IT costs totalled 4% this year, with publicity, promotion and translation costs totalling 3%, reflecting the increased generation of resources and content for practitioners and the general public. Travel, venues and communication constituted just 1% of expenditure, with marginal IT costs of less than 1% in the year. The breakdown of expenditure this year aligns with previous years, with the exception of the legal costs referenced above, and is reflective of the outputs of the Boards and their functions.



(i) Underlying themes in the way the Safeguarding Boards have exercised their functions

Single Unified Safeguarding Review

Working alongside Welsh Government colleagues to support the development of the Single Unified Safeguarding Review model to learn lessons from reviews, including Child Practice Reviews (CPRs), Adult Practice Reviews (APRs) and Domestic Homicide Reviews (DHRs) has continued to be a key theme of the Boards' work and priorities this year. Work has continued to support updating the existing national model in Wales and the drafting of new statutory guidance.

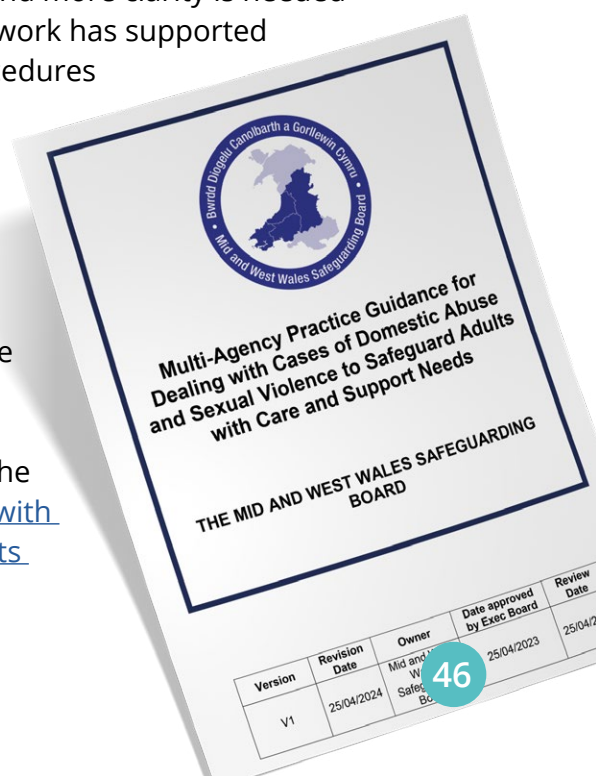
The CYSUR Board Chair, Regional Board Manager, Practice Review Business Manager and other sub-group members have continued to contribute to national task and finish groups to progress this work. This sits alongside extensive investment committed locally to strengthen our regional work and to amalgamate our CPR and APR sub-structures and sub-groups into one all-age sub-group.

Multi-Agency Adult Safeguarding Practice Development

The Mid and West Wales Safeguarding Boards are fortunate to have a strong and committed group of multi-agency senior managers and strategic leads who have continued to work together collaboratively this year to strengthen and improve safeguarding practice and intervention across the region for adults at risk. The group meets regularly with a focus to establish consistent practice across the four local authority areas of Mid and West Wales.

Projects the group have collaborated on this year include work to strengthen the approach taken in respect of Safeguarding Allegations/Concerns about Practitioners and those Positions of Trust. This work has aimed to support practice where there are gaps, and more clarity is needed regarding Section 5 of the Wales Safeguarding Procedures. This work has supported a national workstream being led by the Wales Safeguarding Procedures Project Board, and will help influence updates to section 5 of the Wales Safeguarding Procedures in the coming year.

The multi-agency group have also worked together to further develop a bespoke safeguarding training package for Dyfed Powys Police delivered to support their Specialist Child Abuse Investigators: Development Programme (SCAIDP) training course for police officers. Other projects the group have collaborated on include work to implement a rapid review model for the prevention of suicide (more information contained below), and the development of the [Multi-Agency Practice Guidance for Dealing with Cases of Domestic Abuse and Sexual Violence to Safeguard Adults with Care and Support Needs](#).



Serious Violence Duty 2023

Along with strengthened relationships with the Police and Crime Commissioner, this year has seen the Boards commit to support the implementation of Serious Violence Duty which commenced on 31st January 2023, placing a duty on specified local authorities along with other agencies to work together to reduce incidents of violence, including knife and gun crime, and to prevent loss of life.

This work is in its early stages, however, the Regional Safeguarding Boards have committed to work closely with multi-agency partners and Crest Advisory, who have been commissioned by the Home Office to work with partners to support implementation, and are in the process of completing a strategic needs assessment across the region.

National Action Plan for Responding to and Tackling Child Sexual Abuse

Although the three-year national action plan formally ceased in 2022, implementation of the key messages and resources developed to support the plan has continued this year.

An array of related information, training and resources remain available to staff on the Boards' and agencies' intranets and websites, and via promotion in staff briefings and newsletters. This includes information in relation to CSA and exploitation, and the "it's time we talked about it" campaign.

Education Safeguarding Leads have continued to work closely with schools to promote awareness, which has included the promotion of various relevant resources and access to training packages, such as the [Lucy Faithfull Foundation's 'What's the Problem?'](#) booklet, a guide for parents of children and young people who have got in trouble online.

The VAWDASV Regional Strategic and Delivery Groups have continued to undertake significant work in relation to the promotion of information to children, parents and carers on healthy relationships.

This includes work with Curriculum Leads across the region in respect of the

Relationships and Sex Education (RSE) curriculum and ensuring that topics around VAWDASV are delivered consistently and with confidence.

Partners from the Mid and West Wales region have attended and supported national events and workshops facilitated by Children in Wales to support the national evaluation of the plan alongside the publication of the full ICSSA enquiry, and the Boards remain committed to supporting and implementing the next phase of this work.



Professional Curiosity

The need for professionals to exercise more robust and better professional curiosity when intervening into the lives of children or adults who may be at risk of harm has been a theme in a number of CPRs/APRs and MAPFs across the region. This is not unique to the Mid and West Wales region, and we are aware this consistently features in reviews in other Boards in Wales, and in UK-wide published safeguarding reviews.

As such, considerable investment has been dedicated by the Regional Training Sub-Group to the development of a bespoke all-age multi-agency training package and accompanying practitioner resources. Please see Section L for more information on the rollout of this training.



Rapid Response Model Pilot

Following significant planning and work undertaken in the previous year, a 12-month pilot of a rapid response model in respect of suspected suicides for both children and adults has been implemented. The purpose is to provide targeted, rapid support to family members, peers and the community when incidents of suicide occur and this forms part of the Boards' broader mental health, suicide and self-harm work.

The outcome of the pilot will be formally evaluated in the coming year, including its impact from a support and prevention perspective.



Safe Sleep

Continuing and rising numbers of preventable deaths related to babies co-sleeping with parents have continued to feature in the Process for Reviewing Unexpected Deaths in Children (PRUDiCs) across the region this year, as well as Child Practice Reviews. We are aware this trend is not unique to the Mid and West Wales region and features in other Boards in Wales.

Health partners have communicated concerns to the Welsh Government and Public Health Wales, and as a direct result, Public Health Wales have agreed to undertake a rapid review of safe sleep related PRUDiCs across Wales in the coming year.

This will establish if there is any immediate action needed or clear lessons to learn. Localised literature including a standard operating procedure has been developed by health partners, and this has been shared and promoted widely with partners across the region. Identifying ways in which agencies can work together with parents to better avoid highly preventable deaths will be a key workstream for the Boards this year as part of a published Child Practice Review action plan.

High-Risk Behaviours for Adults at Risk (Including Hoarding and Self-Neglect)

Current legislation in Wales provides a robust and comprehensive framework for agencies to provide early intervention for adults who exhibit high-risk behaviours, including those who hoard and self-neglect.

Irrespective of this, a disproportionately high number of cases feature in referrals into the Boards for Adult Practice Reviews and MAPFs, where sadly adults have either died or suffered serious harm where concerns of this nature are known and understood by professionals, who often feel powerless to effectively intervene to prevent harm or reduce risk.

Following the implementation of a regional protocol to support this hugely complex and challenging area of work last year, work has continued this year led by the Adult Safeguarding Leads to implement the model consistently.

Numbers who meet the criteria to be considered by the model are lower than expected and this will be further reviewed in the coming year. It is hoped the framework will help improve practitioners' understanding of the legislation in Wales, alongside an enhanced and improved understanding of how mental capacity legislation can be implemented to support adults in a more creative, solution focused multi-agency approach.



Legal Challenges

This year, the Boards have been subject to two legal challenges. The first concerned a Judicial Review undertaken on application from a family member of a deceased child, in respect of a document produced in respect of the child by a Local Safeguarding Children Board, prior to the Boards' conception. CYSUR were named as defendants in this application, with the applicant asserting that CYSUR had inherited the document at the conception of the Regional Safeguarding Board. The Judicial Review considered whether CYSUR had the power to release the document, which it had not created and did not have ownership of or access to, to the applicant.

CYSUR obtained legal representation for the duration of these proceedings at significant cost to the Boards, funded using a significant portion of Board reserves. The judgment issued confirmed CYSUR's position that it did not have the power to release the document, citing the fact that it did not create, issue or hold the document in question. Furthermore, the legislation which provided for the creation of Regional Safeguarding Boards did not stipulate that Boards were to inherit any duties held by the now defunct Local Safeguarding Boards.

The second legal proceedings in which CYSUR was engaged in concerned an Inquest undertaken in respect of another child from the same local area. The Coroner in those proceedings requested information, and subsequently a submission from CYSUR, to consider whether CYSUR should be made an Interested Party to those proceedings at the request of the family. The Inquest would consider inter-agency arrangements between local services, and the family requested that CYSUR should be made an Interested Party to consider how effectively it "discharges its statutory oversight duties".

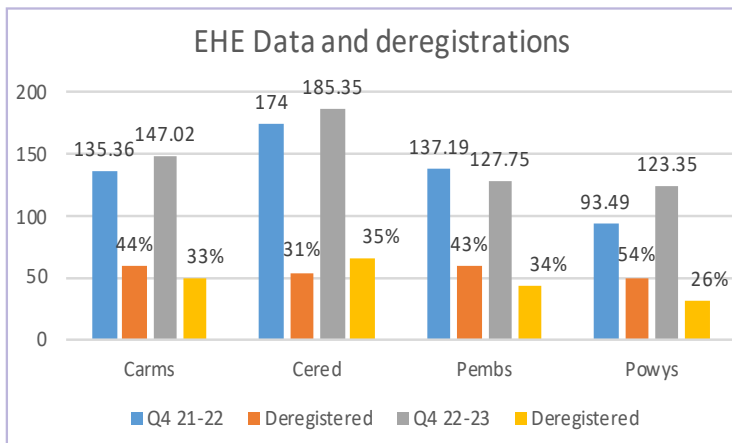
As a result, CYSUR was required to seek legal representation to explain that its functions did not extend to such operational matters, which are dealt with by the relevant Local Authority. Furthermore and for this reason, CYSUR had no involvement with the child prior to their tragic death. The Coroner upheld CYSUR's position on the grounds that it did not have a sufficient interest in proceedings to be afforded Interested Party status. These proceedings were ongoing at the end of the reporting year and have since concluded with the aforementioned outcome, i.e. that CYSUR should not become an Interested Party.

Safeguarding People

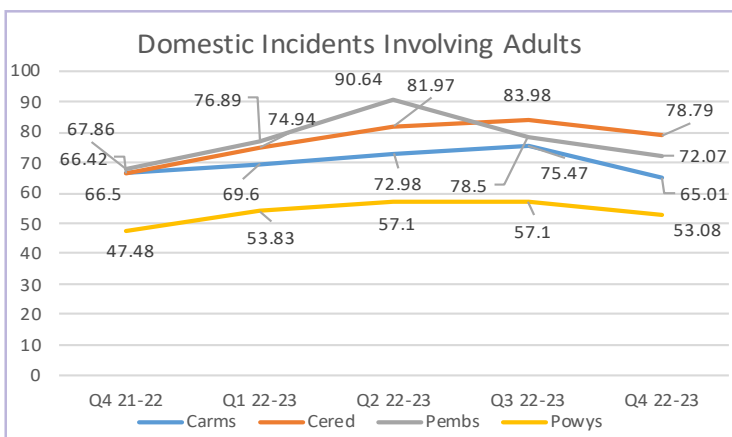
- Supporting effective challenge and professional accountability in the delivery of safeguarding practice

The Boards’ Quality Assurance and Reporting Framework, which includes a comprehensive dataset alongside a local and thematic regional audit schedule, has been comprehensively reviewed and updated this year. This will aid the Boards’ understanding of professional safeguarding practice, and data now aligns with the new updated Welsh Government performance indicators.

New data linked to practice areas of common interest in the region including professional concerns, those in a position of trust and escalating concerns has also been introduced. This will support the Regional Executive Boards’ robust helicopter view of high-level multi-agency safeguarding practice across the region, via the scrutiny of quarterly overview reports containing analysis of key regional and local trends. This supports the Boards in their commitment to effective challenge and holding agencies to account when safeguarding practice and service delivery falls below expected standards.



Graph showing the number of electively home educated children this year in our region.



Graph showing the number of domestic incidents involving adults this year in our region.

Practice Reviews and MAPFs

A number of Practice Reviews remain ongoing, and three have concluded during the year. This is alongside an active MAPF programme with several ongoing and concluded this year. Themes identified for consideration as a result of these reviews include:

- The need for training and awareness raising for multi-agency practitioners in relation to professional curiosity and disguised compliance
- The need for improved training and awareness for practitioners in relation to mental capacity legislation
- Suicide prevention
- Alcohol and substance misuse
- Deaths related to safe sleep
- The need for better information sharing between agencies



(j) When and how children and adults have had an opportunity to participate in the Boards' work

Regional Animation Project

The primary objective of the combined CADW Junior Board this year has been the completion and launch of "The Do's and Don'ts of Caring". The completed animation and accompanying video are an outstanding package of resources which reflect the dedication and talent of the young people who sit on the CADW Board. This resource is an invaluable addition to safeguarding training across the region.

CADW Residential 2022

After two years of holding "Residentials with a Twist", virtual get-togethers arranged in light of COVID-19 restrictions, the CADW Board were thrilled to come together face-to-face once again in 2022 for an in-person Residential in Brecon, Powys.

CADW membership has fallen through the past year as some young people have moved onto new adventures such as college, University and employment. The Boards wish to thank both the departing and continuing CADW members for the significant contribution and achievements they have made to date.

It was also felt that the virtual nature of the group became less desirable as time went on, however, the workshops held as part of the animation project saw CADW welcome new members from different areas of the region.

Nevertheless, in light of the size of the groups decreasing in some areas this year, and in recognition of the changes in membership since the conception of CADW, this year's Residential was a chance to gather some motivation for the Junior Board and get young people's opinions on how the group should move forward.

Nine young people attended the Residential this year, enjoying indoor climbing and abseiling at the indoor activity centre in which they stayed, before conducting their Annual General Meeting (AGM). The Terms of Reference were reviewed and there was a discussion about what issues



they would concentrate on for the next year. The young people then watched the premiere of “The Do’s and Don’ts of Caring” animation, and discussed what questions they could ask professionals during the round table discussions at the launch event taking place during National Safeguarding Week (please see section L).

A young person from Ceredigion interviewed the other young people about making the animation and how they felt about it, utilising this footage to develop a sister video to the animation itself. Both videos are shared together, so that the young persons’ reflections complement and expand upon the content in the animation produced.

The Residential also facilitated the handover of management of the group to a new officer due to a change in staff at TGP Cymru. The departing and newly appointed officers attending the Residential together allowed for a smooth transition and a continuation of the progress made in the group to date. The Boards look forward to working with the new Participation Officer in the coming year on new CADW priorities and workstreams following the review of the implementation of “The Do’s and Don’ts of Caring”.



Powys Ambassadors of Youth Safeguarding (PAYS) have experienced a decreased level of membership this year, with just one active member during the reporting period. This young person has nevertheless been a key member of the regional CADW Board, providing an invaluable input into numerous stages of the animation project concluding this year, and attending this year’s Residential.

PAYS ensure activity and information from CADW is fed back into Powys’ Local Operational Group and Junior Start Well Board. A recruitment drive is planned for the coming year within PAYS, and it is hoped that this year’s Residential will see attendance from new members recruited into Powys during the coming months.



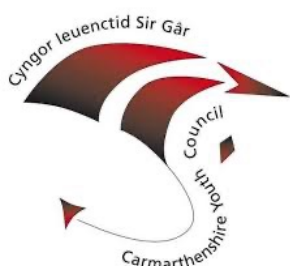
Image from CADW Residential 2022



Ceredigion 'Sêr Saff' and Ceredigion Youth Service have experienced similar membership challenges during the year, with several long-standing members moving on to pastures new after numerous years of dedicated engagement with both the local and regional groups.

As a result, Ceredigion 'Sêr Saff' currently only have one active member, despite having historically comprised the largest proportion of CADW membership in recent years. Nevertheless, the remaining 'Sêr Saff' member has continued to make an immeasurable contribution to the work of CADW this year. They have utilised their outstanding cinematic and editorial skills to produce an accompanying resource to "The Do's and Don'ts of Caring", after working with other CADW members to produce this piece of work during the Residential. Feedback at the launch event for this resource was that the accompanying video greatly enriches the messages of the animation, and a strong desire was shared to promote both resources as a package. A condensed version of this video was produced to facilitate even wider sharing at multi-agency meetings and training.

Ceredigion 'Sêr Saff' have also seen a change of Participation Officer this year, who is commencing in role with a focus on recruitment. At the time of writing, events are scheduled for summer 2023 which are aimed to promote CADW and attract new membership to ensure continued stability and regional representation within the Junior Board.



Carmarthenshire Council do not commission a local Junior Board and young people's safeguarding matters and issues are captured via **Carmarthenshire Youth Council (CYC)**, who continue to run the Children's Rights Community Ambassadors scheme. Their main role as Ambassadors is to promote the United Nation Convention on the Rights of the Child (UNCRC), act as a voice for local young people and pass on their opinions to the Children's Rights Commissioner in Wales.

CYC focused on Domestic Abuse as their priority issue for the past year and set up a new sub-group to focus on this topic. The group have received training on and information about domestic abuse, with a particular focus on challenging myths and understanding services who can offer support. The group are currently developing a script for a drama about a young person whose parent is experiencing abuse, which continues to progress at the time of writing.

This year, CYC are taking part in the accredited Local Councillor Shadowing Award. This provides a unique opportunity for the young people to engage with councillors face to face, and to gain knowledge and skills which will facilitate their involvement in the democratic process and help them to influence decision-making. The Youth Council have also engaged actively with numerous consultations on topics such as mental health and wellbeing, child poverty, and the impact of COVID-19.



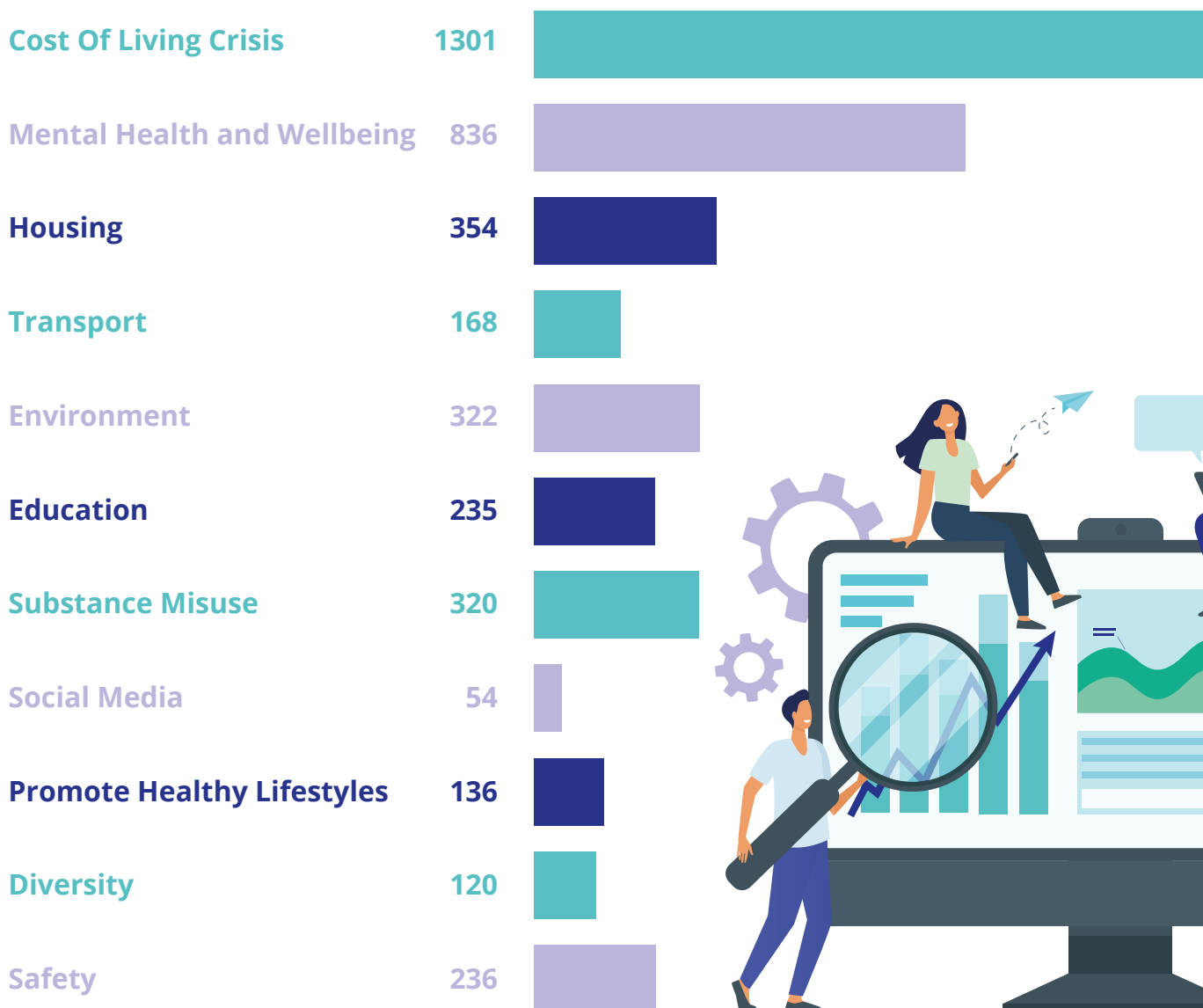


Pembrokeshire Junior Safeguardians have been working hard to re-establish themselves since the pandemic, and have been slowly moving forward in planning what they would like to achieve in 2023-2024. Throughout this time, they have still maintained strong links with a range of services in Pembrokeshire County Council who ensure that children and young people have a voice and influence services who support them.

The Junior Safeguardians, in collaboration with Pembrokeshire Youth and Social Care departments of Pembrokeshire County Council, hosted Pembrokeshire Spotlight Awards held on 11th November 2022 at Merlin Theatre, Pembrokeshire College. Young people were involved in the design of the event, shortlisting the nominations and getting involved on the evening.

A key workstream undertaken this year was a collaboration between the Junior Safeguardians and Pembrokeshire Youth Assembly, who jointly produced the “What Matters to You” consultation.

4,082 young people took part in the consultation, and the results are shown below:



(k) Applications for Adult Protection & Support Orders

There have been no applications for an Adult Protection & Support Order (APSOs) in Mid and West Wales during 2022-23, and there has only been one application in this region since the introduction of the Social Services and Wellbeing (Wales) Act 2014.

The Boards are aware this trend mirrors activity in other areas and welcomes any observations from Welsh Government as to the likely reasons for this.



(I) Information or learning the Boards have disseminated and training recommended or provided

Website

The Boards' website continues to act as a central hub of useful information, including how to report a concern and as a repository for regional policies and procedures and Practice Review reports.

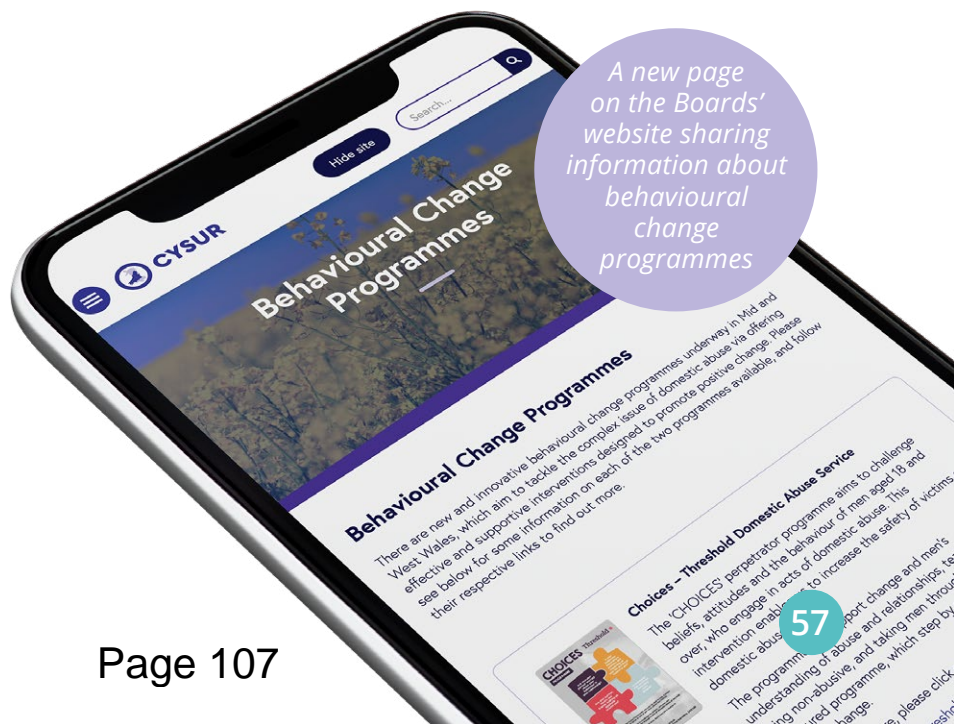
The Business Unit has further worked to develop the training page of the website this year, with an increased emphasis on disseminating details of workshops, seminars and training events occurring throughout the region.

The training section has also been extended to include a new area hosting the safeguarding training resources that were developed by our Junior Board, CADW, and officially launched during National Safeguarding Week 2022, with support and attendance from the Children's Commissioner for Wales.

New pages have been added to support VAWDASV work taking place across the region. This includes pages highlighting new and innovative behavioural change programmes underway in Mid and West Wales, details of local services and support available for survivors of domestic abuse, information relating to the new Survivor Advisory Panel for Mid and West Wales, and details of Safe Video Link Evidence Facilities.

The resource hub for practitioners has been extended to include new pages dedicated to key topics such as missing children and safer sleep.

A brand new search facility has also made retrieval of safeguarding information far more effective and added to the overall usability of the website.



Training

As outlined in Part 7 of the Social Services & Wellbeing (Wales) Act 2014, Regional Safeguarding Boards should ensure practitioners in their area have access to and receive the training they need in child and adult protection work.

The Boards' multi-agency Regional Training Strategy and accompanying Delivery Plan continues to provide a framework that both supports the commissioning and delivery of bespoke multi-agency training linked to the Boards' strategic priorities, as well as providing assurance on the quality and availability of safeguarding training to practitioners and managers across the partnership.

The Boards are assured all agencies provide good quality safeguarding training to their staff, and this has continued throughout the period. A wealth of safeguarding training has been delivered across Mid and West Wales this year, in face to face and virtual formats as follows.

Professional Curiosity Training Package

A Professional Curiosity Task and Finish Group was established to review and explore how the use of "Professional Curiosity" can support practitioners to develop the communication and observational skills required to work more effectively with individuals and families.

A high-quality suite of Professional Curiosity Training and Resources has been developed, which aims to raise awareness of the underpinning principles of "Professional Curiosity" and how it can be embedded within practice to continue to raise the standards of work undertaken with individuals and families by safeguarding professionals. It includes three key elements:

- 1 A Through-Age Multi-Agency Training Package, which includes options for both a full-day and half-day training session.
- 2 A Resource Pack which can be accessed virtually at any time by practitioners across the region, providing an introduction to professional curiosity, including a detailed overview of how to exercise professional curiosity and judgement, supported by case studies.
- 3 A Training Video in which the Lead LAC Nurse from Hywel Dda University Health Board explains what it means to be professionally curious, and the questions which practitioners can ask themselves and the families they work with to exercise professional curiosity in practice.

Professional Curiosity Training Attendee feedback:

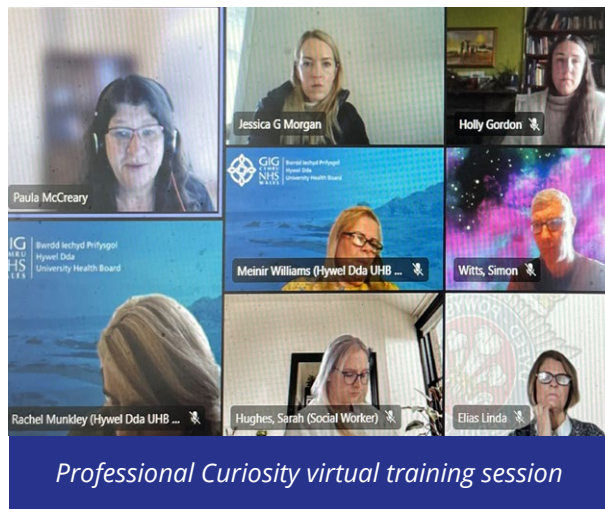
The interactive sessions were extremely useful as they were multi-agency.

The case studies were great to look at scenarios from a multi-agency aspect.

This suite of training provides numerous avenues through which professionals can access information on this topic, which continues to feature in ongoing and completed Child and Adult Practice Reviews regionally and nationally. Feedback received from pilot training sessions using these resources was excellent and there was an overwhelming consensus the all-age approach worked very well. The Professional Curiosity training has now been copyrighted to MAWWSB and is available to be incorporated into basic safeguarding awareness training.

Delivery of this training has rolled out as follows:

- Ceredigion Local Authority offered dates for training for the half day session, from November to the beginning of April, which were well attended. There is currently some tweaking of the material being undertaken to contextualise it. There is an intention to add more dates as required, and potentially include multi-agency training at a later date.
- Powys Local Authority held its first half day course in December 2022, which was delivered as multi-agency and invitations were extended to health colleagues, police, and housing. Further dates were then delivered by health colleagues in January 2023.
- Dyfed Powys Police are currently exploring the potential of incorporating the training into their existing Vulnerability Training.
- Pembrokeshire Children’s Services commissioned a bespoke session on professional curiosity, with a further four sessions scheduled by the end of April 2023.
- Carmarthenshire are planning to deliver in-house training. They have delivered four sessions to date and are exploring possible future collaboration with Pembrokeshire Local Authority.
- Plans for further development are to map the training to the competencies in the national training standards, identifying staff groups to target for different levels.



National Safeguarding Week

National Safeguarding Week took place this year from 14th to 18th November 2022, with the theme of “Moving on and Recovering from the Pandemic”. Under this broad heading, a programme was designed that aimed to respond to some of the challenges children and adults at risk face on their journey of recovery from the COVID-19 pandemic.

Throughout the week six key events were held, including conferences and webinars

that sought to highlight issues that currently affect children and adults at risk. The regional programme was supported by national events taking place across the whole of Wales. This included the launch of new multi-agency training standards being led by Social Care Wales, and an event hosted by the National Independent Safeguarding Board in collaboration with the Violence Prevention Unit on shaping the future of safeguarding in Wales.



Images from the launch of ‘The Do’s and Don’ts of Caring’ in November 2022

'The Do's and Don'ts of Safeguarding': Training Resource

The flagship event for the week was a launch and celebration of a safeguarding training resource for professionals, which took place at Parc-y-Scarlets Stadium in Llanelli. The video animation was created by children and young people from our Junior Board and is designed to be used as part of safeguarding training for practitioners. In addition, 'A reflection on the Do's and Don'ts of Caring', an accompanying video, was created by a former Junior Board member, who had captured the reactions of group members when they first viewed the resource at their annual residential event.

The keynote address was delivered by the new Children's Commissioner, Ms Rocio Cifuentes, who commended the children and young people on their excellent work, and underscored the importance of sharing this resource more widely in support of disseminating its key messages.

Feedback from practitioners at the animation launch praised both achievements and encouraged the animation and video to be used and viewed together to get maximum impact. It also focused on what practitioners will do differently after watching the video (e.g. avoid note taking, incorporate resource in meetings), how they will make sure young people are heard in meetings (e.g. co-chairing LAC reviews, pupil bodies having a voice) and how they will adapt training to incorporate the contents of the video and its accompanying film (e.g. include in school based training, staff meetings). The group have since worked on a fully bilingual version of the resource to make it even more widely accessible.

All versions of the animation and its accompanying video can be downloaded or accessed from the [animation page of our website](#).





Dyfed Powys Police Domestic Abuse Conference

Dyfed Powys Police hosted a very successful multi-agency Domestic Abuse Conference at Police HQ, where speakers included those with lived experience of domestic abuse. The programme also included a closer look at domestic abuse and dementia, a discussion of older people and domestic abuse and the impact of domestic abuse on children.

The feedback noted how the guest speakers were incredibly impactful, and that it was a very informative conference. People also commented on how it good it was to be back together face to face, and that they will be taking a lot of learning back to their teams.

“ Dyfed Powys Police Domestic Abuse Conference, Attendee feedback:

This was an extremely informative and powerful conference. Great balance between training from specialist services and personal accounts from our extraordinary speakers.

The lived experiences of survivors very much felt at the centre of the event today, and leaves me feeling positive that these experiences will go forward to inform our practice.

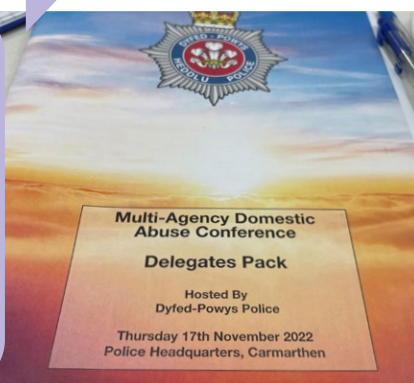
Thank you. ”



“ Dyfed Powys Police Domestic Abuse Conference, Attendee feedback:

Absolutely first class. The venue, speakers – including content and delivery. Very powerful and emotive.

Thank you. ”



Microsoft Teams Live Seminars

A series of successful Microsoft Teams Live Seminars were held throughout safeguarding week, which received excellent feedback and were very well attended. Dedicated webpages were also created to share speakers’ presentations, videos and images from the events, as well as training resources for use during and after the sessions.

Microsoft Teams Live Seminars were as follows:

Safeguarding Children living with Foster Carers, Adopters and Special Guardians: Learning from Case Reviews 2007-2019.

Facilitated by Professor Hedy Cleaver and Wendy Rose OBE, this webinar sought disseminate the key themes and messages from the Corum BAFF publication, based on a UK-wide study of 52 case reviews concerning 98 children who had experienced serious harm while living with foster carers, adopters or special guardians.

Feedback from ‘Learning from Case Reviews 2007-2019’ virtual event led by Professor Hedy Cleaver, and Wendy Rose OBE

“Thank you Wendy and Hedy! Very informative and insightful!”

“Thank you for this morning. It’s been very interesting and given me lots to consider!”

“Relevant, excellent and thought provoking, thank you!”



Operation Jasmine. This regional webinar, run in collaboration with the Regional Partnership Board, offered an overview of the key themes and messages that arose from “In Search Of Accountability: a review of the neglect of older people living in care homes” investigated as Operation Jasmine.

Its key facilitators were Margaret Flynn, who was commissioned by the First Minister to review the events associated with Operation Jasmine and Margaret Rooney, Deputy Chief Inspector of Care Inspectorate Wales (CIW).

“ Operation Jasmine Event Attendee feedback:
It was very enlightening, thought provoking and empowering. It was a brilliant example of what practitioners should be looking out for and to encourage professional curiosity. Well done and thank you. I will be using the results in my future training sessions. ”

A panel offering a local health perspective and input from a family member directly affected by the events associated with Operation Jasmine also supported its delivery. The webinar was attended by 88 participants from across the region. The following are examples of what attendees specified they will now do differently in light of the messages shared:

“
Review when we discuss overall care home concerns with families. Ensure families are involved in discussions.
”

“
We already have safeguarding as a standing item on the agenda of all meetings but will specifically reference care home practice issues within that now.
”

“
To challenge when safeguarding becomes too process-focused to remind of the individual at the centre.
”

Presentations, a recorded interview with a family member and a copy of the full report, were made available to participants on a dedicated webpage after the session.



Think Family — See the Adult, See the Child. This webinar drew on learning from safeguarding adult reviews and serious case reviews (now child safeguarding practice reviews) in England, and Child Practice Reviews in Wales. It sought to identify why practitioners and managers must always “think family” and see both the adult and the child. Highlighting the core components of this approach to practice, it gave participants the opportunity to discuss what enables and what obstructs “thinking family” in their work experience.

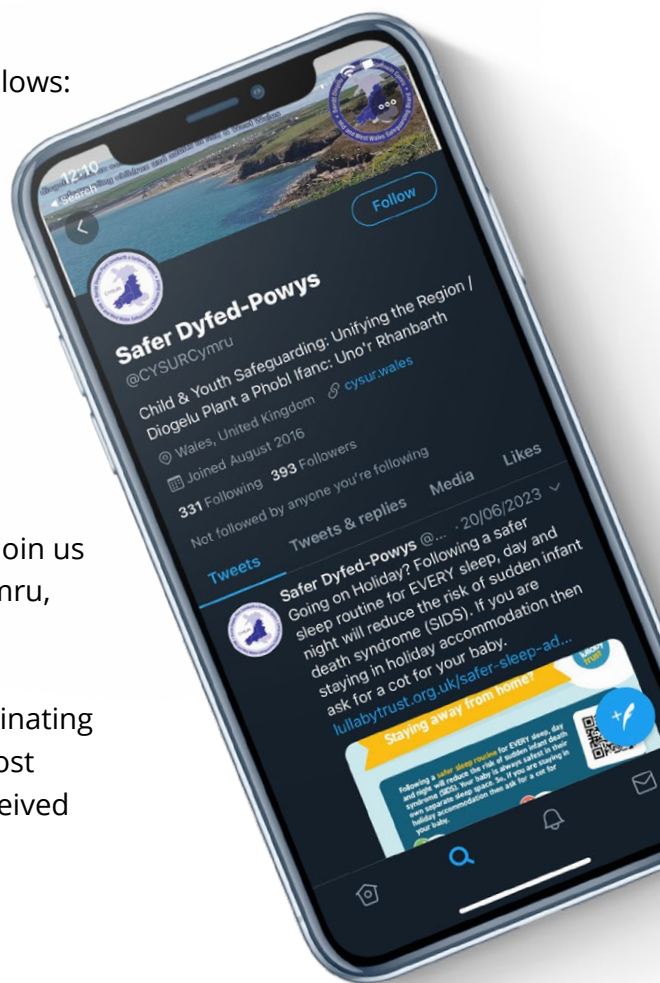
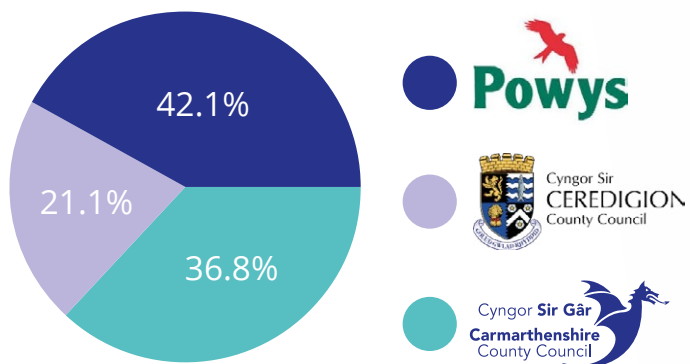
The facilitator, Michael Preston-Shoot, is a Professor (Emeritus) Social Work at the University of Bedfordshire, England. Michael is also Independent Chair of Lewisham and Brent Safeguarding Adults Boards, and has undertaken wider thematic research examining patterns and trends in safeguarding practice. The webinar proved very popular and was attended by 131 participants from across the region. When attendees were asked to rate the extent to which the content of the course would influence their practice going forward, an average score of 85% was given.

Promoting Positive Mental Health and Well-Being of Children and Young People since the COVID-19 Pandemic, in collaboration with CAMHS Schools In-Reach Team.

This webinar aimed to explore how the COVID-19 pandemic precautions and regulations may have affected children and young people, with an emphasis on their emotional growth and development. It was designed to share strategies to promote positive mental health and well-being, and to share details of the national rollout of the School In-Reach Service.

This presentation was delivered by the Powys CAMHS School In-Reach Service, but theoretical content and strategies was applicable to all areas of Wales. The event was facilitated by Gail Morris and Stephen Lloyd from the Powys CAMHS School In-Reach Team.

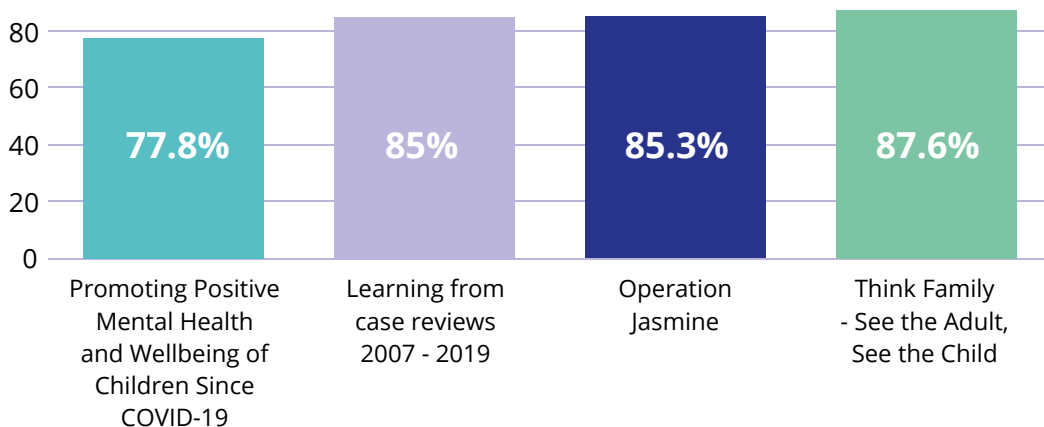
This event was delivered as an after school session. 93 delegates were present from three county councils as follows:



Throughout the week, delegates were invited to follow and join us on social media - Twitter @CYSURCymru and @CWMPASCymru, Facebook @CYSURCymru and Instagram @cysurcymru.

This proved useful for continuing the conversations, disseminating learning, and offering additional links and information. Almost 5.5k Twitter, Facebook and Instagram impressions were received throughout the period.

NSW 2022 Events and their Impact to Practice



Average scores given by event attendees to the question, "to what extent will what you have learnt influence your practice and help keep service users at risk safe?" on a scale of 1 to 10, per event held during National Safeguarding Week.

Fabricated and Induced Illness Training

A Microsoft Teams live webinar was held in September that sought to introduce delegates to the current thoughts about 'Fabricated and Induced Illness' and 'Perplexing Presentations'. This presentation was led by Dr Didi Ratnasinghe, Consultant Paediatrician and Named Doctor for Child Safeguarding at Hywel Dda UHB. Dr Didi has extensive experience of working with Fabricated and Induced Illness and its management.

The session was aimed at multi-agency frontline practitioners and managers, meeting the set learning outcomes for staff group D of the Mid and West Wales Safeguarding Boards All-Age Regional Training Strategy.

The presentation was a very useful session which drew attention to the debates about different approaches to FII as emphasised by British Association of Social Workers (BASW). Delegates were given the opportunity to discuss case studies illustrating the wide spectrum of manifestations and were encouraged to interactively participate via Q&A and challenging controversies.



Ongoing Training Projects

VAWDASV

The MWW VAWDASV Regional Training Subgroup, consistent of all four Local Authorities and both Health Boards, continues to meet and oversee the Regional Training Plan to deliver Groups 1-3 and 6 of the [National Training Framework](#). The region has committed to a joint delivery plan and reporting framework directly into Welsh Government for national oversight.

Centralised governance across the delivery ensures consistency and is supported by co-delivery with our commissioned specialist providers. This co-delivery is coordinated and funded centrally via the VAWDASV Subsidy Grant. We also support consistency with shared practice, resources and regional training packages across LAs, Health Boards and the Fire Service.

Developments in delivery have included a focus on innovative delivery models to reach staff within Education. We have also focused on Health colleagues and delivery of sessions with specialist providers on areas of practice to support the outcomes of Ask and Act. This year also saw investment in technology and development of virtual reality training resources which have been piloted across regional partners.

We have made and supported significant investment to meet the requirements of groups 4 and 5 within the specialist service providers and practitioners across the region. This was in conjunction with specialist training commissioned by Welsh Government and included regional delivery of Independent Sexual Violence Advisor (ISVA), Independent Domestic Violence Advisor (IDVA) and mediation training. We have also funded regional, multi-agency training on Non-Violent Resistance, Child to Parent Abuse and stalking-specific training from Professor Jane Monckton-Smith. Regional funding applications were also successful in supporting investment in Dyfed Powys Police force-wide training on stalking, risk assessment and Multi-Agency Risk Assessment Conference (MARAC chairing).

Other Agency Training

Carmarthenshire Local Authority

delivered training on the Wales Safeguarding Procedures, VAWDASV Awareness, Channel awareness, High-Risk Behaviours, Liberty Protection Standards and the Mental Capacity Act. They also identified a number of key priorities in terms of future safeguarding training which include Professional Curiosity, Ask and Act and more Prevent/Channel training. They have plans to review the Carmarthenshire Local Operational Group and to consider management training around professional concerns and code of conduct.

Ceredigion Local Authority delivered an extensive programme during the year, including Professional Curiosity Training, which was delivered to all staff across the Through-Age Well-Being Model, and offered to partner agencies. The Statutory Director held workshops on Corporate Parenting and delivered Corporate Safeguarding training to Elected Members. Safeguarding Lead Practitioners (children's and adults') facilitated information training sessions for all newly elected members of the council. Elected Members also received training regarding PREVENT and VAWDASV. A significant amount of training was delivered in relation to ACEs and Trauma Induced Practice, with bespoke sessions being offered to their in-house Foster Carers. Training was also offered in relation to autism, concentrating on the lived experience of people who have autism.

Key safeguarding training delivered to staff within **Pembrokeshire County Council** included Understanding Trauma Informed Practice, Ask & Act, and VAWDASV legislation. Safeguarding & Substance Misuse Joint Working Protocol Workshops were delivered to independently address the needs of

both children and adults. Two versions of Professional Curiosity training were delivered, one all-age and one specific to staff working in Children's Services. Quarterly, courses were held for Safeguarding Children under the themes of Managing Allegations against Adults, Child Protection Processes & Procedures and Mental Health and Suicide Prevention. Staff also engaged in a number of e-learning modules that are available to all Pembrokeshire County Council staff.

In **Powys Local Authority** training was delivered in Safeguarding Adults and All Wales Procedures – PAVO, Mental Capacity Act, Hoarding, and Self-Neglect. "What matters" outcome-focused training also continued throughout the period. Within children's safeguarding teams, Section 47 training was delivered virtually to support frontline social care workers to develop their skills in relation to safeguarding in social care to gain an understanding of the impact of changes to legislation. Professional Curiosity training was delivered by the Powys Teaching Health Board on four occasions, each receiving very positive feedback. A further four dates have been arranged for the next financial year. A joint Hydra exercise was also delivered by Dyfed Powys Police and Powys staff.

The **Powys Teaching Health Board** safeguarding team continued to add to their safeguarding training and throughout the year, delivered training in Safeguarding Children Level 3, Safeguarding Adults Level 3, Ask and Act, Mental Capacity Act, DoLS and multiple sessions on domestic abuse. They have plans for the forthcoming year to update the Level 3 training competency framework and to review and update their systems in regards to training.

The **Welsh Ambulance Services NHS Trust (WAST)** delivered a range of bespoke training including sessions on making digital reports for VAWDASV to Live Fear Free, and to the Regional Fire Service for fire safety and hoarding concerns, and making a report via WAST's digital process. They have also offered Safeguarding Children and Safeguarding Adults training and Group 1 and 2 Ask and Act.

During the year, **Youth Justice Services** continued to follow the same training programme as other local authority colleagues working directly with children and young people. Specific additional training included AIM training to address sexually harmful behaviour, sector specific assessment training on use of ASSET Plus, Motivational Interviewing and other behaviour change approaches.

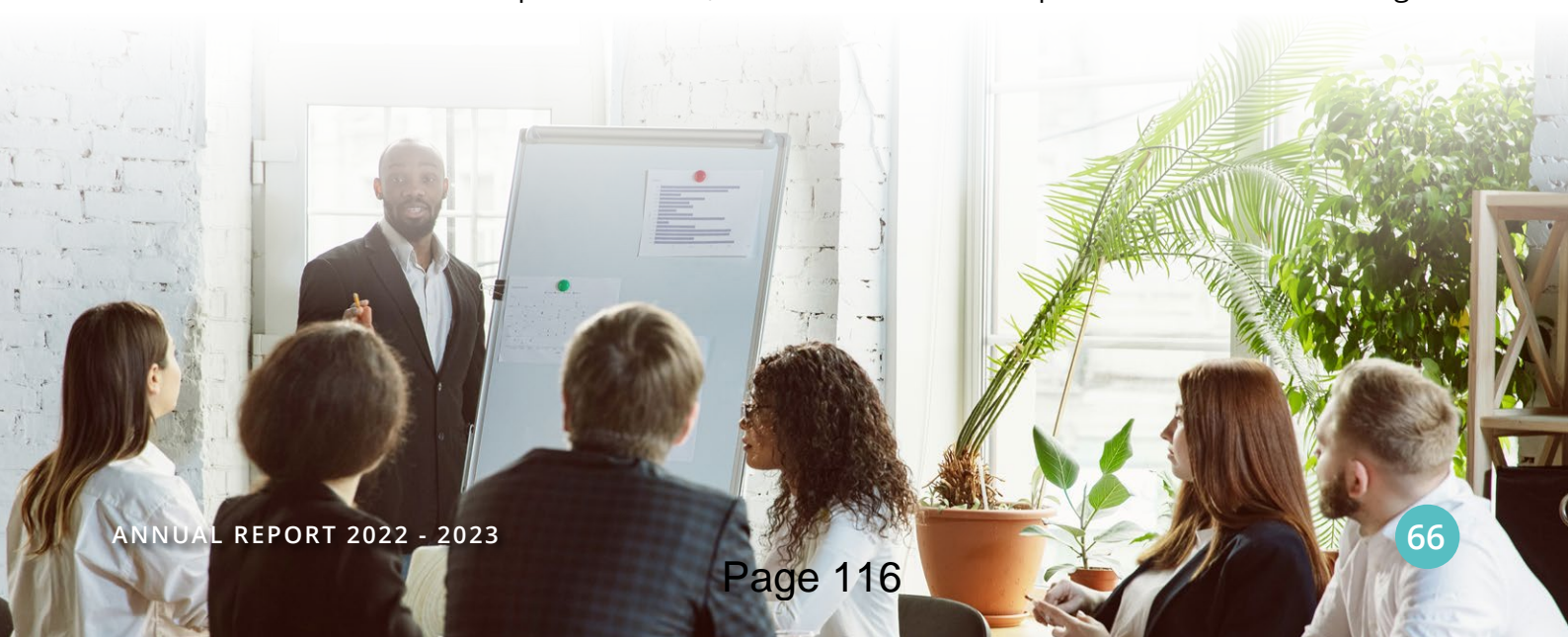
Hywel Dda University Health Board also continued to deliver a broad range of safeguarding training. The Named Doctor delivered Level 3 Clinical Recognition of Abuse and Neglect (Child Safeguarding) training and offered this to staff from Social Services and Police. Lucy Faithfull Training was commissioned during the period and the Lead Nurse Safeguarding Children and Named Doctor continued to deliver PRUDiC training. The adult safeguarding team delivered a number of useful presentations,

the first at the University Health Boards Dementia Awareness Day on Safeguarding and Dementia, and the second at a lunch and learn session during National Safeguarding Week on Safeguarding and the older person.

Training was rolled out to Adult Heads of Service and service leads on the use of the Safeguarding Management Function with the Once for Wales management system, including the development of electronic support documents/videos.

In **Further Education**, safeguarding induction and refresher training continued to be delivered to staff. The Colleges in the Safeguarding Board region continued to commission Dai Durbridge, a leading safeguarding lawyer, to deliver training to college staff covering the learning from CYSUR 7 2018 relating to peer on peer abuse.

During the period, **Dyfed Powys Police** implemented joint safeguarding training with the Local Authority to improve working together in response to children and vulnerable adults. Lunch and learn sessions were introduced to improve multi-agency understanding of domestic abuse. The force also established an immersive training programme for SIOs dealing with Organised Immigration Crime, and provided frontline staff with information and scripts to ensure an effective response to human trafficking.



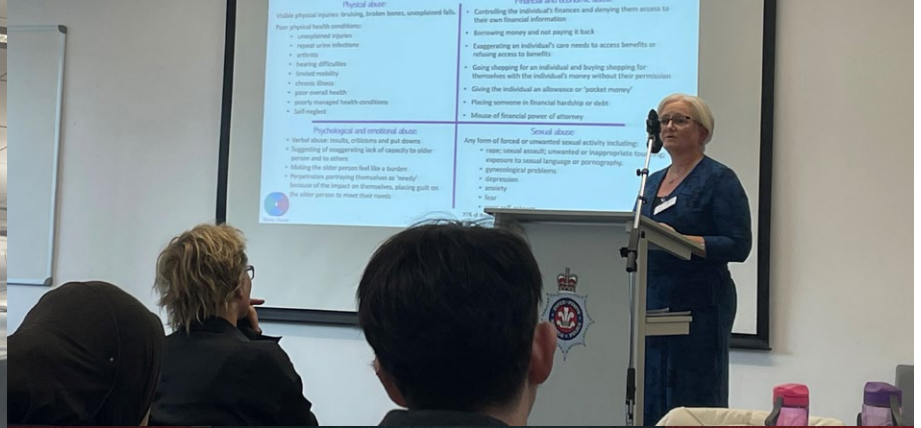
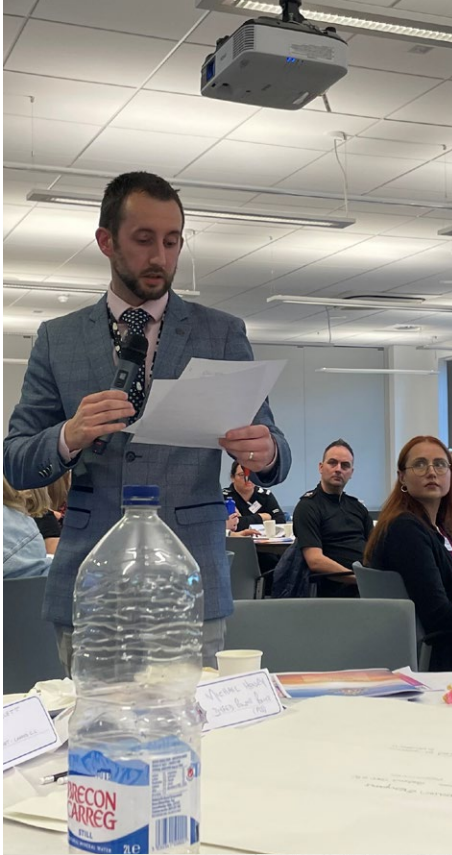


Some collective photos from National Safeguarding Week 2022



A Human Story – Honor (Swindon SAB)

- ▶ Repeated concerns about physical and financial abuse by Honor's son
- ▶ When Honor was interviewed at home, this was always in the presence of her son and she denied abuse
- ▶ When interviewed away from home, on her own, she began to disclose
- ▶ SAR found that coercive and controlling behaviour was not well understood
- ▶ Intervention was framed through a lens of a stressed carer rather than through a lens of domestic abuse



The Five Ways to Wellbeing

Five Ways to Wellbeing



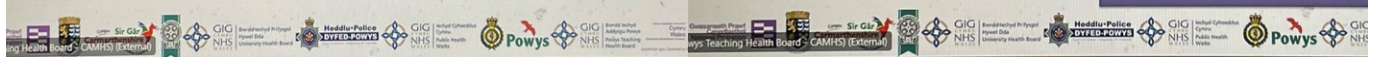
All Wales School In-Reach Services

- The programme aims to build the capacity (including skills, knowledge and confidence) in primary and secondary schools to support mental health and wellbeing of pupils and staff. The project was aimed at achieving a service for support and supervision to children and young people who may have emotional health needs but do not meet criteria for CAMHS (Child and Adolescent Mental Health Services), in order to enable schools to effectively respond to those needs.
- Delivery of this is through the principles of the three pillars:

All Wales School In-Reach Services

Training for staff – A number of resources were utilised throughout the pilots in Wales including Youth Mental Health First Aid.

Rapid access to consultation – access to advice, signposting and strategies via email and ad hoc telephone or face to face consultation as required.



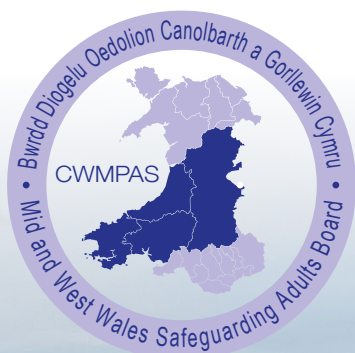
(m) How the Safeguarding Boards have implemented advice from Welsh Government and the National Independent Safeguarding Board

The Chairs of CYSUR and CWMPAS and the Regional Safeguarding Board Manager and team continue to work closely with senior WG officials and the National Independent Safeguarding Board on areas of mutual interest, and where it is identified improvements can be made to professional safeguarding practice. This year has focused upon implementing advice linked to the Ukraine Crisis and ongoing post-pandemic work.

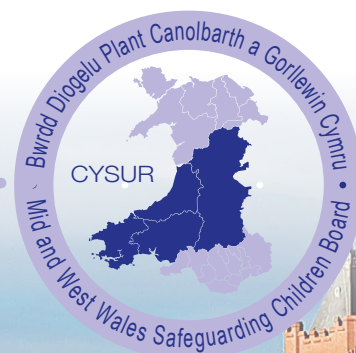
The Boards have supported requests from the NISB to provide information in relation to a second thematic review undertaken in relation to Child Practice Reviews. The Boards have continued to implement the National Action Plan for Child Sexual Abuse, although this is now formally closed. Significant support has been provided to the ongoing national work led by the NISB to develop a performance framework for safeguarding practice in Wales.

This year, the Boards have worked closely with Welsh Government on the ongoing development of the Single Unified Safeguarding Review framework. Our Boards are represented on multiple sub-groups tasked with developing numerous aspects of the project, and are leading on the national training and development framework which will support the rollout of SUSR upon publication of the final statutory guidance. At the time of writing, the Boards await this publication, having contributed to the national consultation in respect of the draft statutory guidance which closed in June 2023.

The Boards remain actively engaged in all aspects of this project, with the view to ensuring the good practice established in respect of Child and Adult Practice Reviews will continue into the new framework once implemented.

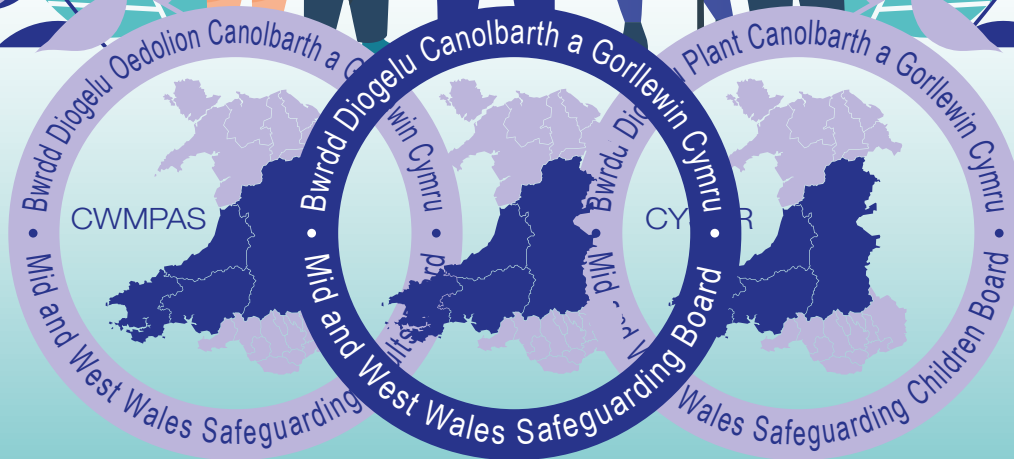


Llywodraeth Cymru
Welsh Government



Glossary

- **APR/CPR** – Adult Practice Review/Child Practice Review
- **MAPF** – Multi-Agency Professional Forum
- **VAWDASV** – Violence against Women, Domestic Abuse and Sexual Violence
- **MACSE/CSE** – Multi-Agency Child Sexual Exploitation/ Child Sexual Exploitation
- **LOG** – Local Operational Group
- **NSGW** – National Safeguarding Week
- **ERW** – Education Regional Working
- **EHE** – Elective Home Education
- **NISB** – National Independent Safeguarding Board
- **DoLS** – Deprivation of Liberty Safeguards
- **CIW** – Care Inspectorate Wales
- **IICSA** – Independent Inquiry into Child Sexual Abuse
- **PRUDiC** – Procedural Response to Unexpected Death in Childhood
- **ACEs** – Adverse Childhood Experiences
- **PTHB** – Powys Teaching Health Board
- **CYPP** – Children and Young People Partnership
- **CAMHS** – Child and Adolescent Mental Health Services
- **MARAC** – Multi-Agency Risk Assessment Conference
- **MAPPA** – Multi-Agency Public Protection Arrangements
- **PHW** – Public Health Wales
- **NST** – National Safeguarding Team
- **WAST** – Welsh Ambulance Service Trust
- **DPP** – Dyfed-Powys Police
- **YJS** – Youth Justice Service
- **NPS** – National Probation Service
- **CRC** – Community Rehabilitation Company
- **SoS** – Signs of Safety
- **PSE** – Personal & Social Education
- **ADEW** – Association of Directors of Education in Wales
- **LGBTQ+** – Lesbian, Gay, Bisexual, Transgender, Questioning Plus
- **DBS** – Disclosure and Barring Service
- **MARF** – Multi-Agency Referral Form
- **DHR** – Domestic Homicide Review
- **DA** – Domestic Abuse
- **SARC** – Sexual Assault Referral Centre
- **BAME** – Black, Asian and Minority Ethnic
- **CSPPI** – Community Safeguarding and Public Protection Incidents
- **YJB** – Youth Justice Board
- **UNCRC** – United Nations Convention on the Rights of the Child
- **CSA/CSE** – Child Sexual Abuse/Exploitation
- **CCE** – Child Criminal Exploitation
- **IRISi** – Social enterprise established to promote and improve the healthcare response to gender-based violence.
- **DSP** – Designated Safeguarding Person
- **SUSR** – Single Unified Safeguarding Review
- **IDVA** – Independent Domestic Violence Advisor
- **ISVA** – Independent Sexual Violence Advisor



THE MID AND WEST WALES SAFEGUARDING CHILDREN & ADULTS BOARDS ANNUAL REPORT

Produced by the Mid & West Wales Safeguarding Board

Julie Breckon
Regional Safeguarding
Board Manager



Rebecca Reynolds
Practice Review
Business Manager



Stuart Hicks
Board Business
Co-ordinator



Theresa Welch
Business
Development Officer



CYSUR@pembrokeshire.gov.uk
CWMPAS@pembrokeshire.gov.uk

www.cysur.wales

CYNGOR SIR CEREDIGION COUNTY COUNCIL

Report to: Overview and Scrutiny Coordinating Committee

Date of meeting: 4 March 2024

Title: CYSUR/CWMPAS Combined Local Operational Group Safeguarding Report Qtr 2 2023/24

Purpose of the report: To monitor activity on a multi-agency basis of the actions taken to safeguard children and adults within Ceredigion.

Reason Scrutiny have requested the information:

To ensure members monitor progress in the CYSUR/CWMPAS Combined Local Operational Group quarterly management meetings.

Background

Please see attached CYSUR-CWMPAS Combined Local Operational Group Safeguarding Report for Qtr 2, 2023/24.

These are multi-agency management reports in relation to safeguarding children and adults in Ceredigion during the period 1st July to 30th September 2023. They provide management information on action taken under the Wales Safeguarding Procedures.

The Reports include information provided by other agencies in relation to safeguarding the welfare of children and adults in Ceredigion.

The management information is discussed by members of the CYSUR/CWMPAS Combined (Ceredigion) Local Operations Group in order to monitor and evaluate the effectiveness of the safeguarding of children and adults arrangements in Ceredigion and the outcomes achieved

These multi agency meetings provide an opportunity to identify and act upon any performance and other issues within this area of work.

Performance information is also provided to the Mid and West Wales Regional Safeguarding Board which is also an opportunity to analyse performance, trends and issues across the Region.

Current Situation

Summary of Key points:

- In Quarter 2, there was an increase in the number of contacts/reports received regarding children/young people compared to Quarter 1-with there being 928 contacts/reports received in Q2 compared to 888 contacts/reports received in Q1.
- However, although there was an increase in the number of contacts/reports received in Quarter 2, there was a decrease in the overall number of contacts/reports which proceeded to actions needing to be taken under Child Protection Procedures, from 172 in Q1 to 132 in Quarter 2. This is reflective of the fact that more

contacts/reports are being referred to Early Intervention/Prevention Services or referred for an assessment for care and support and hence is not being escalated to the need for Safeguarding interventions. This is as a consequence of the continued development of the Through Age Well-Being model and in particular, the development of Porth Gofal Triage for Children.

- The percentage of referrals that proceeded to a Strategy Discussion was 14.2% in Quarter 2 compared to 19.4% in Q1. In Q2 5.9% of the reports proceeded to a Section 47 Enquiry, compared to 8.8% in Q1 and then in relation to those that proceeded to an Initial Child Protection Conference, 0.9% proceeded to that stage in Q2, compared to 0.7% in Q1.
- The total number of children subject to an Initial Child Protection Conference in this quarter has decreased further to 16, compared to 23 in quarter 1, and 35 in Q4.
- The total number of children placed on the Child Protection Register in this quarter following the Initial Child Protection Conference was 10 compared to 20 in Q1.
- The total number of children removed after Review Child Protection Conferences in this quarter were 22.
- There has been a decrease in the number of reports that have been received from the Police in this quarter and Social Services and Education seem to be the main sources of reporting in this quarter.
- The total number of Section 47 enquiries undertaken has decreased in this quarter also, with 55 undertaken in this quarter compared to 78 in Quarter 1; 41 of those enquiries were undertaken jointly with the Police in this quarter and 14 were undertaken as a Social Services Single Agency.
- The main category of abuse which led to a Section 47 enquiry being undertaken in quarter 2 was Physical Abuse and sexual abuse/exploitation as was the case in Quarter 1.
- There were 40 children on the Child Protection Register as at the end of this quarter, compared to 52 as at the end of Quarter 1. This quarter, 21 children were registered under the category of neglect, 14 under the category of emotional/psychological abuse, 4 under the category of emotional/psychological abuse and neglect and then 1 under the category of sexual abuse and emotional/psychological abuse.
- The main area of concern in relation to this quarter was the significant decrease in the percentage of Initial Child Protection Conferences that were held within the statutory timescale of 15 working days after it had been agreed that an ICPC was needed. The percentage in Quarter 2 fell to 43.7% compared to Quarter 1 which was at 80%. The decrease was due to staffing issues . However, the Review Conferences and Core Groups were held mainly in timescales, with 91.7% of Review Conferences being held in timescale and 90% of core groups held within the statutory timescale.
- In terms of **Adult Safeguarding**, there has been a decrease in the number of adults suspected of being at risk of abuse and/or neglect

reported, with there being 176 adults at risk reported in this quarter compared to 221 adults at risk reported in quarter 1.

- Staff in the Local Authority were the main source of the referrals in this quarter.
- The most reported category of abuse this quarter was emotional/psychological abuse (87), neglect (84) reports of adults at risk where this was the main category of abuse; 47 related to physical abuse, 49 was in relation to financial abuse and 9 relating to sexual abuse. Emotional/psychological abuse and neglect were the highest categories of abuse reported in the previous quarter also but neglect was more prevalent in that quarter.
- From the reports received, in relation to all categories of abuse, men were reported to be the highest victims than women in relation to the category of neglect and financial abuse and the females were more the victims in relation to physical, sexual and emotional/psychological abuse.
- In Quarter 2, the majority of the abuse/neglect was reported to have happened in people's own homes, with a relative/friend being the person most responsible for the reported abuse/neglect. The second highest was with in a care home setting, with a paid employee being responsible for the alleged abuse/neglect.

Wellbeing of Future Generations:

Has an Integrated Impact Assessment been completed? If, not, please state why.

This report is provided on an ongoing basis and demonstrates the continuing work that is undertaken in relation to safeguarding children and adults in Ceredigion.

Summary of Integrated Impact Assessment:

- Long term:** Balancing short term need with long term planning for the future.
- Collaboration:** Working together with other partners to delivery.
- Involvement:** Involving those with an interest and seeking their views, stakeholder engagement and consultation.
- Prevention:** Putting resources into preventing problems occurring or getting worse.
- Integration:** Positively impacting on people, economy, environment and culture and trying to benefit all three.

Recommendation(s):

To note the contents of the report and the levels of activity with the Local Authority

Reasons for decision:

So that governance of the Local Authority activity and its partner agencies are monitored.

Contact Name: Audrey Somerton-Edwards

Designation: Corporate Lead Officer: (Children & Families)

Date of Report: 10 January 2024

Acronyms:

CP – Child Protection

CPR – Child Protection Register

Part 4 – Allegations against a member of staff or those working with children,
e.g. - foster carers, volunteers, playgroups, etc.

CPC – Child Protection Case Conference

ICPC – Initial Child Protection Conference



CEREDIGION
CYSUR LOCAL OPERATIONAL GROUP
Performance Management Report

Quarter: 2
1.7.23 – 30.9.23

CONTENTS:	TUDALEN / PAGE
SECTION 1: Introduction	3
SECTION 2: Headline and Comparative Data	4
SECTION 3: Child Protection Referrals	6
SECTION 4: Child Protection Section 47 Enquiries	8
SECTION 5: Child Protection Conferences	9
SECTION 6: The Child Protection Register	17
SECTION 7: Protection Strategy Meetings in Special Circumstances	19
SECTION 8: Multi Agency Child Sexual Exploitation	20
SECTION 9 Police – MARAC	21
SECTION 10: Learning Services	22
SECTION 11: Hywel Dda University Health Board	28
SECTION 12: S-CAMHS	32
SECTION 13: Adult Safeguarding	39

SECTION 1: INTRODUCTION:

This is the multi-agency management report in relation to safeguarding children in Ceredigion during the period 1st July to 30th September 2023. It provides performance management information on action taken to safeguard children.

It includes reports from partner agencies relating to safeguarding and promoting the wellbeing of children in Ceredigion.

The indicators and measures used are defined and reported on locally, regionally and nationally.

This management information is regularly discussed by members of the CYSUR Ceredigion Local Operations Group in order to monitor and evaluate the effectiveness of safeguarding children arrangements in Ceredigion and the outcomes achieved.

Any comments or queries regarding the report should be addressed to:

Elizabeth Upcott
Rheolwr Corfforaethol Diogelu
Safeguarding Corporate Manager,
Elizabeth.Upcott@ceredigion.gov.uk
01545 574212

SECTION 2: Headline and Comparative Data

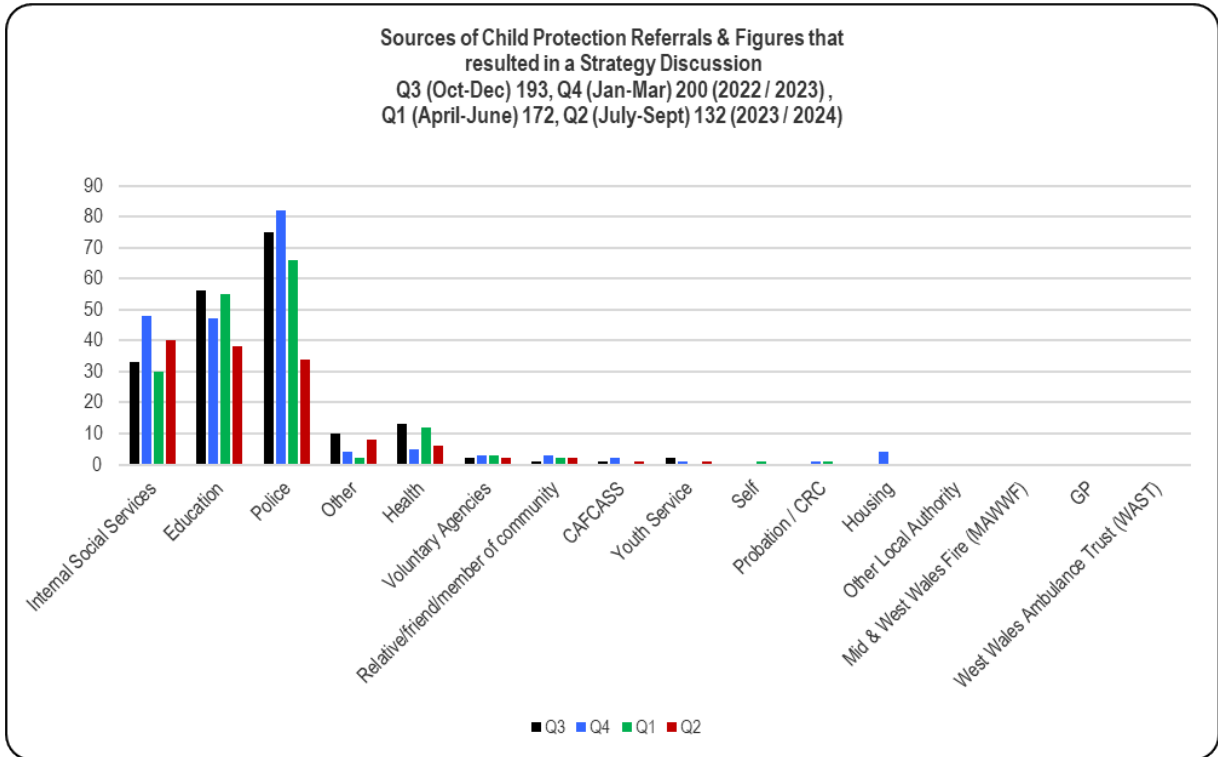
Referral Outcomes	July-Sept 2023	April-June 2023	Jan-Mar 2023	Oct-Dec 2022	July-Sept 2022
Reports/Referrals leading to Child Protection Strategy Discussions / Meetings	132	172	200	193	171
Number of Initial CP Conferences (excluding transfer and pre-birth conferences)	6	15	16	7	5
Number of Initial Pre-Birth CP Conferences	2	1	1	2	4
Number of Transfer CP Conferences	-	-	1	1	-
Pre-Birth Transfer CP Conference	-	-	-	-	-
Total number of Initial CP Conferences (including transfer and pre-birth Conferences)	8	16	18	10	9
Total number of children subject to Initial/Pre-birth/Transfer Conferences	16	23	35	21	13
Number of children's names placed on the CP Register (excluding pre-birth and transfer conferences)	9	20	30	14	8
Number of children's names to be placed on the CP Register at birth	1	-	1	2	4
Number of children's names placed on the CP Register after transfer from other Local Authorities	-	-	-	-	-
No. of children's names to be placed on the CP Register at birth after transfer from other Local Authorities	-	-	-	-	-
Total number of children's names placed on the CP Register following Initial Conferences	10	20	31	16	12
Total number of children's names not placed on the CP Register	6	3	4	5	1
Number of Review CP Conferences	22	32	17	16	19
Number of Review Pre-Birth CP Conferences	-	-	-	-	-
Total Number of Review CP Conferences (inc Pre-Birth)	22	32	17	16	19
Number of children subject to Review CP Conferences	36	51	39	26	43
Number of children's names to be placed on the CP Register at birth	-	-	-	-	-
Total number of children subject to Review/Pre-birth Conferences	36	51	39	26	43
Total number of children remaining on CP Register	14	36	11	13	29
Total number of children removed from the CP Register	22	15	28	13	14

Analysis:

There was a decrease in the number of referrals that lead to action taken under Wales Safeguarding Procedures during this quarter.

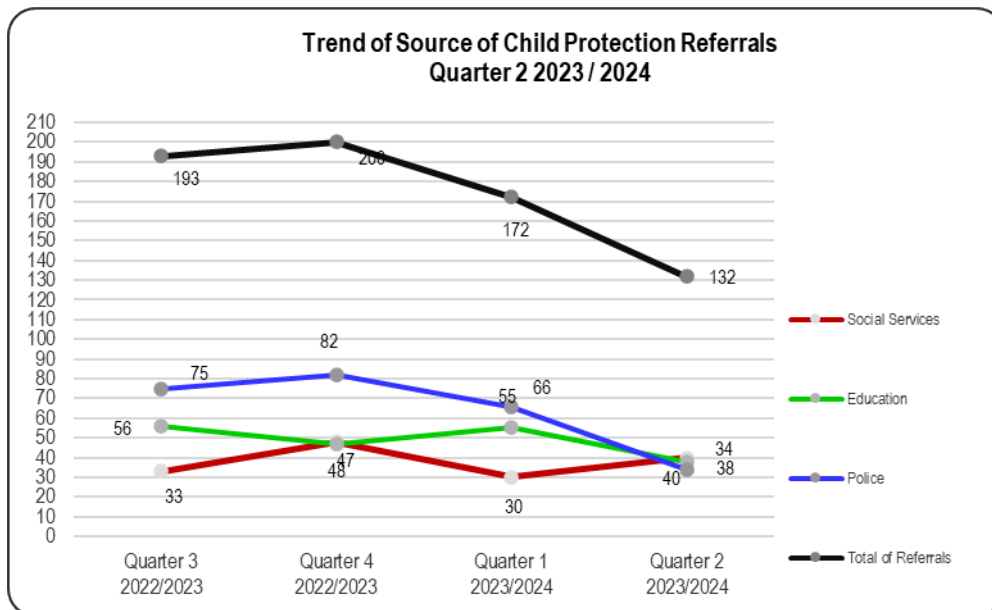
The percentage of children discussed at review conferences and who were deregistered was 61%.

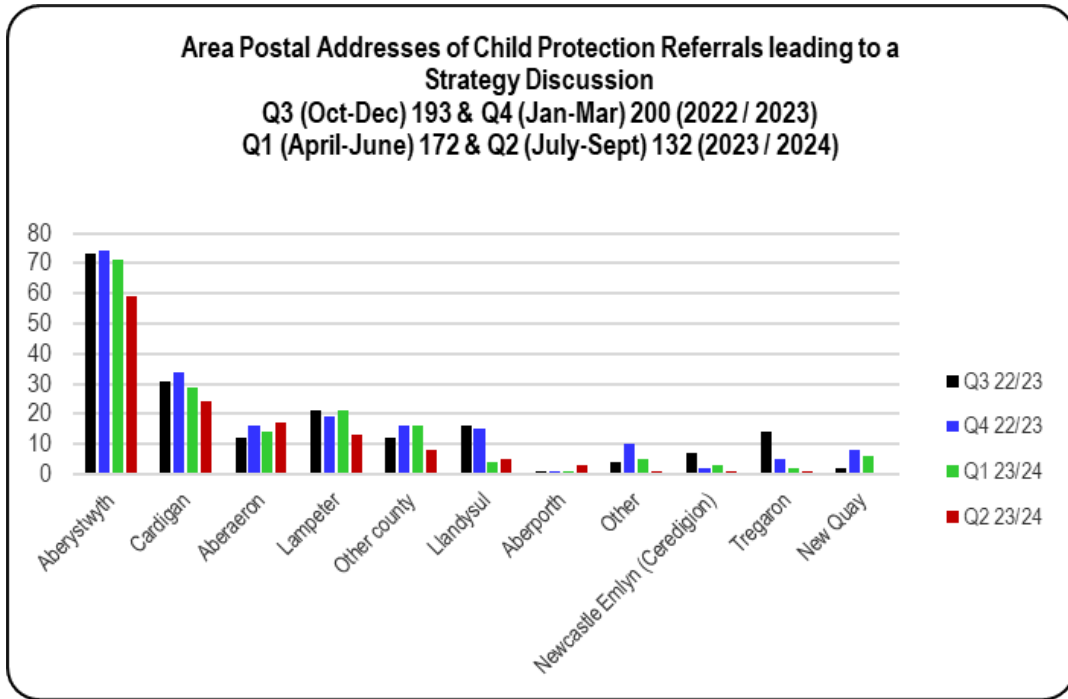
SECTION 3: Child Protection Reports and Referrals:



Analysis:

Internal Social Services have increased and are the largest source of referrals during the quarter, Schools have decreased slightly with a substantial decrease by the Police.





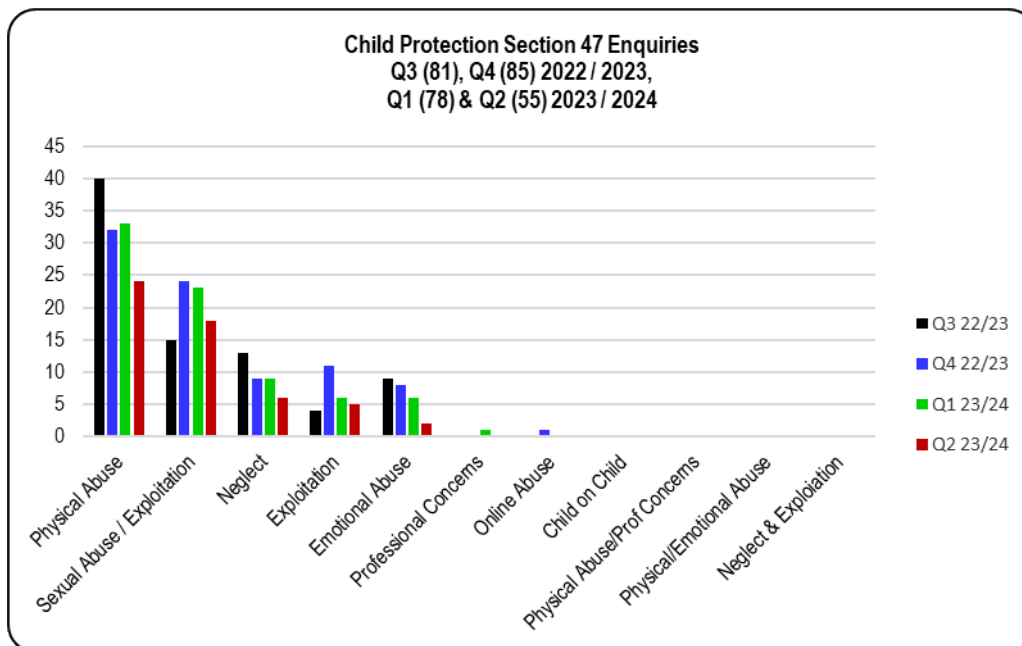
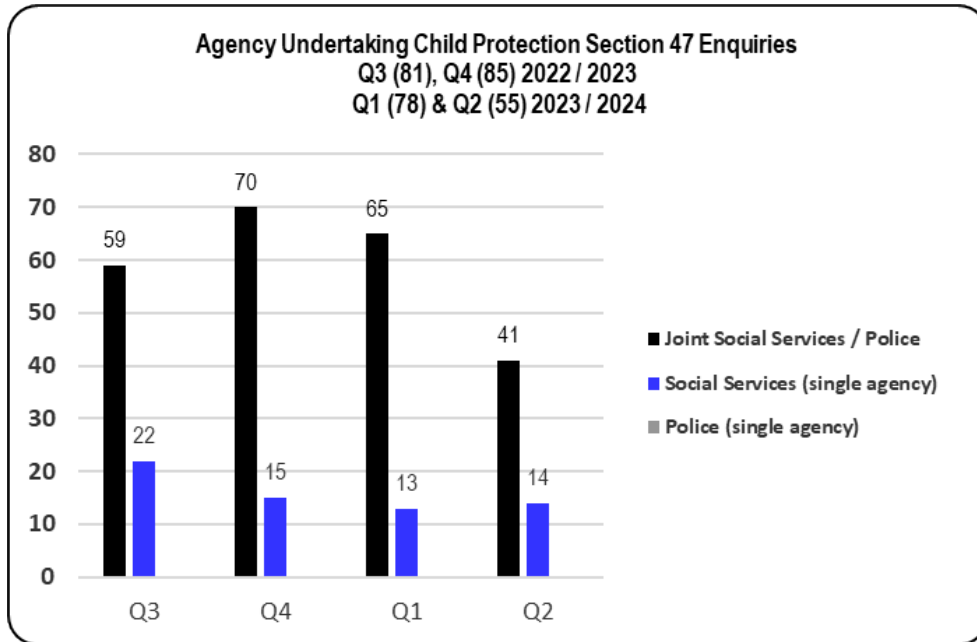
Analysis:

Aberystwyth is consistently the area of the greatest number of referrals.

% Breakdown of Safeguarding Activity Quarter 2 2023 / 2024 (1 July – 30 September)			
Number of all Initial Contacts re Children information.			
Referrals 928	Strategy Discussions 14.2%	Section 47 Enquiries 5.9%	Initial Child Protection Conferences 0.9%

In Quarter 1, there were 888 contacts / referrals; of those, 19.4% went to a Strategy Discussion, 8.8% went to a Section 47 Enquiry, and 0.7% went on to an Initial Child Protection Conference.

SECTION 4: Child Protection Section 47 Enquiries



Analysis:

The main concerns that led to completing child protection enquiries in quarter 2 were allegations of physical abuse and sexual abuse/exploitation.

The majority of enquiries were carried out jointly by Police and Children Services.

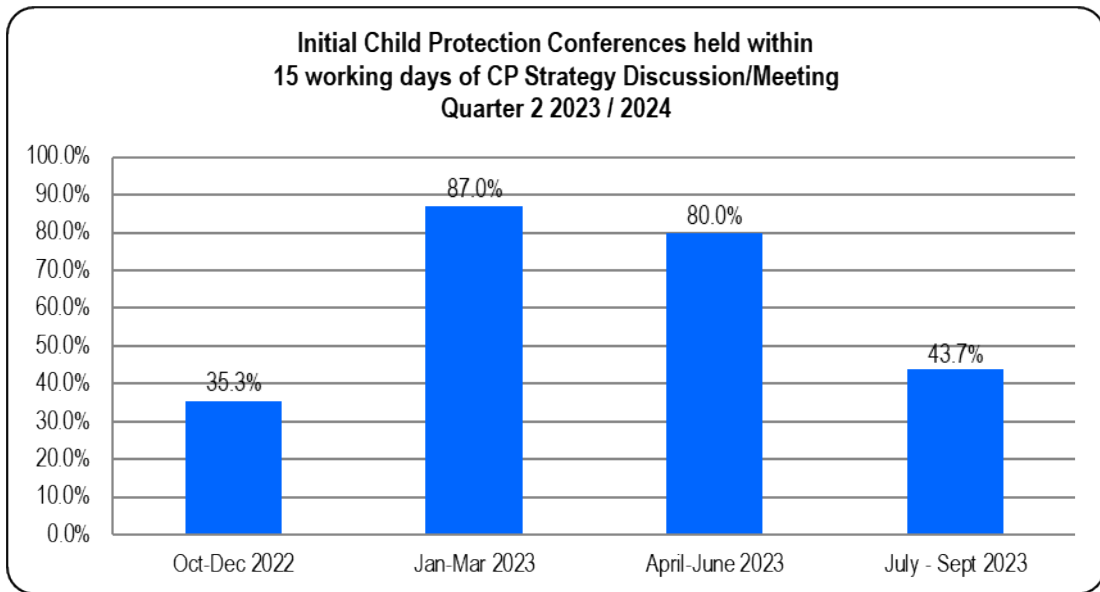
SECTION 5: Child Protection Conferences

This table contains breakdown figures in relation to Outcomes of Initial Child Protection Conferences					
Total Number of Initial CPCs	No. of children	No. of unborn	No. of families	Number of children placed on CPR incl. unborn and transferred	No. of children with Child in Need of Care and Support Plan if not registered
8	13	3	5	10	6

Initial Child Protection Conferences in timescale

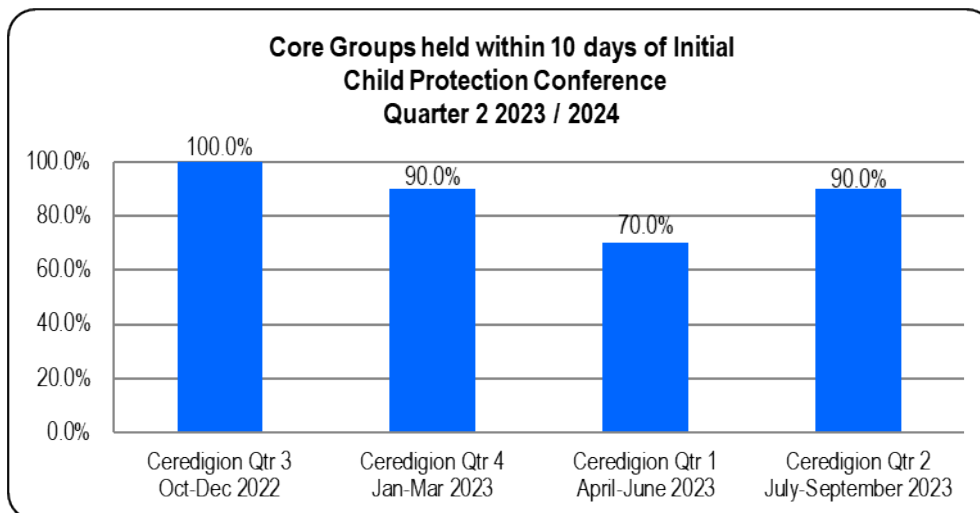
43.7% of Initial Child Protection Conferences were recorded to have taken place within 15 working days of the Strategy Discussion/Meeting. For 1 conference of 3 siblings the conference was delayed due to the unavailability of professionals in view of summer holidays and the need to meet with parent to disclose information. Another conference for 1 child reported that there were difficulties in finding a venue for the meeting, in addition to ISRO and Parents’ availability for a hybrid conference. 5 More siblings had their conference delayed due to professionals’ availability, summer holidays and parental wellbeing circumstances.

Initial and Review Case Conferences are being held hybrid / virtually via Microsoft Teams. Both parents and children have been able to participate in the meetings.



Child Protection Core Group Meetings in timescale:

90.0% of Child Protection Core Group Meetings were recorded to have taken place within 10 working days of the Initial CP Conference. 1 Core Group for 1 child was delayed due to miscalculation in date.



This table contains breakdown figures in relation to the outcomes of Review Child Protection Conferences:

Total No. of Review CPCs	No. of children	No. of Unborn	No. of families	No. of names of children remaining on CP Register	No. of names of children removed from CP Register	No. of children with Child in Need of Care and Support Plan following de-registration
22	36	-	22	14	22	16

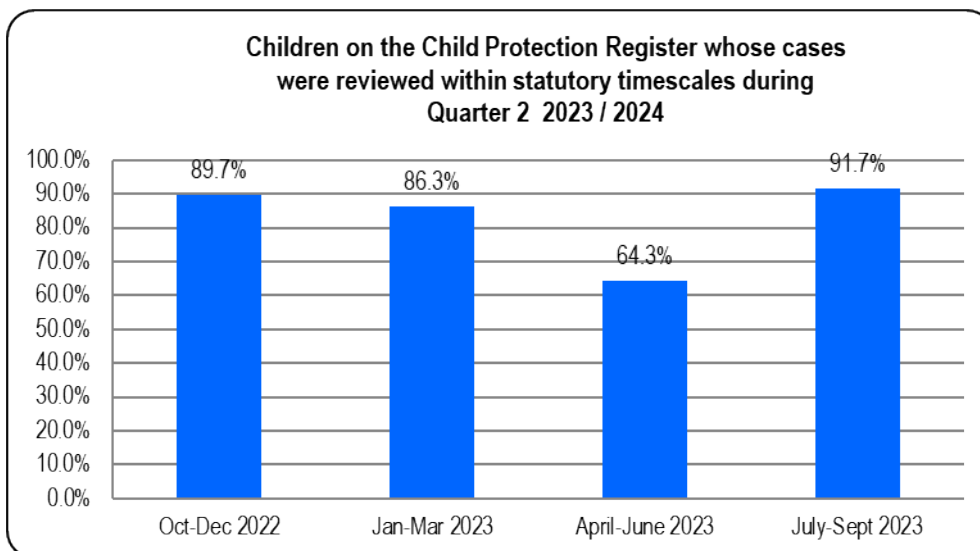
Outcomes of Reviews:

Of the 22 children who were de-registered, 16 were in receipt of further intervention on a Child in Need of Care and Support Plan with a further 5 children becoming Looked After Children. It was recorded that 1 child / young person did not need any services.

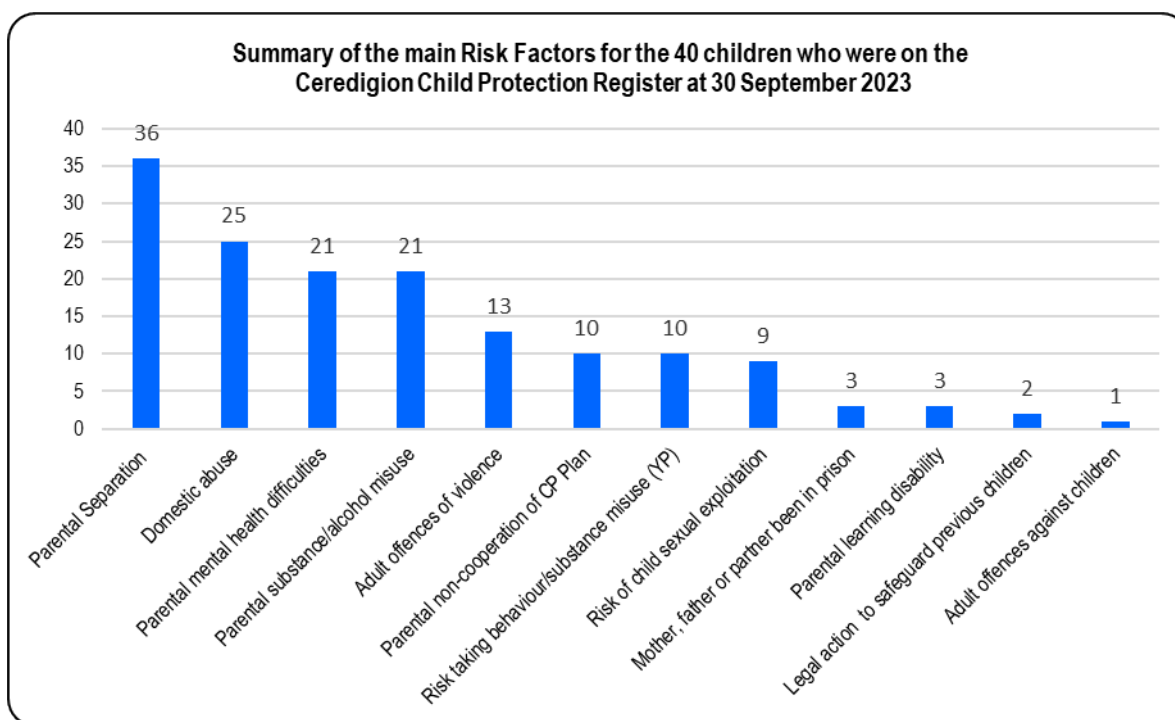
Review Child Protection Conferences in Timescales:

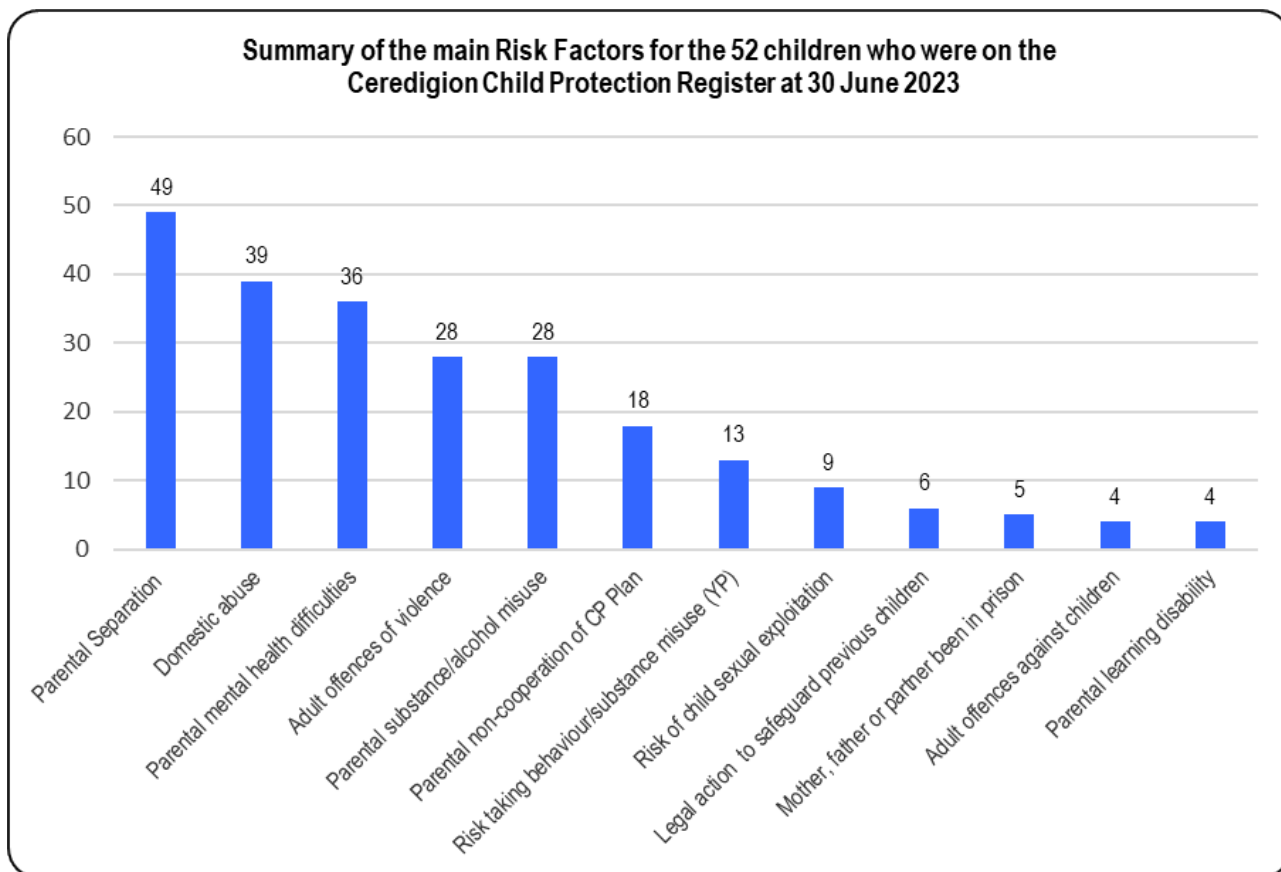
91.7% of Review Child Protection Conferences were recorded to have taken place within timescales.

The reason for the delay in holding 1 conference in time for a family of 3 siblings was due to availability of ISRO and summer holidays.



Participation of parents and children in Child Protection Conferences						
*Comparative data for Quarter 1 in brackets						
*Social Worker report to parents 24 hours before CPC	*CP Chair met with family before CPC	*CP Chair met with child before CPC	*Family member present at CPC	*Children's views represented at CPC who did not attend (5 -18 yrs.)	*Children attendance at CPC (Over 11 yrs.)	*Children Who have allocated Advocate / Tros Gynnal.
100% (100%)	92% (84%)	33% (75%)	96% (87%)	62% (87%)	15% (24%)	43% (52%)





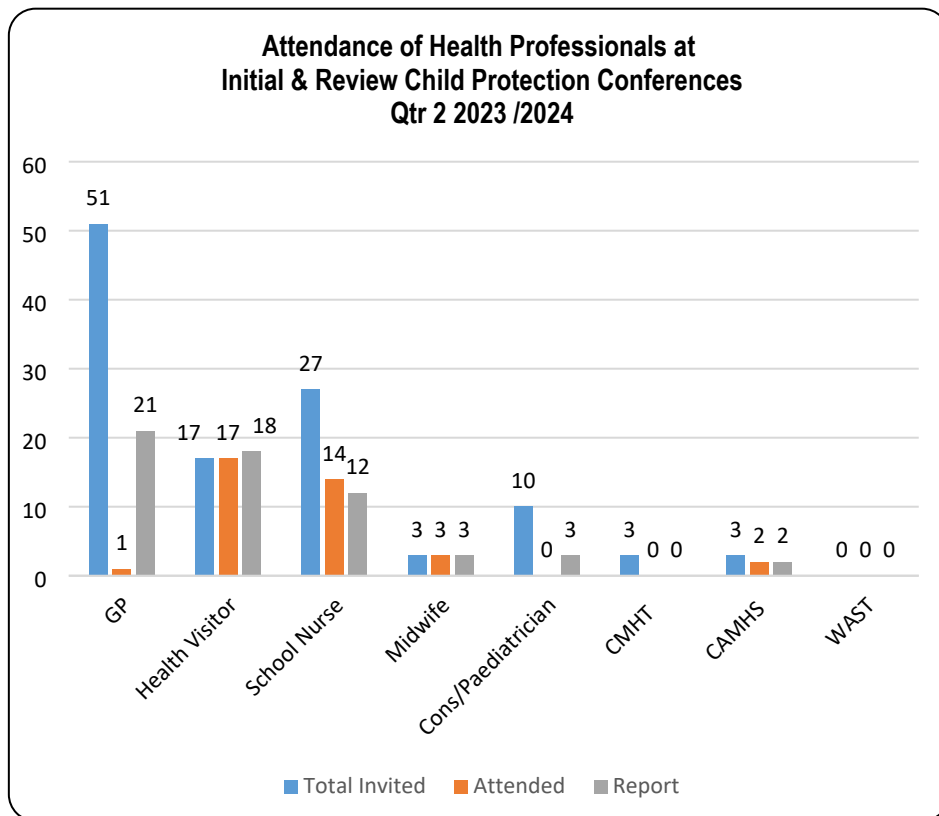
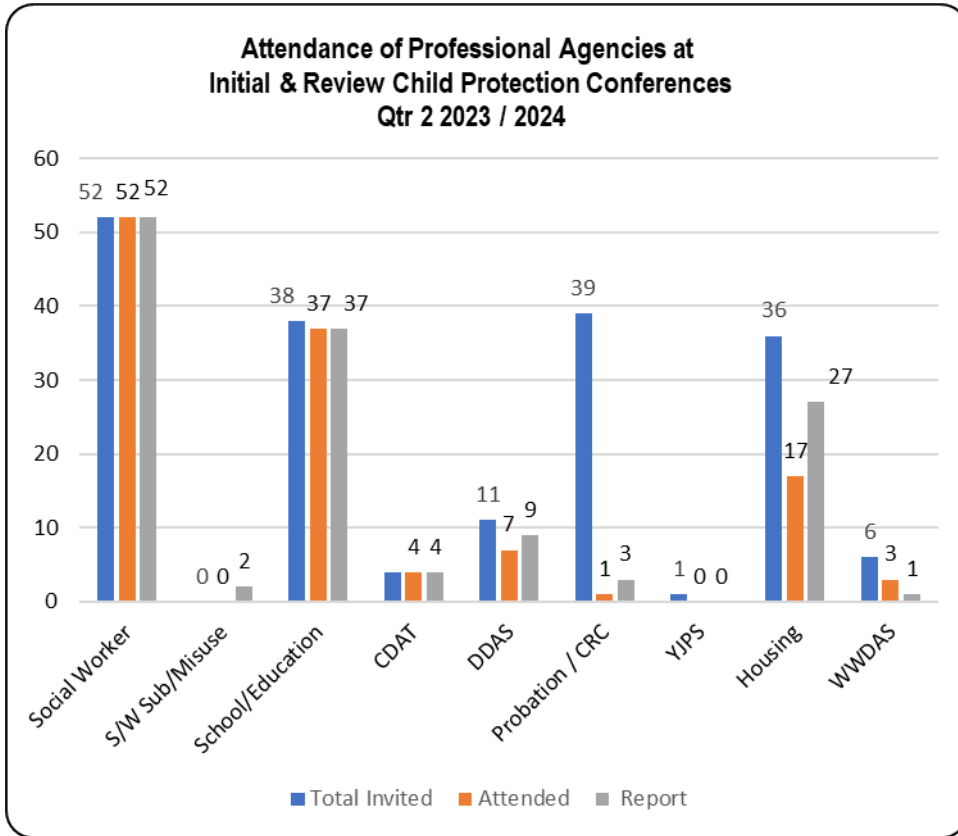
The Toxic Three Risk Factors for the 40 children who were on the Ceredigion Child Protection Register at 30 September 2023		
Number of children subject to a Care and Support Protection Plan where all of the Three Toxic Risk Factors feature (Domestic Abuse, Parental Substance Misuse and Parental Mental Health) ACE	11	27.5%
Number of children subject to a Care and Support Protection Plan where Parental Separation <i>or / and</i> Incarceration feature (ACE)	36	90.0%
Number of children subject to a Care and Support Protection Plan where all five ACE (Domestic Abuse, Parental Substance Misuse, Parental Mental Health, Parental Separation and Incarceration)	0	0.0%

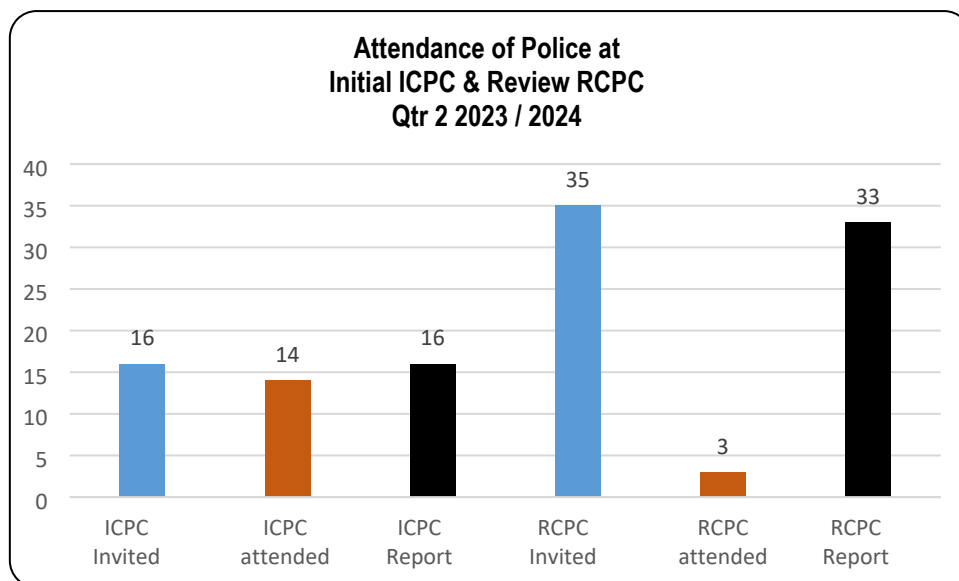
Analysis:

The main risk factors recorded were parental separation, domestic abuse, parental mental health difficulties and parental substance/alcohol misuse.

None of the conferences identified Parents that met the criteria for a referral to the Inspiring Families Project, however 2 families were referred to the Choices Perpetrator Programme.

Agency Attendance at Conferences:





The attendance of agencies at CPCs is illustrated in the charts above. An average of 7 agencies' staff members were invited to each CPC and an average of 3 attended. There was an average of 5 written reports available at each CPC.

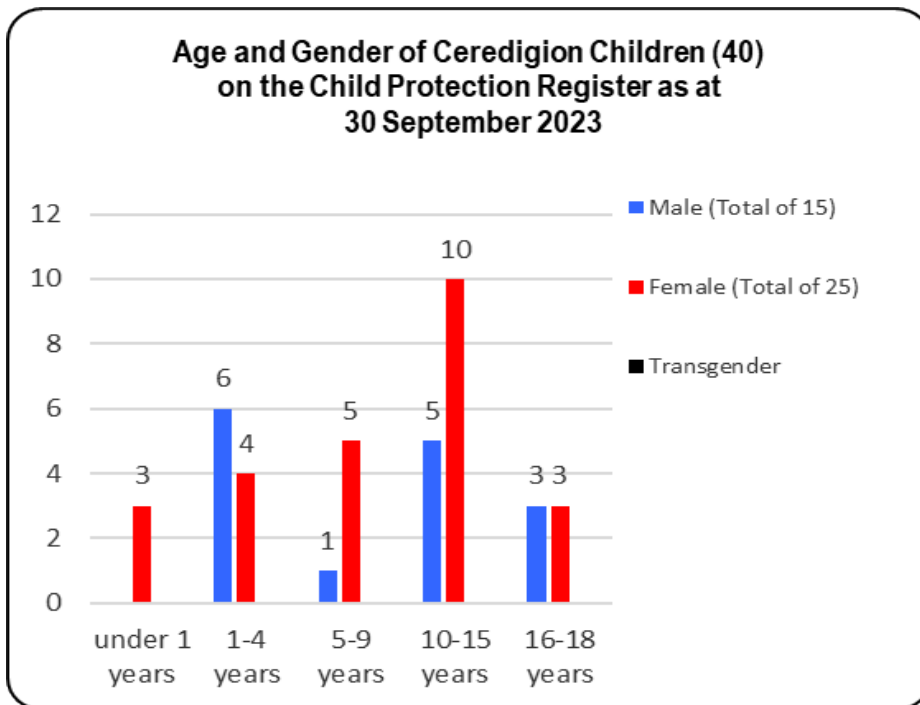
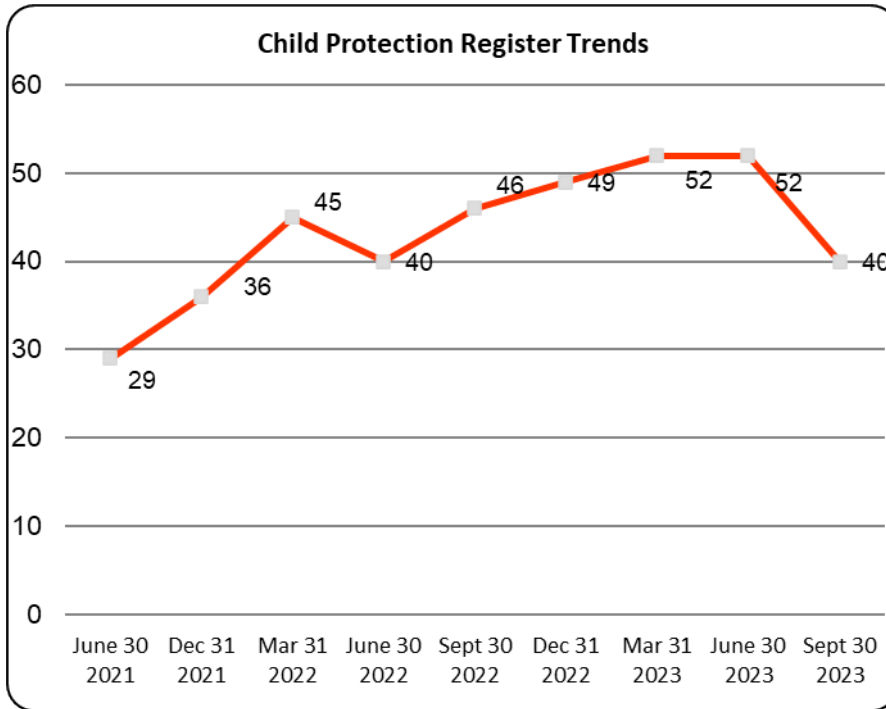
17 (33%) Children's CPC recommended that a Family Group meeting be convened.
 34 (65%) Children's registration decisions were unanimous; with 15 (29%) children's registration a majority decision; with 3 (6%) children's registrations not unanimous.
 3 (6%) Children's CPCs reported that there was dissent regarding the safety of the CP Plan for safeguarding the welfare of a child on the CP Register.
 3 (6%) Children were identified as a young carer.
 It was identified for 6 (14%) Children that there was a shortfall in information regarding the mother's partner.
 A moderate/severe learning disability was identified for 3 (6%) young persons; with 2 (6%) young persons reported as having an Individual Development Plan.
 2 (4%) Children were reported to have a physical/sensory disability, with behaviour problems identified for 5 (10%) young persons.
 4 (8%) Children were recognised as having speech/language difficulties; with 2 (6%) Young persons reported to have been excluded from school.

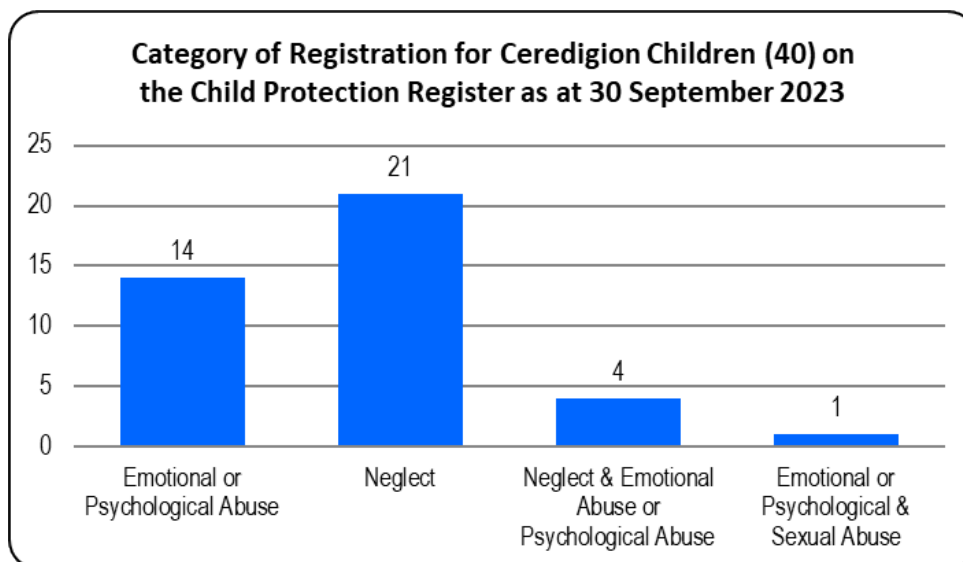
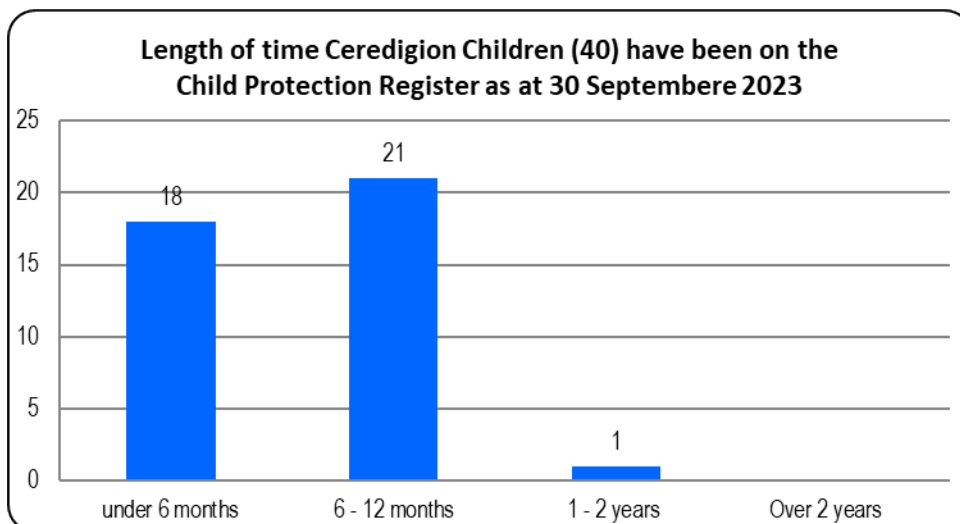
CHILD AND FAMILY FEEDBACK

The previous system for attaining Child and Family feedback following their attendance at a Child Protection Conference has not been possible since the start of the Pandemic in March 2020 due to the fact that most Conferences are held virtually. However, since the beginning of April 2022, Evaluation Questionnaires have been sent to families following their attendance at a Child Protection Conference to gain their views and feedback. This process will continue until such time that Child Protection Conferences take place on a face-to-face basis.

CHILD AND FAMILY FEEDBACK						
Evaluation questionnaires were provided to children/young people (of appropriate age/level of understanding), parents and carers who attended CP Conferences during the quarter. A total of 38 questionnaires were circulated; however non were returned						
Was the venue and time of the Conference				Did you feel prepared to attend the Conference?		
	Very suitable	OK	Not suitable	Yes	Not sure	Not at all
Children						
Parents						
Carers						
Family Members						
Were you able to say what you wanted				Did you feel your views were taken into account		
	Yes	Not enough	No	Yes	Some	Not at all
Children						
Parents						
Carers						
Family Members						
Is there anything that you would like to say that might help us to improve the process?				Action taken by Quality Assurance & Independent Service to address any concerns		
Child	•					
Parents	•					
Carers	•					
Extended Family	•					

SECTION 6: Child Protection Register





WG Measure 28 - The average length of time for all children who were on the Child Protection Register:		
This Measure asks for the average length of time in calendar days on the register for all children who were de-registered during the quarter	July-Sept	242.27

WG Measure 27 – The number of re-registrations of children on Local Authority Child Protection Registers within the year								
Initial Conferences	July-Sept 2023	April-June 2023	Jan-Mar 2023	Oct-Dec 2022	July-Sept 2022	April-June 2022	Jan-Mar 2022	Oct-Dec 2021
Number of Children previously on the register and deregistered within last 12 months	0	0	3	5	0	0	0	0

**ADRAN SECTION 7: Cyfarfodydd Strategaeth Amddiffyn Plant Ganllawiau
Amddiffyn Plant Cymru Gyfan / Child Protection Strategy Meetings of the All
Wales Child Protection Procedures**

Category of Child Protection Strategy Meeting	Total number of cases	Total number of meetings
Risk of child exploitation	12	17
Concerns regarding neglect	7	10
Concerns regarding physical abuse	2	4
Concerns regarding sexually harmful behaviour	7	7
Concerns regarding a young person going missing	4	5
Concerns regarding emotional abuse	4	4
Concerns regarding a person in contact with children through their work	10	11
Total number of meetings		58
Total number of cases discussed in this quarter	46	

ADRAN/SECTION 8: Ecsbloetio Rhywiol Plant Cyfarfodydd Rheoli Aml Asiantaethol / Multi Agency Child Exploitation Management Meetings

New Case / Review	Exit / Remain in MACE	Male / Female	Age	At home / in care	CPR	Date of meeting	Agency Attendance
N	Remain	F	13	H	N	13.09.23 28.09.23	Safeguarding, Police, Education, YJS, PCC, Health
R	Remain	F	14	H	Y	12.09.23	Safeguarding, Police, Education, Ed Inc, Health, PCC
N	Exit	M	16	H	N	09.08.23	Safeguarding, Police, Ed Inc, Planned Care, PCC
R	Remain	M	16	H	N	18.07.23 12.09.23	Safeguarding, Police, Planned Care, Education, Choices
N	Remain	F	16	H	Y	18.08.23	Safeguarding, Police, Planned Care, Health
R	Exit	F	15	H	Y	17.07.23 08.09.23	Safeguarding, Police, Planned Care, Education, Health
N	Exit	M	17	H	N	20.07.23 22.08.23 06.09.23	Safeguarding, Police, PGT, YJS, PCC, WWHA, Housing
N	Remain	M	15	H	Y	08.08.23	Safeguarding, Police, Planned Care, CAMHS, YJS
N	Remain	M	15	H	N	18.07.23 12.09.23	Safeguarding, Police, Planned Care, Education, YJS

SECTION 9: Police Marac Report

Division	Daily Discussion cases	Cases with children	Amount of Children	MARAC Cases	Cases with children	Amount of Children
Carmarthenshire	240	102	185	17	5	14
Ceredigion	68	28	57	8	5	10
Pembrokeshire	166	92	215	10	7	15
Powys	139	61	126	17	7	17

SECTION 10: Learning Services

ADRODDIAD LOG GWASANAETHAU YSGOLION

BWLIAN / BULLYING

Mae data bwlio yn parhau i gael eu gasglu yn dymhorol ym mhob cyfarfod Llywodraethol yr ysgolion. Gweler isod, data Tymor yr Gwanwyn 2023 (a gafodd ei goladu yn ystod tymor yr Haf 2023).

Bullying data is collected by all schools during Governing Body meetings on a termly basis. Please see below data collected for the Spring Term 2023 (which was collated during the Summer term 2023)

Math o Fwlian / Type of Bullying	Hydref 2022 / Autumn 2022	Gwanwyn 2023 / Spring 2023
Gallu / Ability	2	3
Oedran / Age	0	0
Edrychiad / Appearance	7	5
Biffonig / Biphobic	0	1
Anabledd / Disability	3	0
Rhyw / Gender	3	2
Homoffonig / Homophobic	3	1
Plentyn sy'n derbyn gofal / Looked after Child	0	0
Di-ddeuaidd / Non-Binary	0	0
Beichiogrwydd neu Famolaeth / Pregnancy or Maternity	0	0
Hiliol / Racial	12	2
Crefydd neu Gred / Religion or Belief	0	0
Rhywiol / Sexual	0	3
Sexual Orientation	0	0
Trawsffonig / Transphobic	0	0
Gofalwr Ifanc / Young Carers	0	0
E Ddiogelwch / E Safety	9	7
Eraill / Other	26	7
Not Specified	2	2
Cyfanswm / Total	67	33

Mae'r ffigyrau uchod yn dangos gostyngiad mewn achosion bwlian sydd yn cael ei cofnodi, i gymharu a'r tymor blaenorol, sef tymor yr hydref 2022, ble adroddwyd 67 achos penodol.

The above figures show an reduction in bullying incidences being recorded, in comparison with the previous term, Autumn 2022, where 67 cases were reported.

HYFFORDDIANT / TRAINING

Mae hyfforddiant Diogelu ac Amddiffyn Plant lefel 1 ar rhaglen e-ddysgu yn unig, dyma'r nifer o staff sydd wedi cwblhau yr hyfforddiant hyn drwy cyfnod chwarter 1. Yn ogystal, mae'r niferoedd o staff sydd wedi cwblhau lefel 2 Amddiffyn Plant yn rhithiol hefyd wedi ei ychwanegu yn ystod y cyfnod hwn.

Level 1 Safeguarding and Child Protection training is only available as an e-learning programme, below is the number of staff who have completed the training during the quarter 1 period. In addition, the number of staff who have completed the level 2 Child Protection training virtually during this period, is also noted below.

Lefel 1 / Level 1	863 mewnol / internal 60 allanol / external
Lefel 2 / Level 2	25 mewnol / internal 12 allanol / external

VAWDASV

Mae yna 309 o staff mewnol a 26 o staff allanol wedi cwblhau hyfforddiant VAWDASV ar-lein yng nghyfnod chwarter 1

309 internal staff and 26 external staff have completed the online VAWDASV training during the quarter 1 period.

ADDYSG DDEWISOL GARTREF / ELECTIVE HOME EDUCATION

Nifer o blant yr ydych yn ymwybodol ohonynt sydd yn cael eu haddysgu'n ddewisol gartref / Number of children that you are aware of that are Electively Home Educated (EHE)	Nifer o blant EHE sy'n hysbys i'r Awdurdod Lleol sydd wedi cael cynnig ymweliad blynyddol yn ystod y 12 mis diwethaf / Number of EHE children known to the Local Authority that have been offered an annual visit in the last 12 months	Canlyniad / Outcome
234	194	Declined – 72 DNA'd – 8 Child seen – 80 Child not seen – 13 Report received – 3 Re- arranged - 18

PLANT MEWN GOFAL / LOOKED AFTER CHILDREN

Plant mewn gofal yng Ngheredigion o oedran ysgol stadudol / Looked after children in Ceredigion of statutory school age	Gorffennaf/July: 51 Medi/September:48 (1 is dual registered but out of county in a residential/ 1 awaiting a school place in England but still on roll in Ceredigion)
Plant mewn gofal allan o'r Sir o oedran ysgol stadudol / Looked after children placed out of County of statutory school age	Gorffennaf/July: 38 Medi/September: 39 (40 if you include the dual registered out of county LAC)

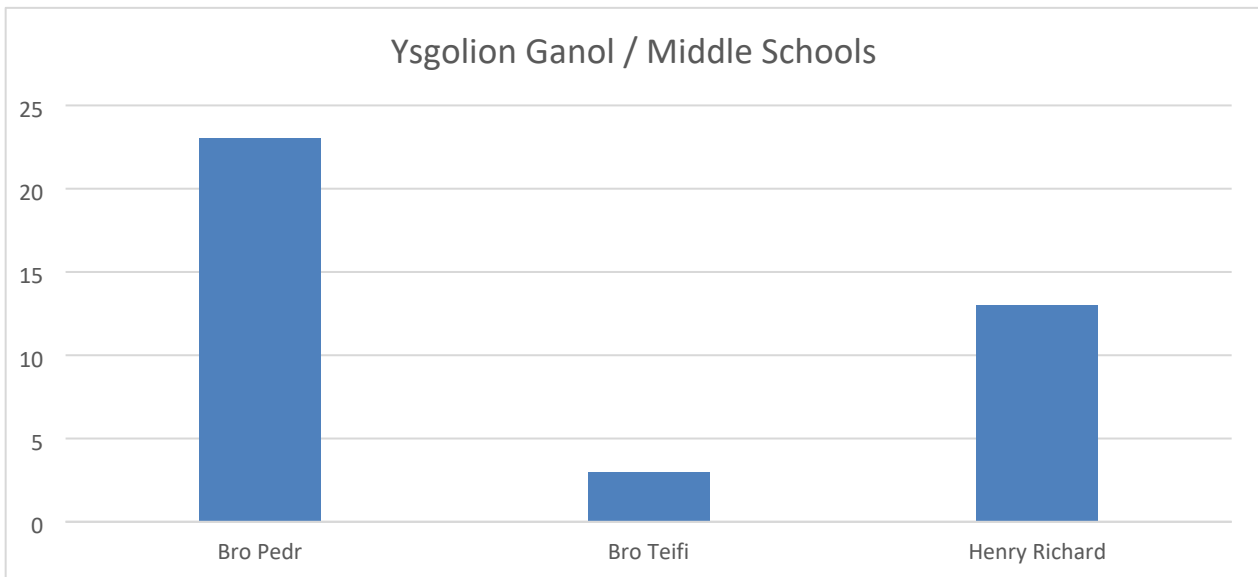
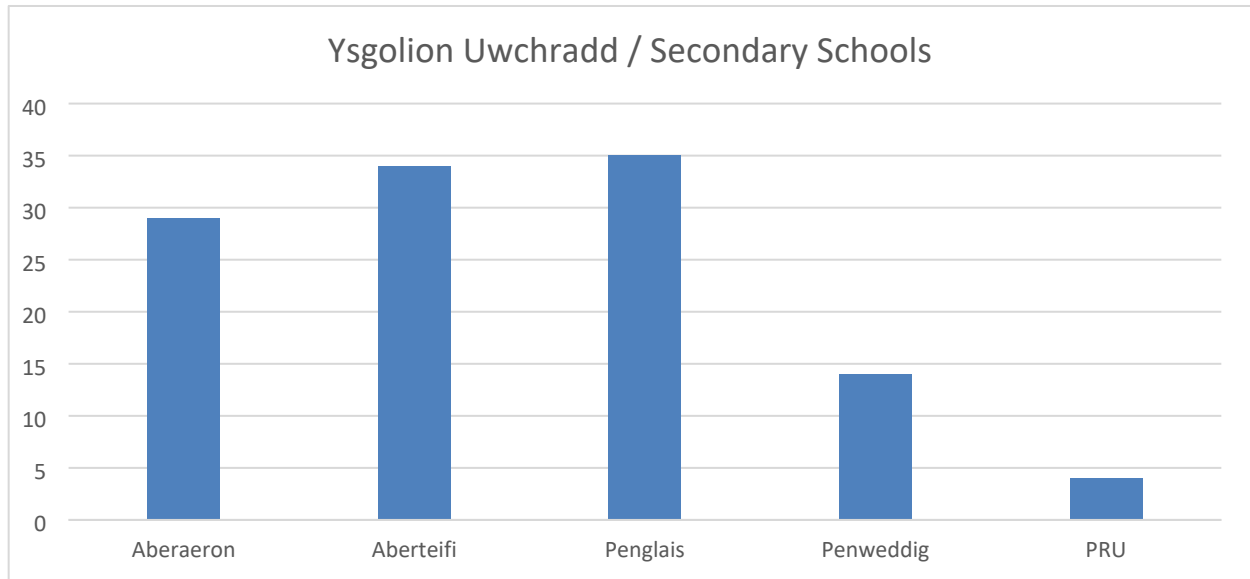
Plant mewn gofal o Siroedd eraill o oedran ysgol statudol / Looked after children from other Local Authorities of statutory school age

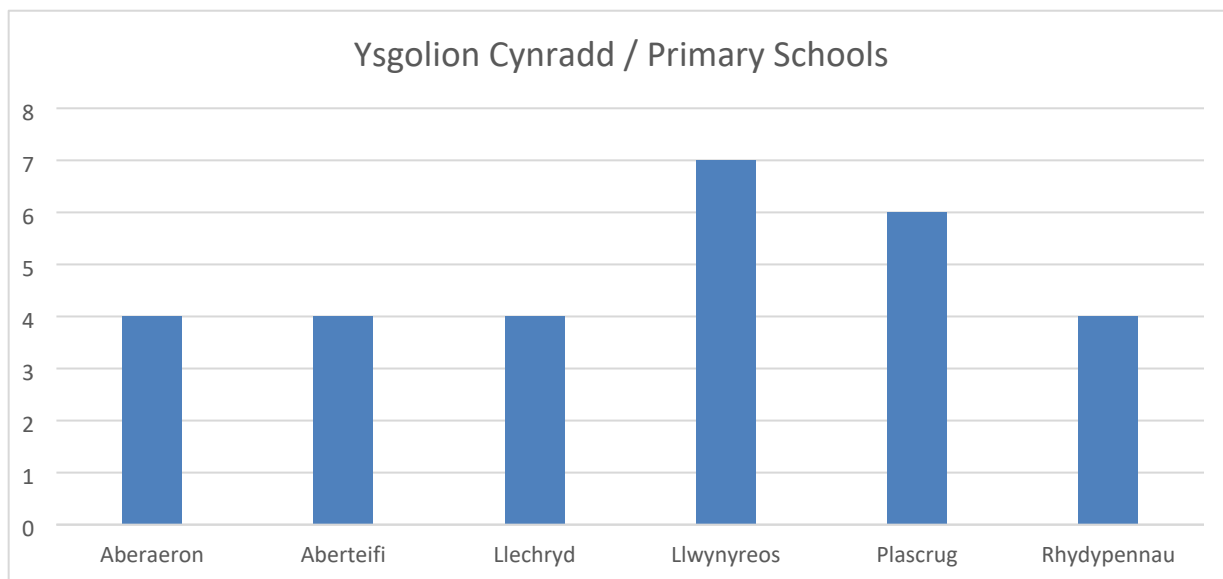
Gorffennaf/July: 23
Medi/September: 23

CYSWLLT YSGOLION / SCHOOL CONTACTS

Gweler isod, y rhifau a natur y cyswllt a dderbyniwyd o ysgolion / sefydliadau dysgu yn ystod cwarter 2.

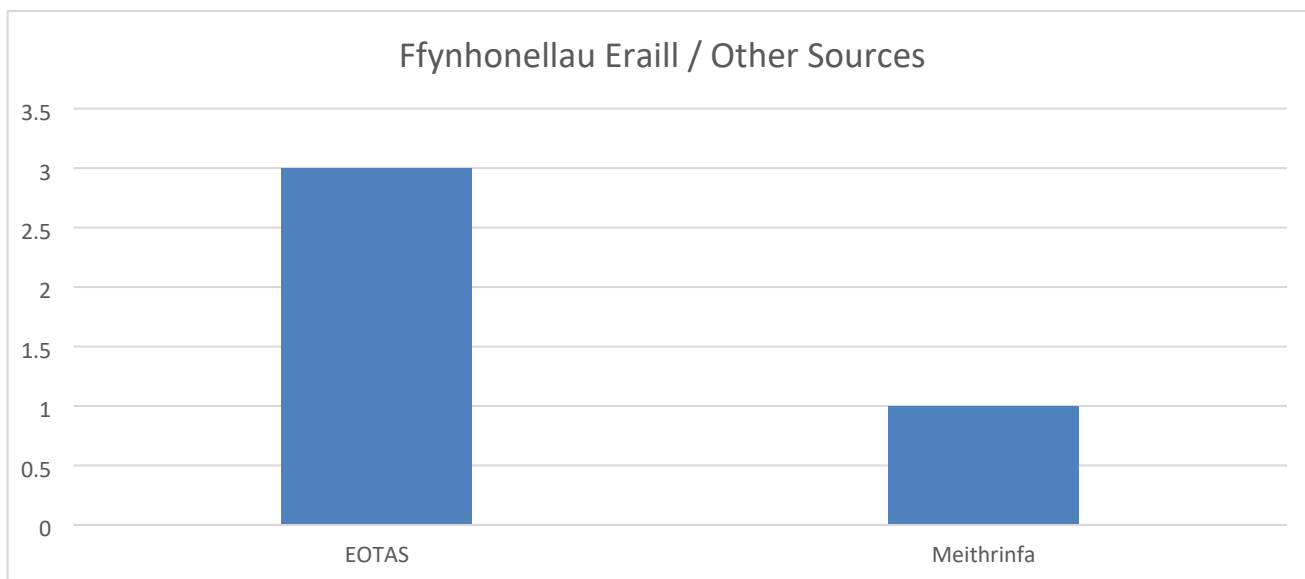
Please see below the number of contacts received from schools/learning establishments and their nature, during the period of quarter 2.

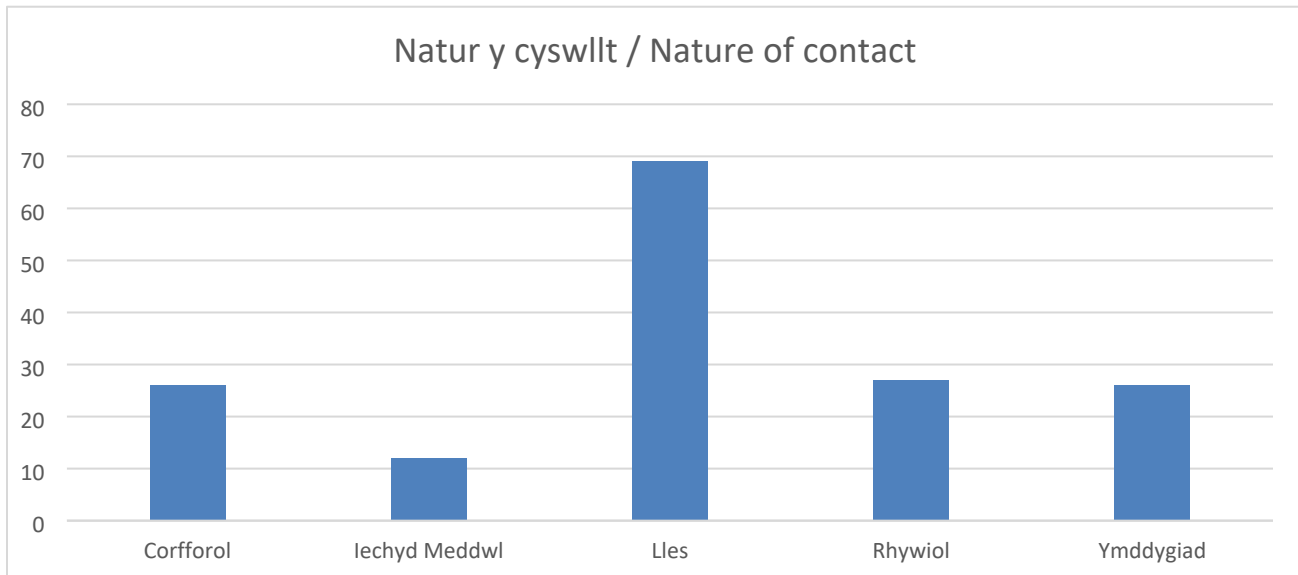




I nodi, fe wnaeth 30 o'r Ysgolion Cynradd gwneud cyswllt yn ystod cwarter 2. Oherwydd y rhif uchel hyn, nid oedd modd cynnwys pob Ysgol ar y dabl, felly wedi cynnwys yn yr uchod, y rhai wnaeth gysylltu pedwar gwaith neu mwy drwy gydol y cyfnod.

To note, 30 Primary Schools made contact during quarter 2. Due to this large figure, it wasn't possible to capture all on one table. Therefore the above only highlights the Schools who made contact on four or more occasions during the period.





Oherwydd fod niferoedd fawr o rhesymau cyswllt, maen't wedi crynhoi mewn l'r grwpiau isod, er mwyn medru darllen yn fwy glir ar y siart. Yn yr adroddiad yma, dwi wedi ffocysu ar y prif pryderon yn unig.

Due to the large amount of reasons given for contact, some have been grouped together as noted below, in order for the information to be presented more clearly on the chart. In this particular report, I have highlighted the main concerns raised only.

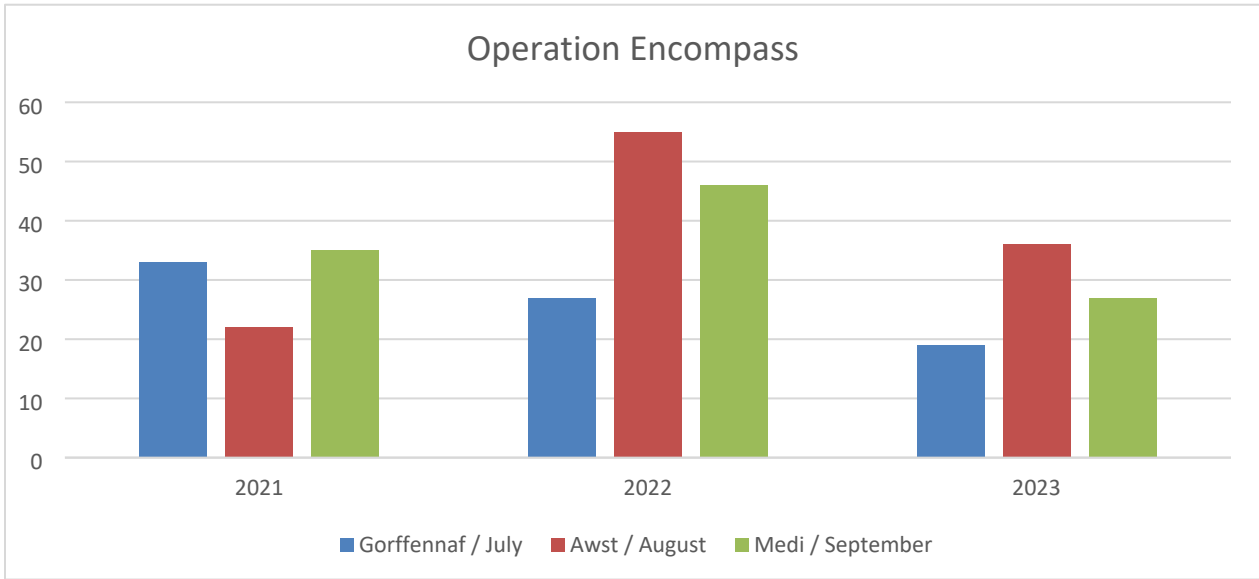
Lles / Wellbeing	Gan gynnwys plant ar goll, presenoldeb, tor perthynas, galar, gofalwyr ifanc, materion cyswllt rhwng rhieni / Which also includes missings, attendance, relationship breakdown, young carers, contact issues, contact issues between parents.
Rhywiol / Sexual	Gan gynnwys perthnasau amhriodol ag egsbloetio plant yn rhywiol / Which also includes inappropriate relationships and Child Sexual Exploitation.

I nodi, gafodd 34 o ddisgyblion ei gwahardd o ysgolion uwchradd Ceredigion yn ystod chwarter 2, a hynny o gyfanswm 64.5 diwrnod. (Y rhif yma yn gostyngiad o'r chwarter blaenorol, gan fod y cyfnod yma yn cynnwys mis Awst, pan mae'r ysgolion ar gau am wyliau'r haf). Y rhesymau sydd wedi cofnodi am y gwaharddiadau yma, fel y ganlyn; Bwlian, Difrod, Sylweddau, Camdriniaeth Hilliol, Camdriniaeth Lafar, Ymddygiad Bygythiol, Camdriniaeth Corfforol, Ymddygiad Aflonyddgar Parhaus ag arall.

Yn ogystal a hyn, fe dderbyniwyd 65 o gyfeiriadau ar gyfer cefnogaeth ataliol drwy Porth Cymorth Cynnar yn ystod chwarter 2 (eto, y niferoedd yn llai oherwydd yr uchod). Nid yw'r ffigwr yma yn cynnwys cyfeiriadau TAF).

To note, a total of 34 pupils were excluded from Ceredigion Secondary Schools during quarter 2, for a total of 64.5 days. (These figures being significantly lower than the previous quarter, due to period containing August, where schools are closed for the summer break). The reasons noted for exclusions have been recorded as: Bullying, Damage, Drug & Alcohol, Racist Abuse, Verbal Abuse, Threatening Behaviour, Physical Assault, Persistent Disruptive Behaviour and Other.

In addition to this, Porth Cymorth Cynnar received 65 referrals for Support and Prevention during quarter 2, which is a decrease in comparison to the previous quarter, due to the reasons above. (These figures do not include TAF referrals).



SECTION 11: HEALTH



Hywel Dda University Health Board Safeguarding Report to the Local Operational Groups

Qtr 2 2023/24

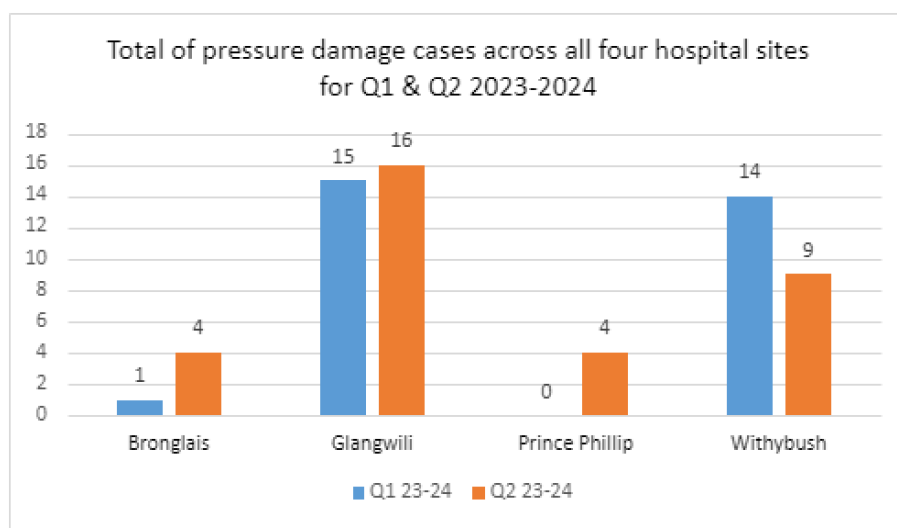
This report informs the Local Operational Groups of updates on safeguarding developments in Hywel Dda University Health Board during quarter 2 2023/24

Adult Safeguarding

The Adult Safeguarding Team undertook a retrospective review of all cases of avoidable pressure damage between the dates of January 2021 and August 2023. The findings were presented to the Acute Safeguarding Service Delivery Group. Data was broken down by month of occurrence, Hospital site and ward, and grade. This data is readily available for each service area to identify any peaks and troughs and any additional learning opportunities that may not have been identified in specific action plans. The information has all been collated onto a live spreadsheet, which will be updated following all scrutiny meetings. This will ensure that all the acute services have the relevant information as it becomes available.

The data is also available to the Tissue Viability Team who can use this information to target training and potentially monitor impact of same. Recent examples of this training include work at the PPH site to improve identification and grading of pressure damage and the necessary investigation to inform scrutiny panel.

Quarter 2 2023/24 Acute Hospital Avoidable Pressure Damage Data



There was a total number of 33 avoidable cases of pressure damage incidents reviewed in pressure damage scrutiny meetings across the four acute hospital sites in Q2, a slight

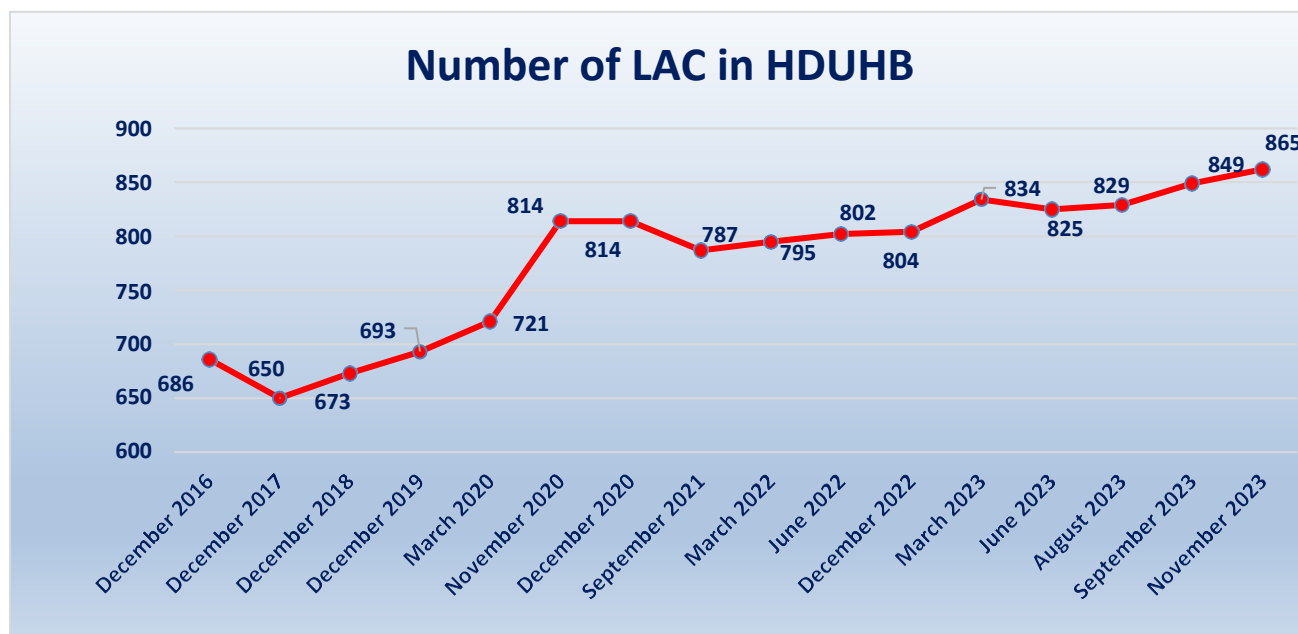
reduction from Q1. The numbers of cases reported do now reflect when the pressure damage actually occurred, rather than as previously, when the number reflected the date that pressure damage cases were presented at scrutiny meetings. It is noted that the figures are liable to change in future reports due to delays between the pressure damage occurring and progression through the scrutiny process; this may occur when cases are deferred at scrutiny meetings, or meetings postponed.

Of the 33 cases reviewed, 26 were recorded as grade 1 or 2, one as grade 3, one as unstageable and five as Suspected Deep Tissue Injury (SDTI). It is not uncommon for pressure damage to be reported as SDTI, but within a few days, it becomes apparent that it is a grade 1 or 2. Incident reporting captures the pressure damage at its most significant grading. There continues to be a higher proportion of cases at lower grades.

Assurance is given that with regard to cases of reported pressure damage yet to be discussed at scrutiny, appropriate actions will have been implemented to safely manage the individuals' pressure damage at the time of identification.

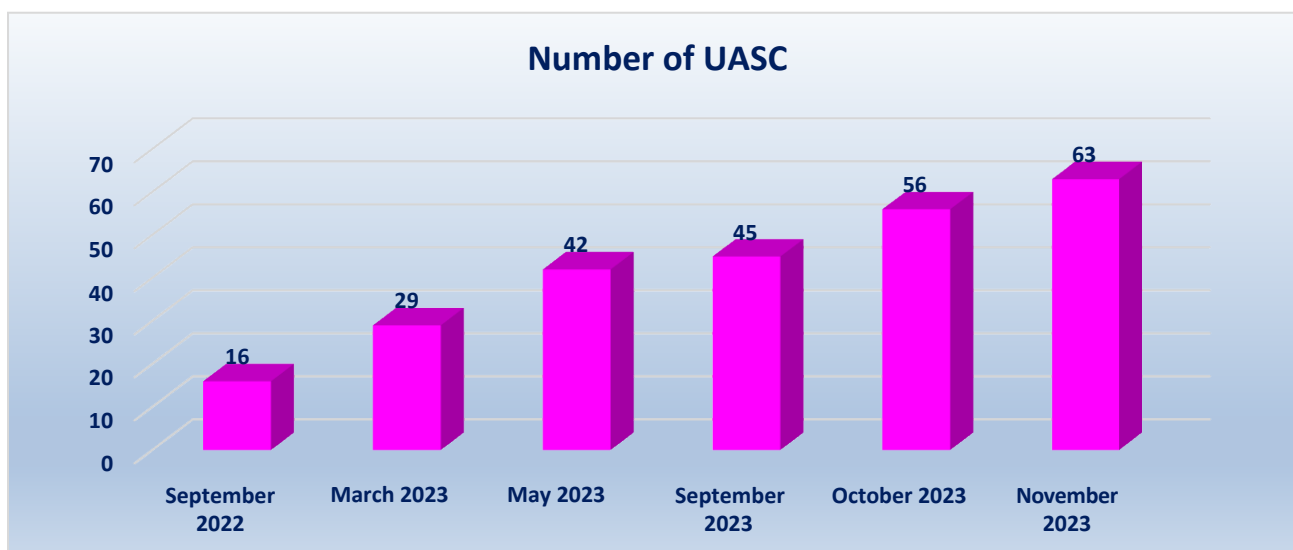
Looked After Children

The data below represents the increase in activity related to Looked After Children in the Health Board. The data demonstrates a rising trajectory which impacts on workload in operational teams and the LAC corporate team.



Q2 Data 2023-2024	Looked After Children	Number Placed in HDUHB by Other LA'S	Total
Pembrokeshire	252	57	309
Carmarthenshire	242	137	379
Ceredigion	143	34	177
Total	637	228	865

UASC



Risks

The risk continues for the service due to cost pressure to the Looked After Children (LAC) service budget to meet the needs of unaccompanied asylum-seeking children placed under the National Transfer Scheme. Currently of the 63 placed only one is living within the Hywel Dda Footprint. The service is incurring costs due to commissioning health assessments in the areas where the UASC have been placed.

Safeguarding Children

The Emergency Department in GGH has supported a Safeguarding Support role to enable improvement work in relation to safeguarding children and VAWDASV in the department. Excellent progress is being made with level 3 child safeguarding training compliance with the delivery of bespoke training to the team. Outcome measures are being developed to enable us to evaluate the impact.

VAWDASV

The IRIS pilot in Carmarthenshire continues and we are seeking resources to continue the pilot after May 2024.

The Health DVA pilot based in Bronglais General Hospital Emergency Department is ongoing with an interim report due to NHS Charities in the New Year.

The Lead Practitioner for VAWDASV is supporting embedding routine enquiry in Emergency Departments and Minor Injury Units.

The UHB Strategic Safeguarding Working Group and Quality Experience and Safety Committee have noted the publication of the Pembrokeshire DHR 'June'.

Once for Wales Management System

The completion of safeguarding duty to report forms via Datix Cymru is progressing well. We extend our thanks to our Local Authority partners for supporting the pilot, the only pilot in Wales.

Mandy Nichols-Davies
Head of Safeguarding

SECTION 12: S-CAMHS:

S-CAMHS Update Report for CYSUR

In line with the Welsh Government document “Admission Guidance”, HDUHB has in place a robust Admission Policy/Pathway outlining the process for admitting any young person into an Adult Mental Health Ward. The Guidance stipulates that the Health Board must have a designated Unit and within HDUHB this is Morlais Ward on the Glangwili Hospital campus.

A new Protocol has been approved to meet this statutory requirement which will ensure compliance against Welsh Government expectations.

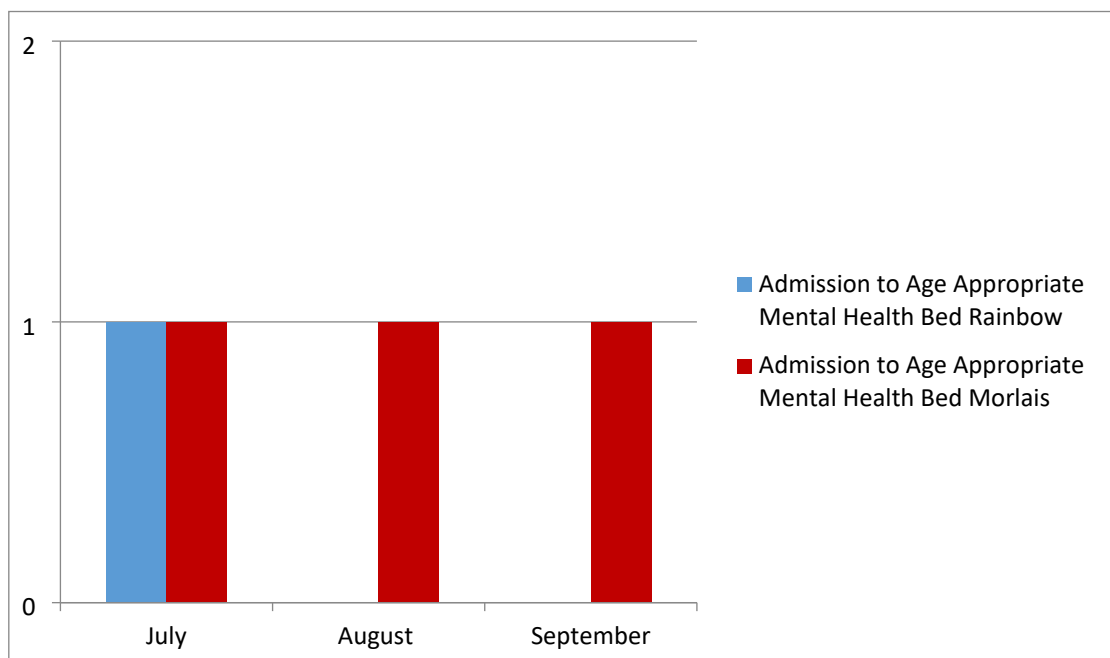
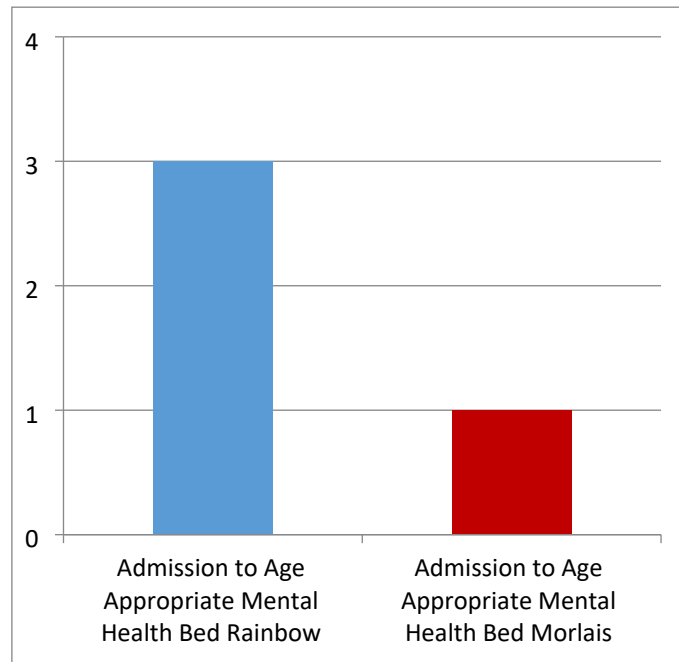
Admission to an adult mental health ward can be a frightening experience and every attempt is made to consider the least restrictive alternative for admission. In the majority of cases a young person is admitted to the designated unit on Cilgerran Ward supported by staff from the mental health unit.

In line with the guidance, the staff have received additional training in safeguarding young people and in addition the staff on Morlais ward have all undertaken the following:

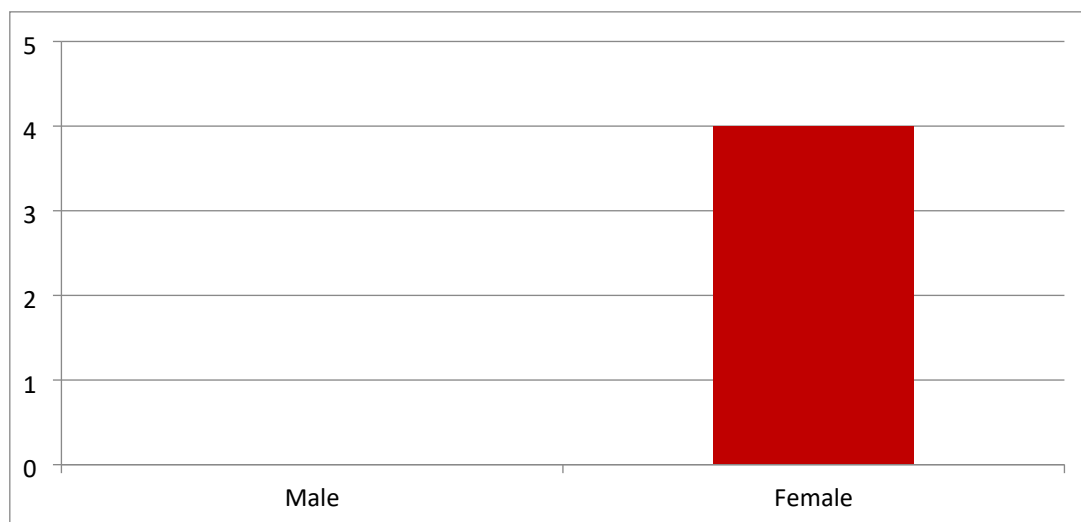
- Safeguarding Children Level 3 Training
- Have a valid Enhanced DBS in place
- Undertaken specific training on the emotional and mental health needs of children and young people
- Training on the Mental Health Act and Social Services and Wellbeing (Wales) Act 2014

All admissions to the mental health bed must be reported, initially internally as a DATIX, and followed by a Serious Untoward Incident report to the Delivery Unit in line with the Welsh Government’s Admission Guidance Document.

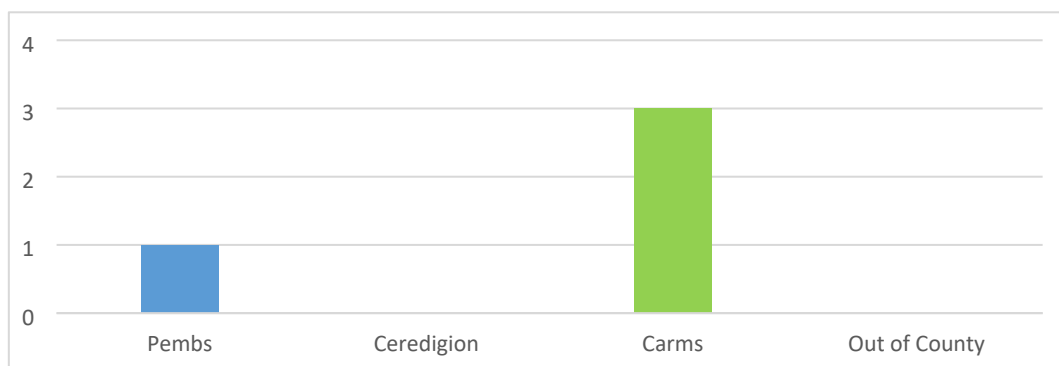
Q2 Admissions to the age appropriate bed on the Rainbow bed and Morlais Adult Mental Health Ward Glangwili Hospital site:



Q2 Admission to Age Appropriate Mental Health Bed Rainbow / Morlais Bed by gender:



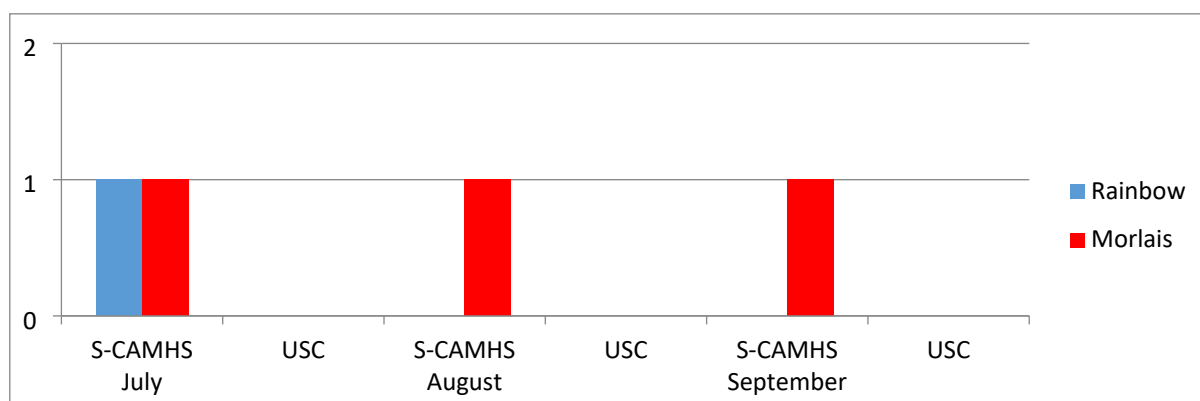
Q2 Admissions to Rainbow / Morlais Bed according to Locality:



Admissions to Paediatric Age Appropriate Bed (Rainbow Unit, Non reportable)

Specialist CAMHS records for Quarter 2 2023-24 are outlined above with 4 Admissions in total, with 3 Admissions to the Paediatric bed and 1 Admissions to the Adult Mental Health Ward (Morlais). There were fewer admissions over the summer months although these tended to be extended periods of admission.

Q2 Admissions to Rainbow / Morlais split by admitting team:



Mental Health Act Status

We received NO activity for under 18's during Quarter 1 under the Mental Health Act:

Admission Outcomes

	Discharged Home	Onward Admission	Remains on Ward
Rainbow	2	1	0
Morlais	1	0	0

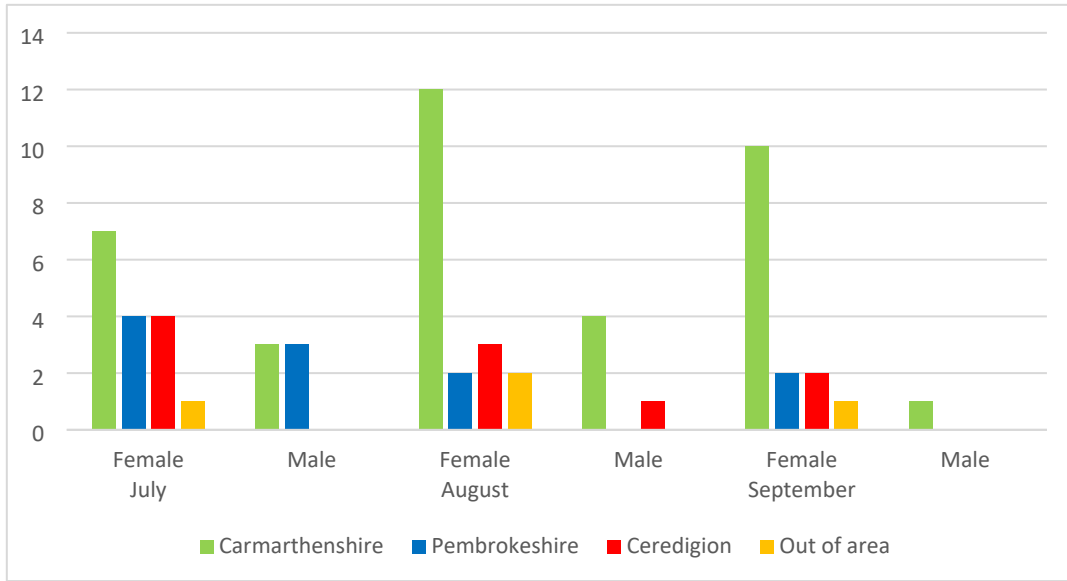
Admissions relating to Self-Harm

Within HDUHB there are robust systems in place for S-CAMHS to provide a mental health assessment, following referral from the Paediatric ward where any young person is admitted following an episode of self harm. The reason for admission is generally following an overdose but, on occasions, it can be following deliberate cutting or an attempted hanging.

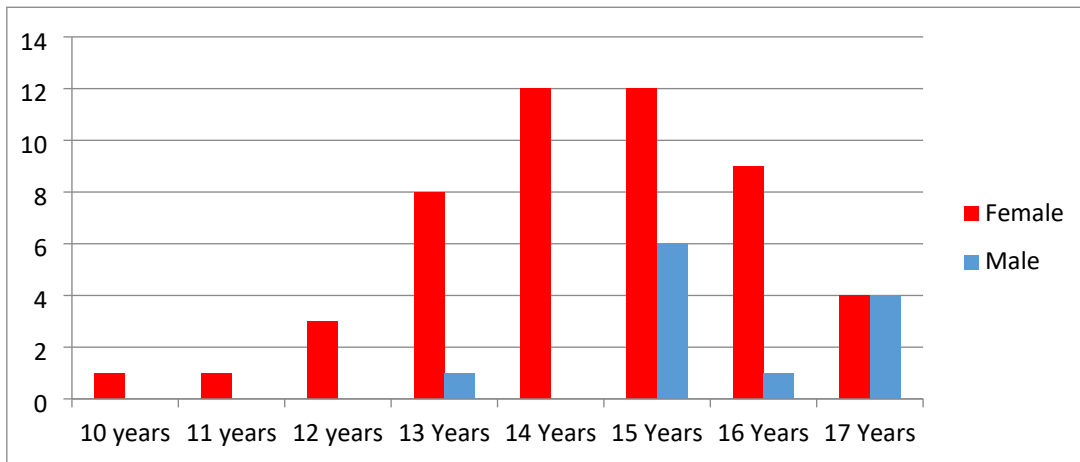
All overdose/self harm admissions receive a follow up appointment within three working days to monitor risk and provide support. There is a robust Pathway in place along with Guidance for admission of all young people who present following self harm in order that a comprehensive mental health assessment and risk management plan can be agreed. Where appropriate, referral to the Safeguarding team and/or Social Services may be considered.

The following table details the numbers of admissions following Deliberate Self Harm (DSH) Quarter 2 2023/2024 for the 3 Local Authority Areas:

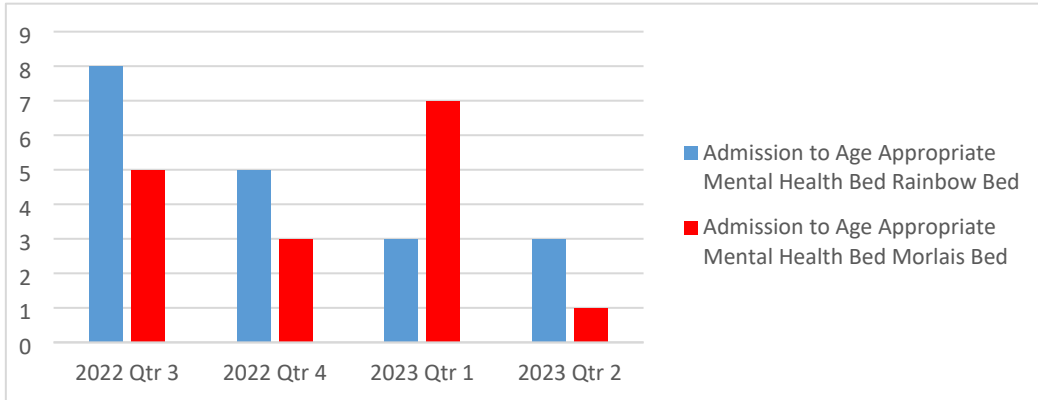
Q2 Self-harm / Overdose Admission Statistics split by gender and locality:



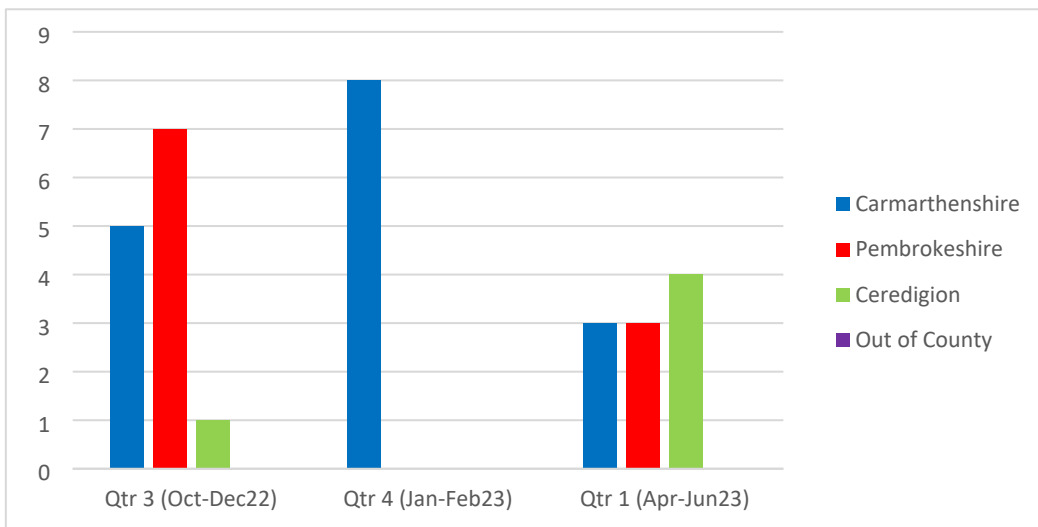
Q2 Self-harm / Overdose Admission Statistics split by gender and age profile:



Comparison Data (last 12 months) - Age Appropriate Bed

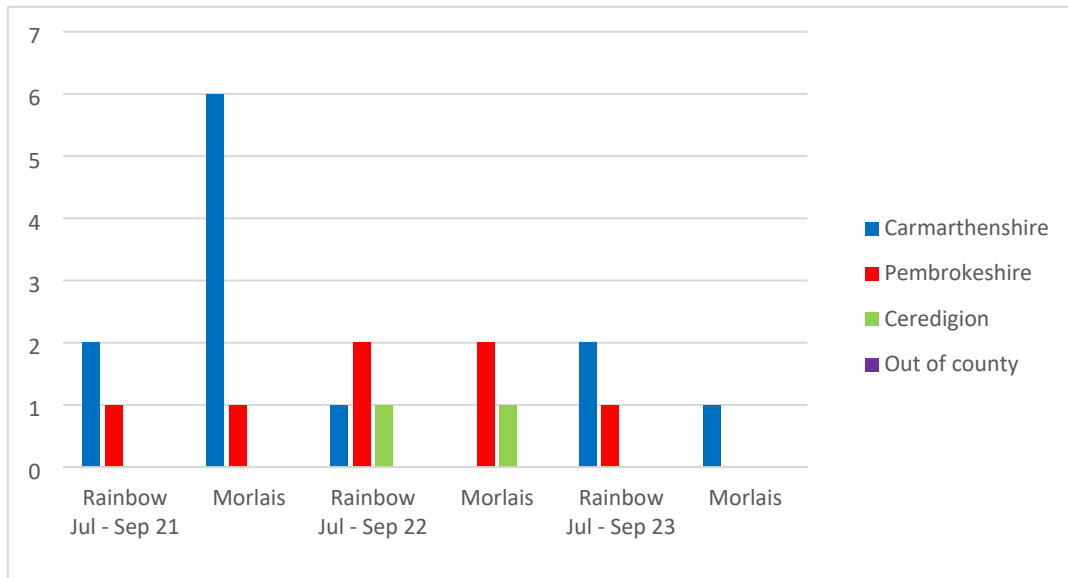


Admission Trend comparison by locality (last 12 months)



Annual Admission Comparison by locality

The following graph compares the numbers of admissions for Quarter 2 2023/2024 against the number of admissions for the same quarter of 2022/2023 and 2021/2022, further defined by locality.



Advocacy

In line with the Mental Health (Wales) Measure 2012, Health Boards are expected to ensure that access to Advocacy Services is in place, as per Part 4 of the Measure, for any individual admitted into hospital. All young people admitted to Morlais Ward are asked on admission if they would like access to an Independent Mental Health Advocate. The expected performance target is that 100% of clients are offered this and this information is recorded and reported via our Information Analyst.

On Cilgerran Ward, information is provided to young people on admission on the availability of access to the Advocacy Service. However, the above performance standard is not applicable therefore data is not routinely collated.

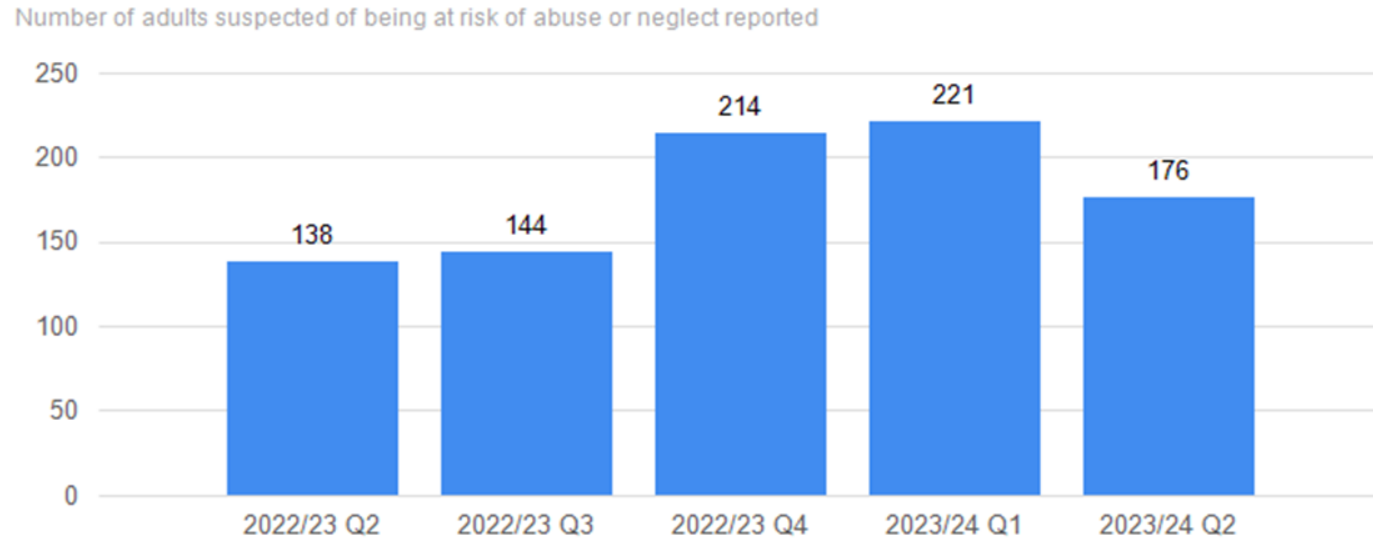
CEREDIGION
CWMPAS LOCAL OPERATIONAL GROUP

Performance Management Report – Safeguarding Adults

Quarter: 2

1/7/23 – 30/9/23

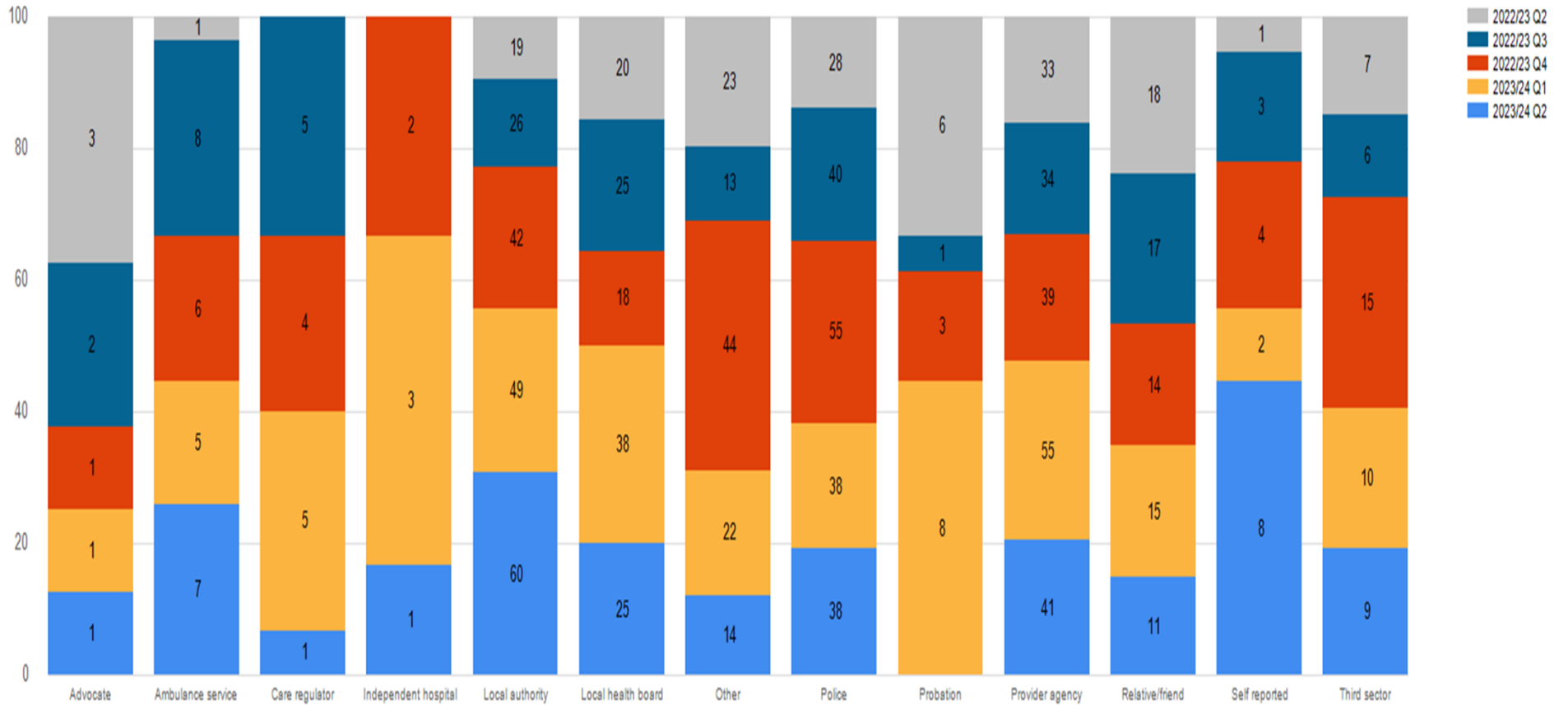
Quarter 2 Overview





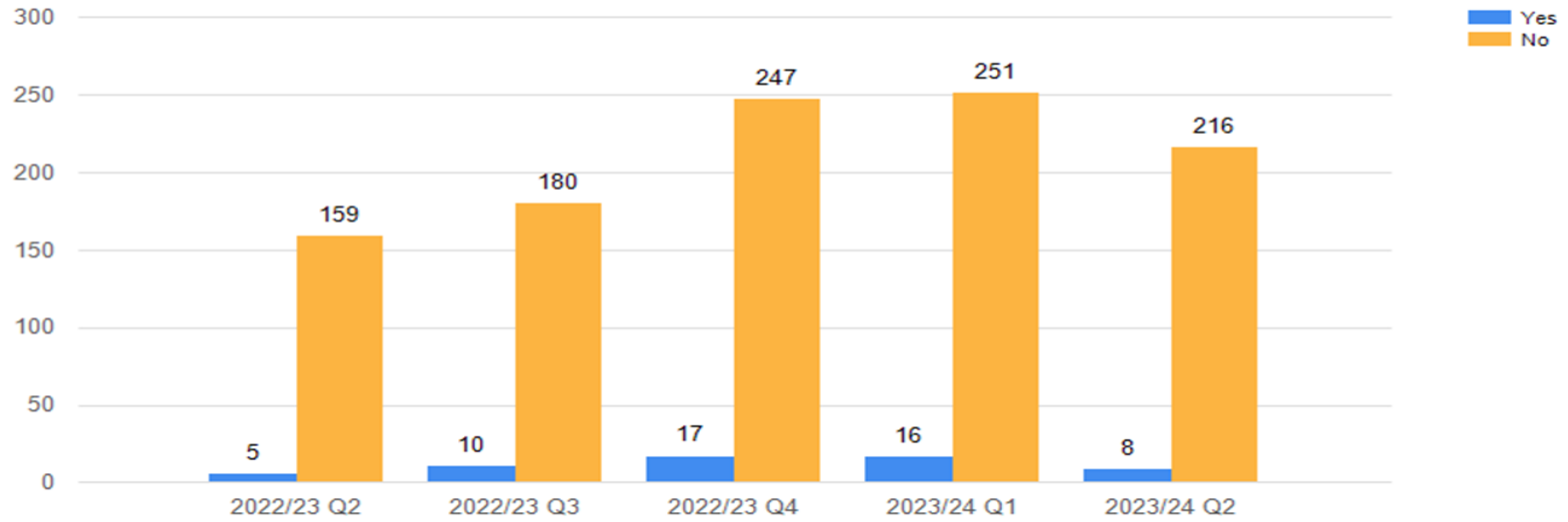
Quarter	Month	Reports
2022/23 Q2	August	42
	July	68
	September	49
2022/23 Q3	December	45
	November	73
	October	62
2022/23 Q4	February	71
	January	74
	March	102
2023/24 Q1	April	54
	June	106
	May	91
2023/24 Q2	August	83
	July	75
	September	58

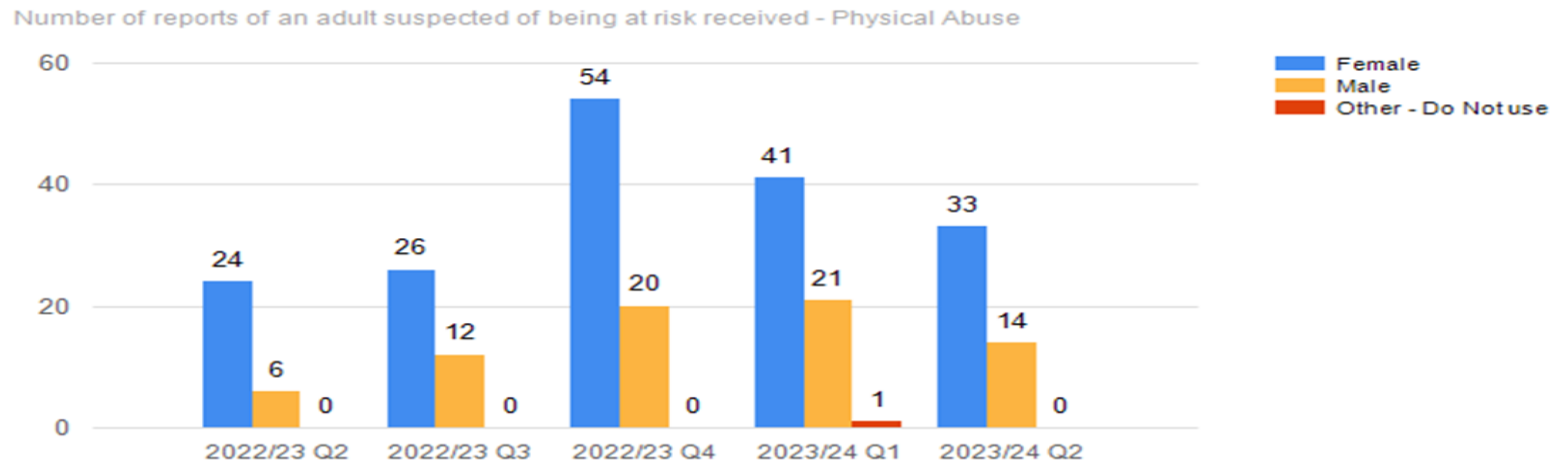
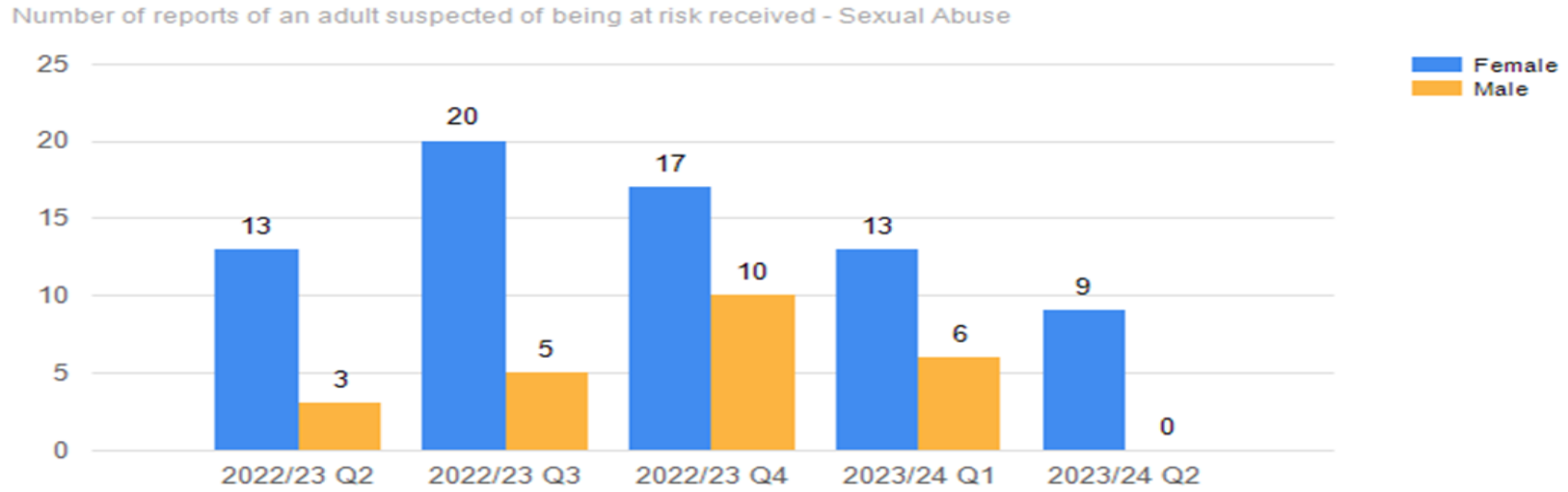
Number of reports of an adult suspected of being at risk received -Source of Report

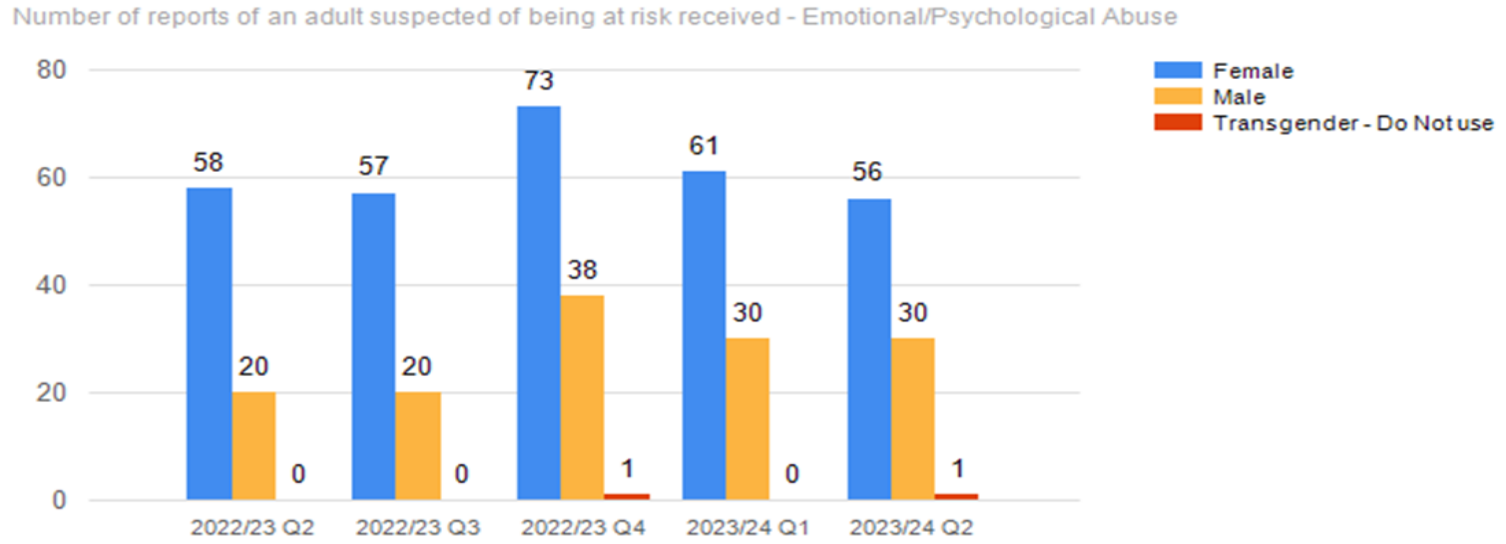


Report Source	Quarter					Total
	2022/23 Q2	2022/23 Q3	2022/23 Q4	2023/24 Q1	2023/24 Q2	
Advocate	3	2	1	1	1	8
Ambulance service	1	8	6	5	7	27
Care regulator	0	5	4	5	1	15
Independent hospital	0	0	2	3	1	6
Local authority	19	26	42	49	60	196
Local health board	20	25	18	38	25	126
Other	23	13	44	22	14	116
Police	28	40	55	38	38	199
Probation	6	1	3	8	0	18
Provider agency	33	34	39	55	41	202
Relative/friend	18	17	14	15	11	75
Self reported	1	3	4	2	8	18
Third sector	7	6	15	10	9	47

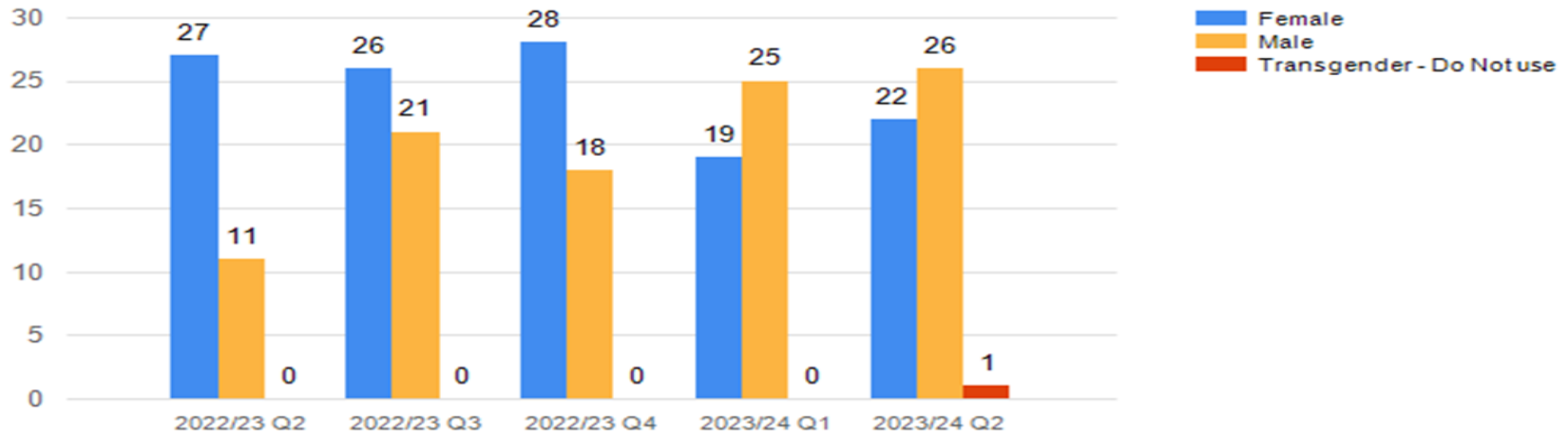
Number of reports of an adult suspected of being at risk received - DA Notifications



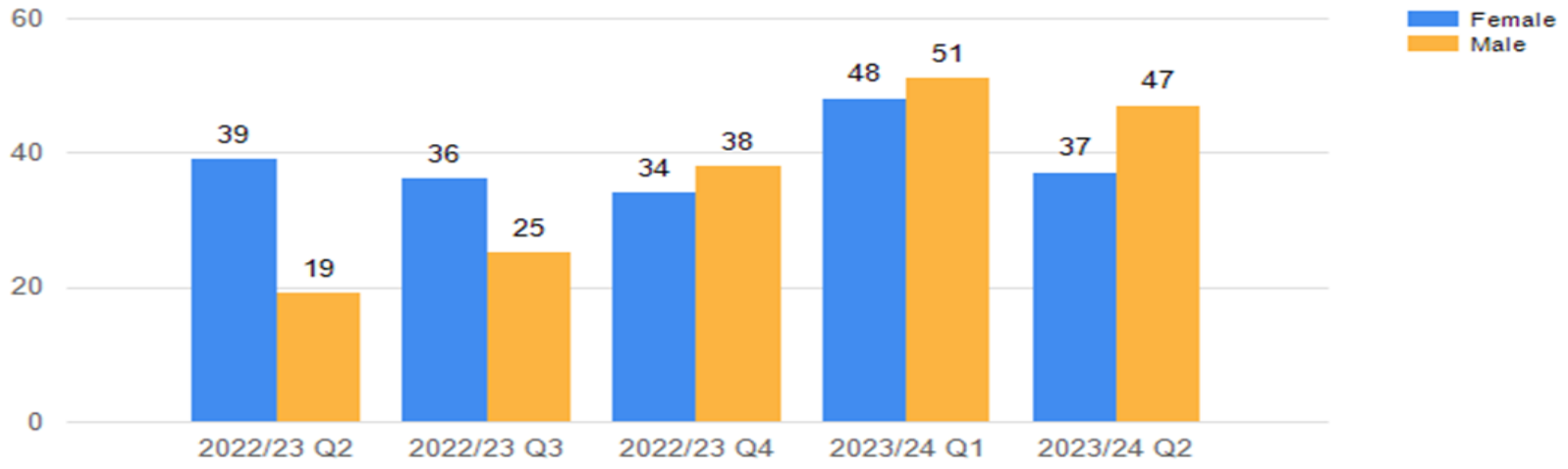




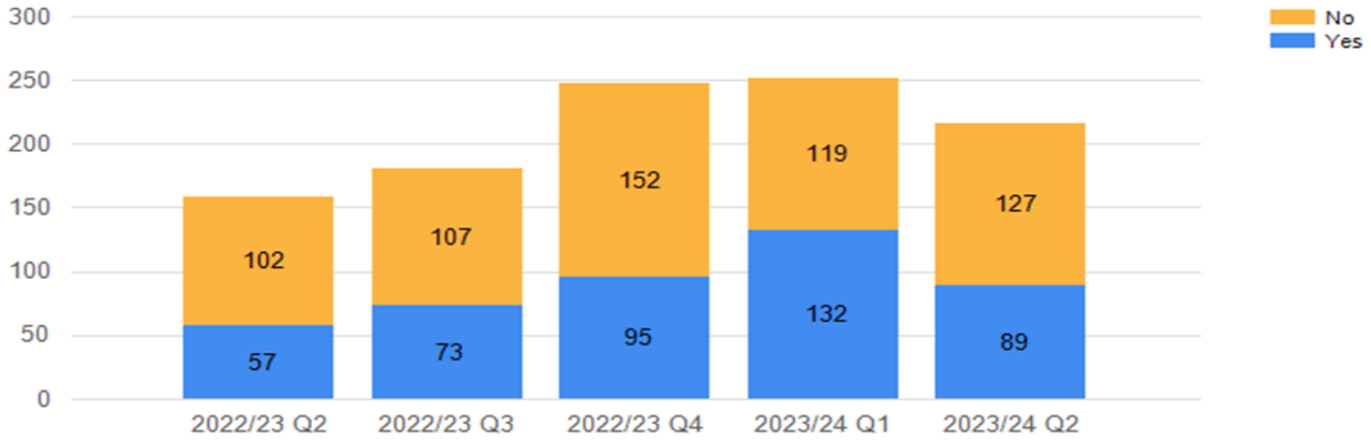
Number of reports of an adult suspected of being at risk received - Financial Abuse



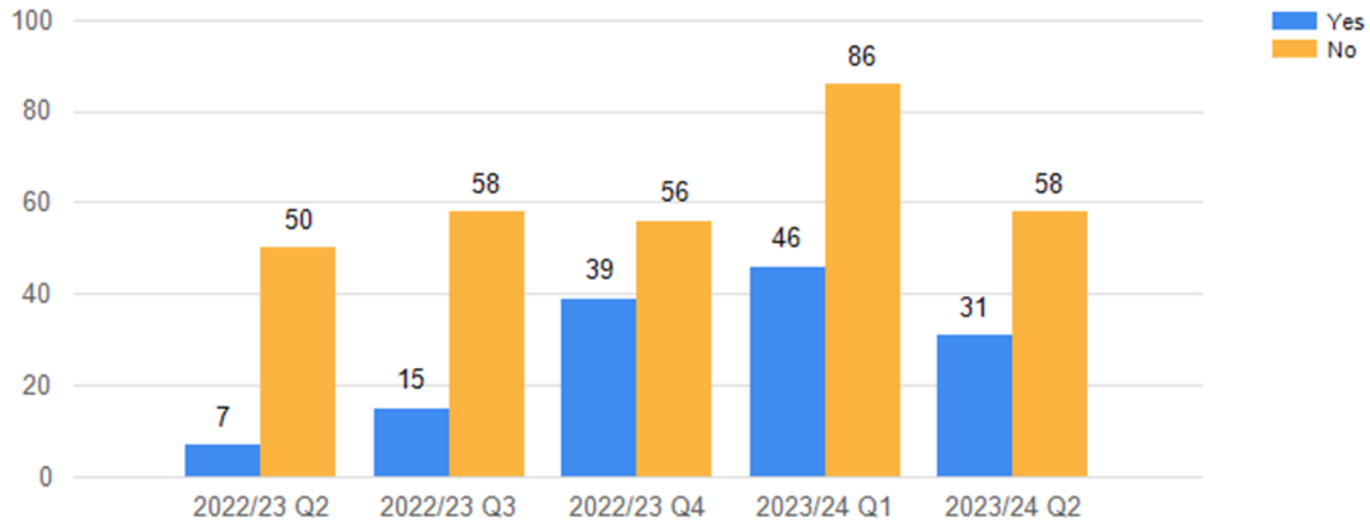
Number of reports of an adult suspected of being at risk received - Neglect

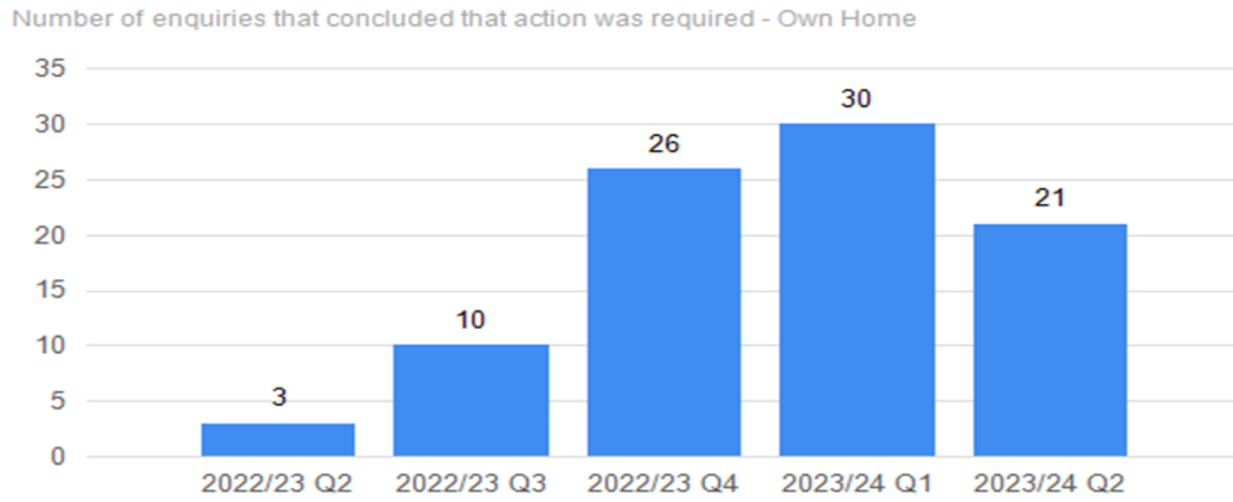


Number of reports received that proceeded to an enquiry

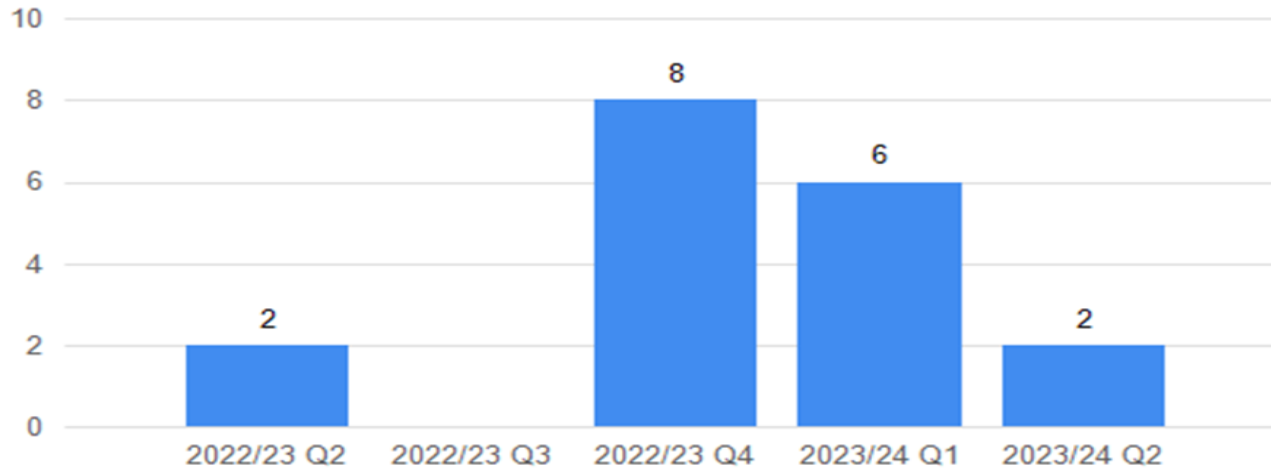


Number of enquiries that concluded that action was required

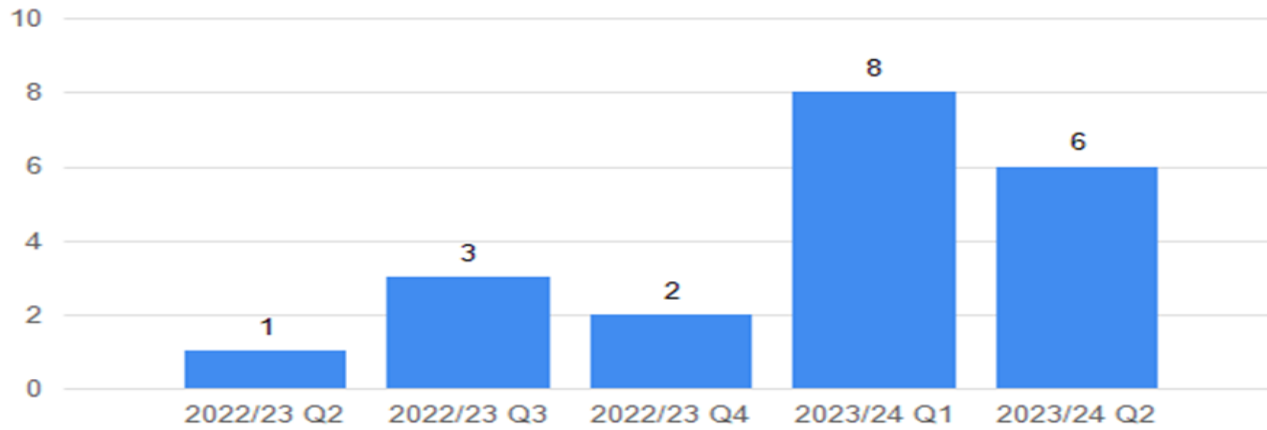




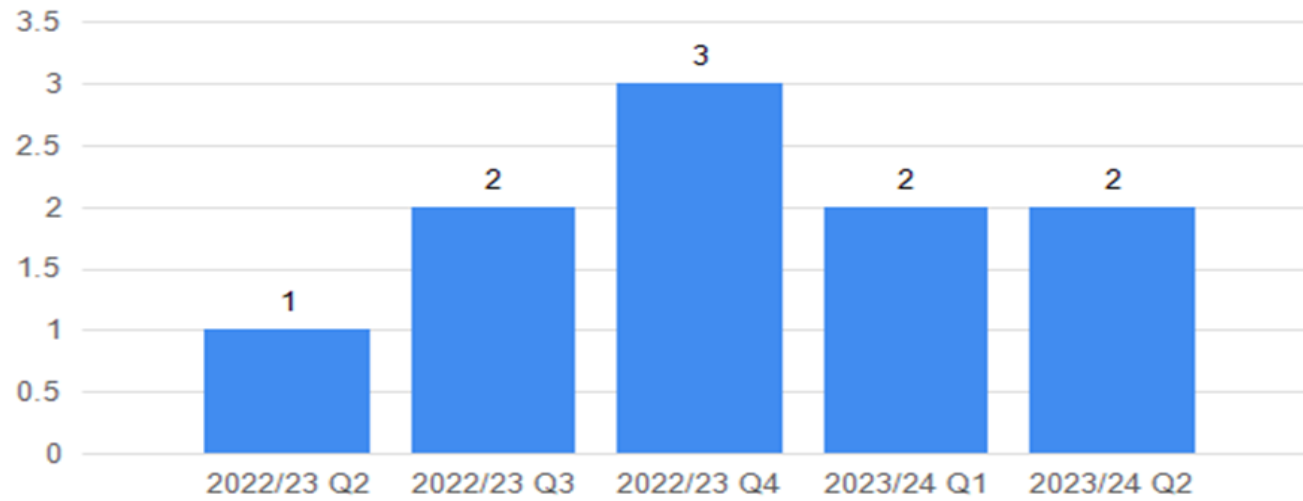
Number of enquiries that concluded that action was required - Community



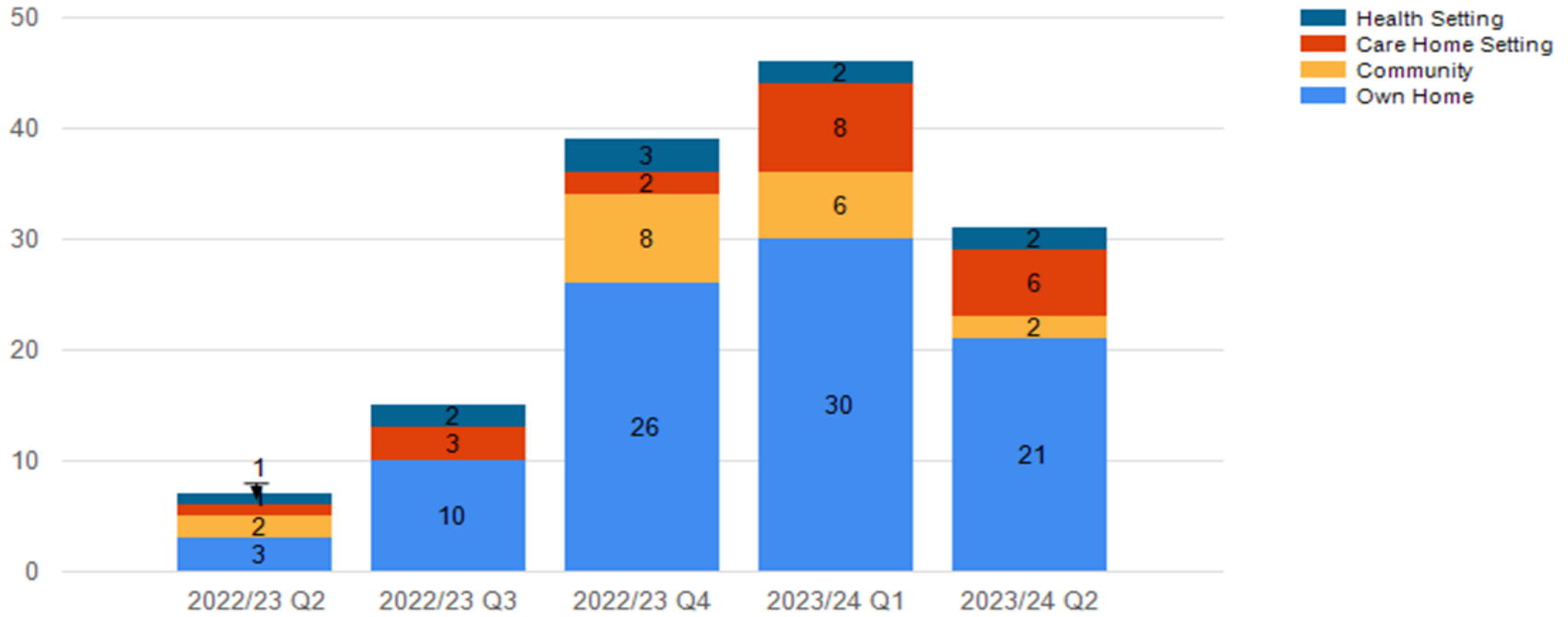
Number of enquiries that concluded that action was required - Care Home Setting



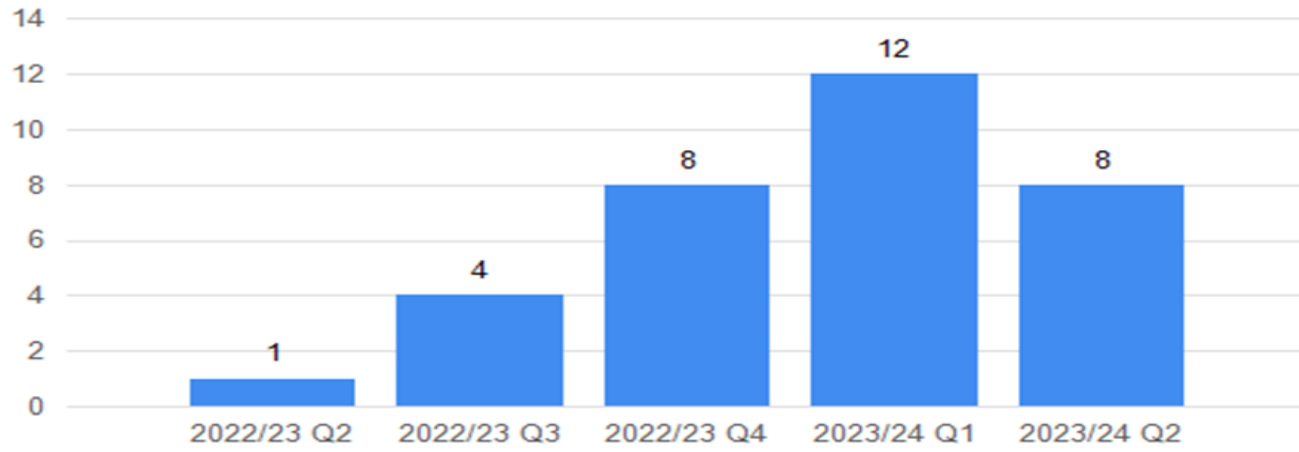
Number of enquiries that concluded that action was required - Health Setting



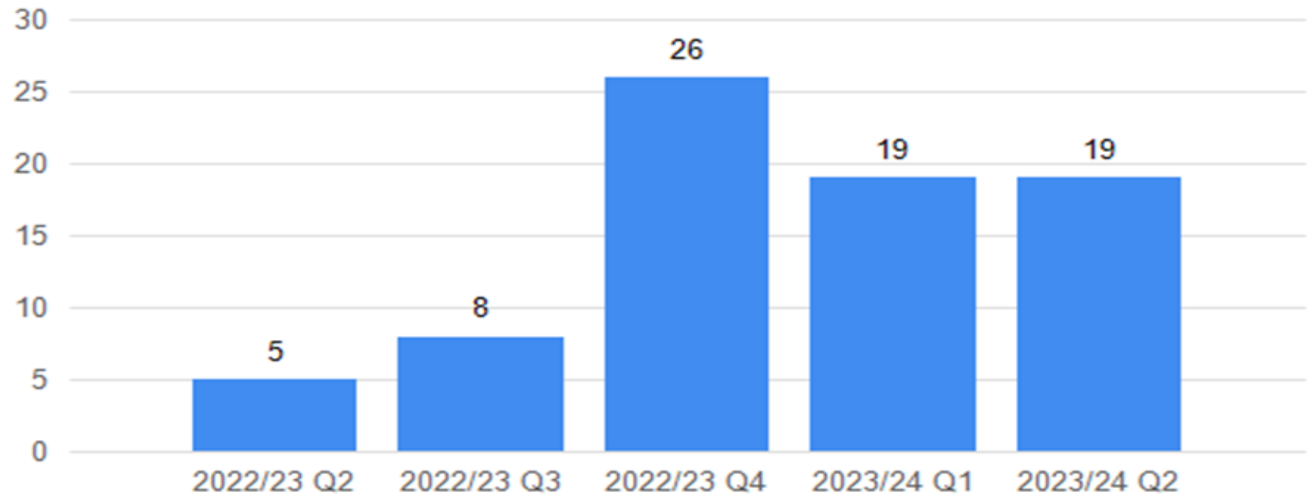
Number of enquiries that concluded that action was required - Place



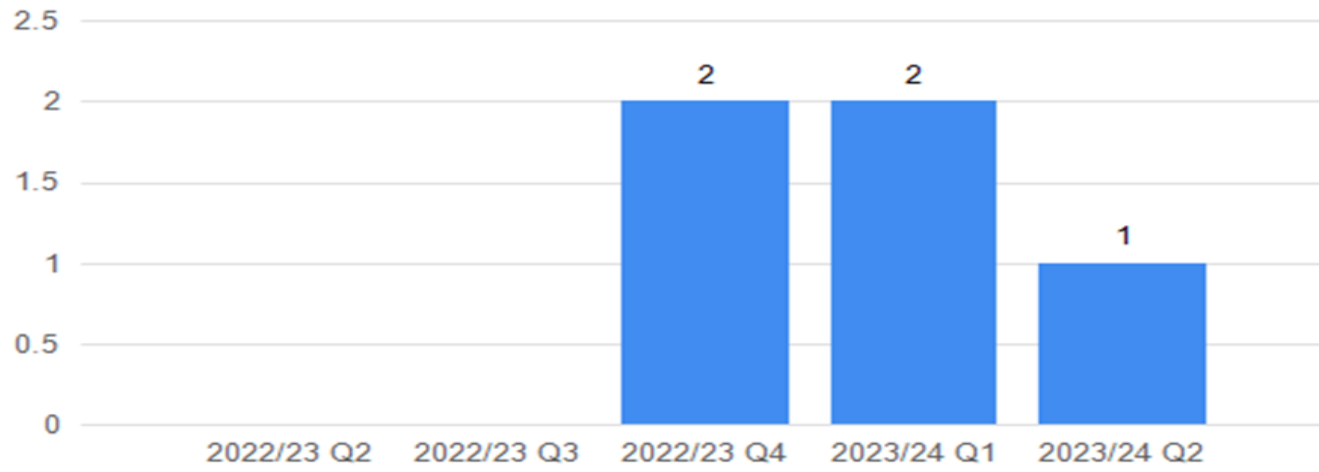
Number of enquiries that concluded that action was required - Paid Employee



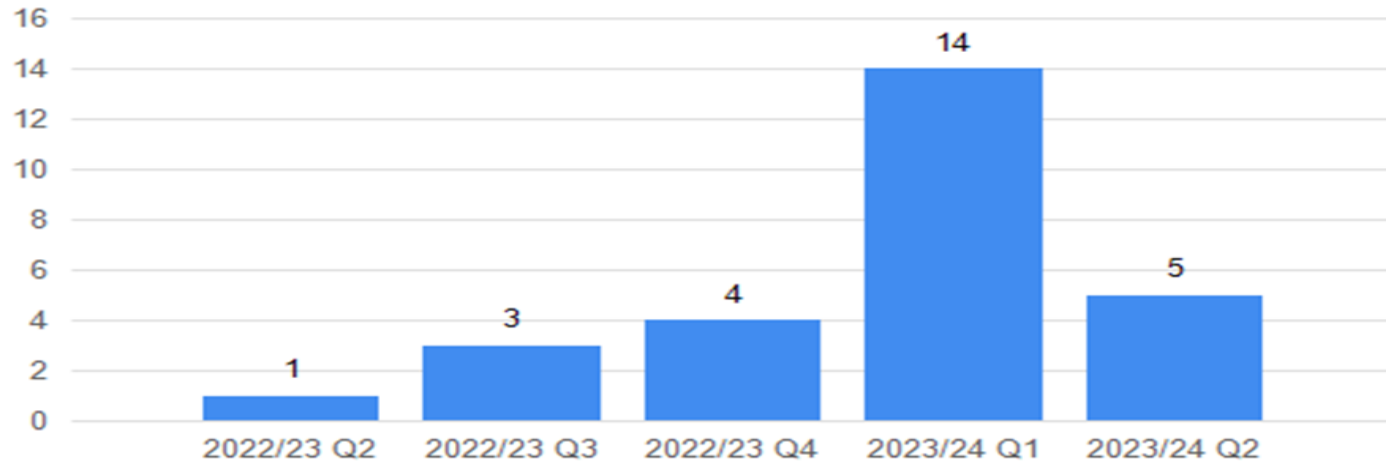
Number of enquiries that concluded that action was required - Relative / Friend



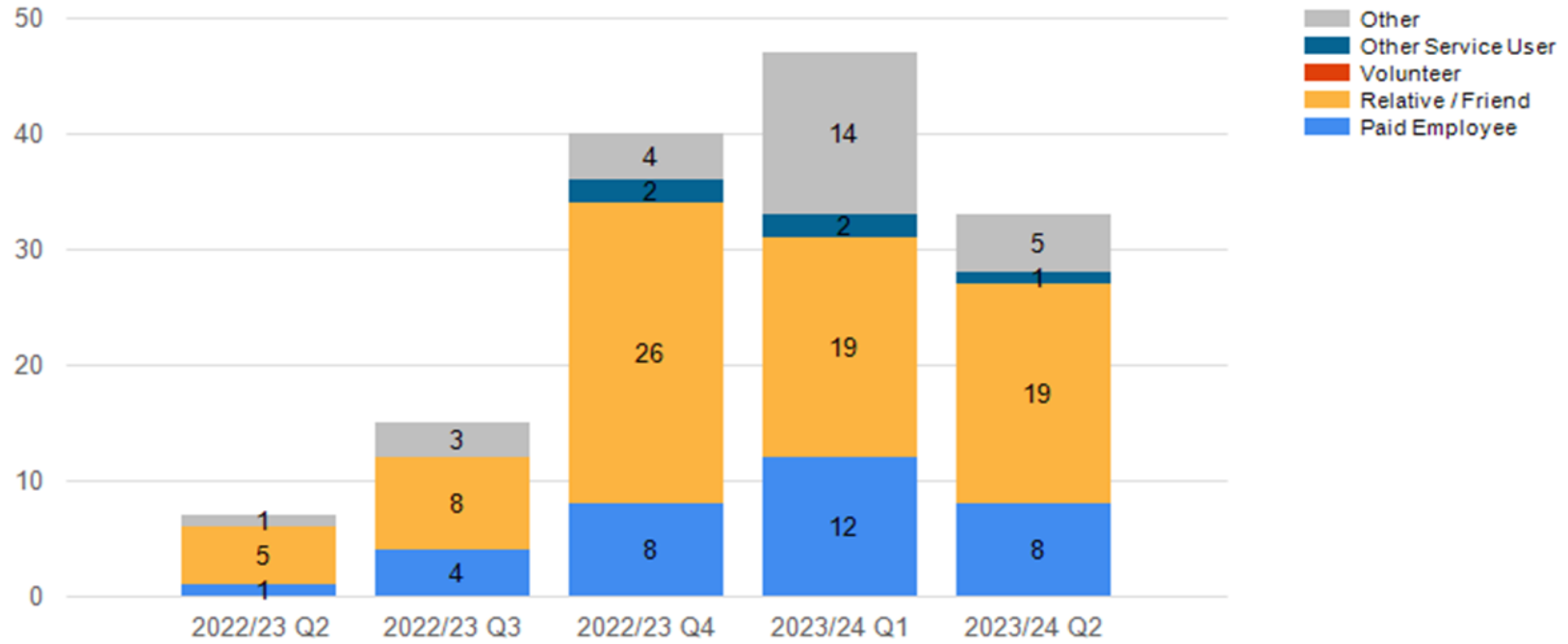
Number of enquiries that concluded that action was required - Other Service User



Number of enquiries that concluded that action was required - Other



Number of enquiries that concluded that action was required - Person



This page is intentionally left blank

CYNGOR SIR CEREDIGION COUNTY COUNCIL

<u>Report to:</u>	Overview and Scrutiny Co-ordinating Committee
<u>Date of meeting:</u>	04/03/2024
<u>Title:</u>	Ceredigion Strategic Equality Plan 2024-28
<u>Purpose of the report:</u>	To present the final Ceredigion Strategic Equality Plan 2024-28 and accompanying report on the consultation exercise.

Reason Scrutiny have requested the information:

To scrutinise our Strategic Equality Plan 2024-28 and ensure that it meets the requirements of the Equality Act 2010 and the Public Sector Equality Duty 2011.

Background

Ceredigion County Council's draft Strategic Equality Plan 2024-28 was presented to this committee on 11/09/2023. Members recommended that Cabinet endorse the draft Plan and approve that it go out to public consultation over winter 2023.

Current Situation

The public consultation ran from 25/10/23 to 31/12/23. It was promoted widely and was also presented to Ceredigion Youth Council to gather the views of young people. 43 people responded to the online survey, 0 paper copies were returned and 16 members of the Youth Council provided feedback.

Respondents generally felt that our five Equality Objectives were the right Equality Objectives for Ceredigion Council – an average of 94% said 'yes'. An average of 83% of the people who responded felt that the actions in the plan would help us to achieve our objectives. There is more information in the Consultation report (Appendix 1).

The Equality and Human Rights Commission's monitor report, 'Is Wales Fairer?' was published in November 2023. The report reinforces the need for the actions set out in our draft Strategic Equality Plan 2024-28. Findings of the report have been included in the evidence base that supports our Plan.

Our Equalities Working Group is coordinated by Policy, Performance and Public Protection service and chaired by Cllr Catrin MS Davies (Equalities Champion). The group is responsible for the development and monitoring of our Strategic Equality Plan. The group met in January 2024 to review the draft Equality Plan following the public consultation. The group agreed the following amendments to the Strategic Equality Plan:

- Amend action 3.1 to include 'young people' in the success measure.
- Find out more about Electrical Hypersensitivity (EHS).
- Encourage staff to take an anonymous feedback box to face to face consultations.

- Amend our internal Engagement toolkit to offer more ways for people to tell us what they think when we consult with them.
- Amend specific actions under Objective 4 to include the term 'lived experience'.
- Change our equalities monitoring form so that it asks about a person's 'sex', and in a further question asks about their 'gender identity'
- Remove the action, "to establish an integrated model of community care and housing in Tregaron". The group felt that a variety of matters contribute to achieving this outcome, most of which are outside of the remit of the Equalities workgroup. The action is included in the Corporate Strategy 2022-27.

The Plan, attached as Appendix 2, will be presented to Cabinet on 19/03/2024 and is scheduled to be published on our website by 31/03/24.

Wellbeing of Future Generations:

Has an Integrated Impact Assessment been completed? If, not, please state why.
Yes, attached.

Summary of Integrated Impact Assessment:

- Long term:** This is a four year plan which builds on previous plans. Long-standing equality issues can be carried from one four year plan to the next. This enables us to address longer term needs and plan for the future.
- Collaboration:** There are many opportunities to collaborate with others in order to deliver the plan. For example, the new graduate scheme will require collaboration with universities; we will work with Victim Support to implement the Hate Crime Trustmark and we will work with the Regional Community Cohesion team on a range of actions.
- Involvement:** A regional engagement campaign was undertaken to collect initial feedback on the state of equality in the Dyfed Powys area. The draft Plan went out to public consultation in winter 2023. The Equality plan itself includes actions to do more with groups of stakeholders from specified minority groups and to improve the way that we feedback to those who have participated in our Engagement and consultation campaigns.
- Prevention:** The plan has been developed as a result of our engagement and research into the current state of equality in Ceredigion. The aim of the plan is to coordinate our resources to identify and address the root causes of inequality.
- Integration:** The Equalities working group includes representatives from a range of Council Services. This helps us to consider

interdependencies and possible tensions between services and the four pillars of well-being.

Recommendation(s):

- To recommend that Cabinet endorses Ceredigion Strategic Equality Plan 2024-28.
- To make recommendations as appropriate when the report is presented to Cabinet on 19th March 2024.

Reasons for decision:

The proposed Strategic Equality Plan 2024-28 will progress the aim of the Council to address inequality, eliminate unlawful discrimination, harassment and victimisation and foster good relations between people who share a protected characteristic and those who do not in Ceredigion.

Contact Name: Cathryn Morgan

Designation: Equalities and Inclusion manager

Date of Report: 08/02/24

Acronyms: None

This page is intentionally left blank

Consultation Report
Ceredigion County Council Draft Strategic Equality Plan 2024-28
Winter 2023



Contents

1. Introduction	2
2. Responses – comparison with Ceredigion demographics	3
3. Will our Equality Plan be effective?	5
Objective 1: To be an Exemplar Equal Opportunities Employer	5
Objective 2: To Foster Good Relations and Tackle Prejudice	11
Objective 3: To Ensure Engagement and Participation	15
Objective 4: To ensure Dignity, Respect and Access to Services	22
Objective 5: To provide Fair and Inclusive Education	29
4. Effect on the Welsh language	36
5. Conclusion	39

1. Introduction

This is a report on our recent public consultation exercise on the Council's fourth Strategic Equality Plan. The plan describes what we will do to achieve a fairer and more equal Ceredigion.

The public consultation on the draft Plan ran from 25 October 2023 to 31 December 2023.

People were invited to respond online or on paper. Paper copies could be collected from our libraries and leisure centres or requested by post via Clic. Large Print and Easy Read versions were also available. We promoted the campaign with posters, social media posts and a [press release](#). We also sent targeted emails to the stakeholders listed below.

- Ceredigion County Councillors
- Ceredigion Town and Community Council clerks
- Ceredigion Public Services Group
- PSB Poverty sub-group
- CAVO
- National Library of Wales
- Mid and West Wales Fire and Rescue Service
- Hywel Dda Health Board Community Outreach team
- Hywel Dda Maternity Voices
- Aberystwyth University
- University of Trinity Saint David, Lampeter
- Coleg Ceredigion
- Ceredigion Council Equalities Workgroup
- Armed Forces Veteran's Forum
- Ceredigion Carers and Community support team
- Children and Young People Service Provider Forum
- Ceredigion Family Centre Network
- Early Years, Childcare and Play providers group
- Mudiad Meithrin
- DASH (Disabilities and Self Help)
- RAY Ceredigion
- Ceredigion Council staff (via Microsoft Teams site)
- Ceredigion Disability Forum
- Ceredigion Food Poverty Network
- Young Farmers Clubs
- Ceredigion Youth Council
- Local Access Forum
- Housing Associations (Barcud and Wales & West Housing Association)
- 3rd sector Housing Support providers
- Age Cymru Dyfed
- Citizens Advice
- Dyfed Drug and Alcohol Service

2. Responses – comparison with Ceredigion demographics

43 respondents completed the online survey. No paper copies were returned. We knew that we'd receive a low, or no response from younger people. Therefore, we consulted with Ceredigion County Council Youth Council (16 young people) in October 2023. We have included their feedback in the comments at Section 3.

The tables below help us check if a broad range of people that match the population of Ceredigion have told us what they think. They also help us to see where we need to improve the way we engage with the different groups.

We have a good level of response from veterans, from people who have a disability and from gay, lesbian and queer people. We need to improve engagement with men, with people who are black or Asian, with people aged 25 years or under and people aged 65+.

A high number of people ticked 'prefer not to say'. This makes it more difficult to get a true picture of the range of people that answered the survey.

Age	Online survey responses	2021 Census
Under 16	0%	14%
16-24	0%	15%
25- 44	33%	19%
45-64	52%	26%
65+	10%	26%
Prefer not to say	5%	0%
Sex		
Female	65%	51%
Male	28%	49%
Prefer not to say	7%	0%
Sexual Orientation		
Heterosexual/straight	78%	84%
Gay, Lesbian or Queer	8%	2%
Bisexual	2%	3%
Another sexual orientation	0%	1%
Prefer not to say	12%	10%
National Identity		
British	51%	31%
Cornish	2%	0%
English	3%	14%
Northern Irish	0%	0%
Scottish	0%	1%
Welsh	39%	47%
Another National Identity	0%	7%
Prefer not to say	5%	0%

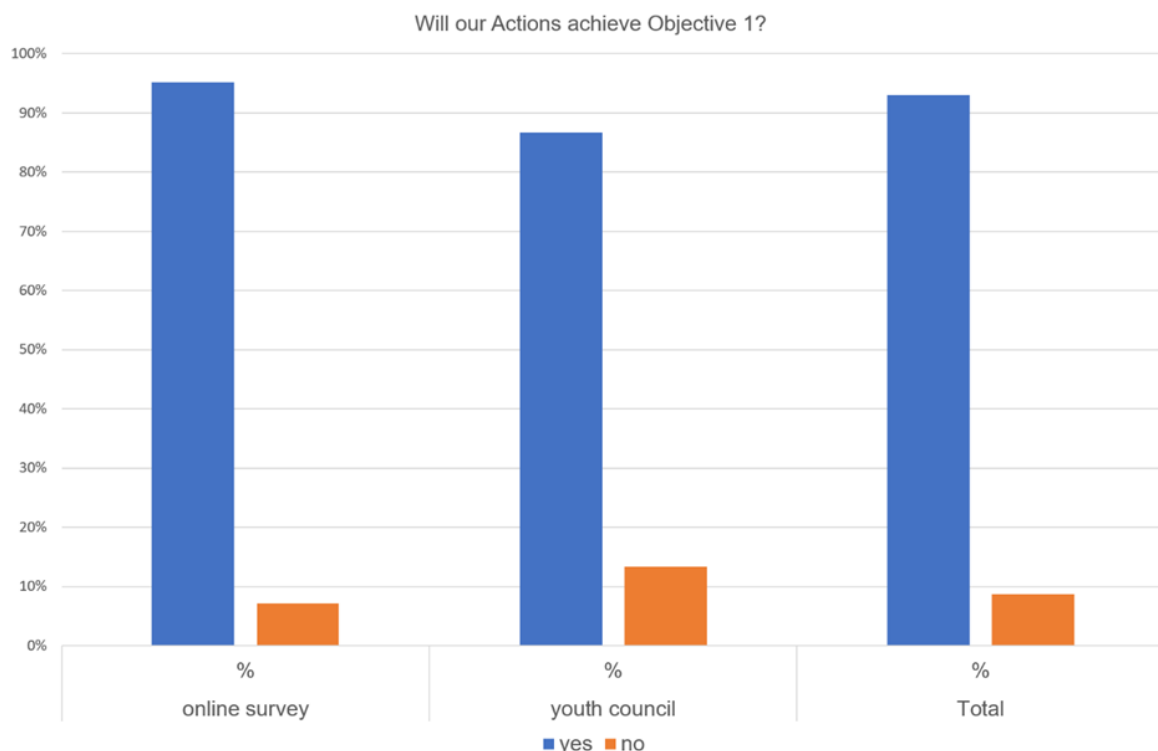
Ethnic Group	Online survey responses	2021 Census
Asian, Asian British or Asian Welsh	0%	1%
Black, Black British, Black Welsh, Caribbean or African	0%	1%
Mixed or Multiple ethnic	5%	1%
White	85%	96%
Another ethnic Group	0%	1%
Prefer not to say	10%	0%
Religion or Belief		
Christian	35%	47%
Buddhist	0%	1%
Hindu	0%	0%
Jewish	0%	0%
Muslim	0%	1%
Sikh	0%	0%
No religion	53%	43%
Other religion or belief	5%	1%
Prefer not to say	7%	7%
Veterans (previously served)		
Regular Armed Forces	10%	3%
Reserve Armed Forces	0%	1%
No	85%	96%
Prefer not to say	5%	0%
Disability		
Yes, my day-to-day activities are limited a lot	8%	9%
Yes, my day-to-day activities are limited a little	20%	13%
No	67%	78%
Prefer not to say	5%	0%
Language		
Understand spoken Welsh (only)	64%	8%
Speak Welsh	54%	45%
Read Welsh	54%	42%
Write Welsh	37%	38%
None of the above	17%	43%
Prefer not to say	12%	0%

Note: Welsh skills figures add up to more than the total due to the various combinations of skills

3. Will our Equality Plan be effective?

Objective 1: To be an Exemplar Equal Opportunities Employer

95% of people who answered the online survey, and 80% of the Youth Council agreed that this should be an Equality Objective for Ceredigion Council. A high number of people agreed that the actions in the plan would help us to achieve this objective. See graph below.



We asked the public, “Do you think that we could do more, or do things differently, to better achieve this objective?” Their answers, with our responses, are below.

	Comment	Ceredigion County Council Response
1	No, the main focus should be on delivering the actions in the Strategic Equality Plan.	Noted.
2	This survey is a Microsoft Form - yet the facilities this offers have not been used - a Welsh language option for example.	We provided a separate link to a Welsh version of the survey.
3	Yes, form a paid advisory group made up of representatives of the communities you are hoping to	We are very grateful to everyone in the community who give up their time to take part in our consultations. This includes, but

	Comment	Ceredigion County Council Response
	engage/support to advise on policy and delivery. These should not be existing staff.	is not limited to, existing staff. Unfortunately we are not able to pay people to do this. Please see our Engagement and Participation policy for more information.
4	Don't do proportional representation in the workforce, its counter productive and negates the best candidate for the job, irrespective of gender, sexual orientation or racial background	We believe that the Council workforce should represent the local population that it serves at all levels of the organisation.
5	It's OK publishing fine words but actually doing what you say would be a start.	We will start working on our reviewed Strategic Equality Plan on 1st April 2024. We will publish a progress report on our website every year so that people can check our progress.
6	I'm sorry, but I have little faith in the actual will of the councillors to make this happen. There are too many old men on the committees who are rather backward rather than forward thinking.	Please see response 5 above. We have a range of Member Champions. These are councillors who champion a particular issue or group. Cllr Catrin MS Davies is our Equalities Champion. Cllr Paul Hinge is our Armed Forces Champion. Cllr Alun Williams is our Age Friendly Champion and Cllr Wyn Thomas is our Learning Disabilities Champion.
7	The above sounds very bureaucratic, it doesn't do a lot to actually encourage equality in the workplace or change outdated practices or behaviours. -Governmental policy on wellbeing and equality only offers very little to employees in many circumstances, we shouldn't use this as a benchmark, but should aim to be more progressive & set a higher standard than the bare minimum required.	Noted. We aim to be progressive and to work to a high standard.
8	Yes. It is vital to consider the needs of those people who have electrosensitivity (ES) and electrical hypersensitivity (EHS) because they are unable to tolerate wi-fi and other	We understand that the scientific and medical communities are still investigating these conditions.

	Comment	Ceredigion County Council Response
	wireless technology and therefore have an inability to access many areas because their health is adversely affected. It is essential to provide areas free of wireless technology so that these people have equal opportunities.	We are a Disability Confident employer. This means that we try to attract and recruit disabled people and to keep and develop disabled employees. We highlight our Disability Confident commitment and what this means in terms of recruitment as part of our training programme for managers.
9	People with electromagnetic hypersensitivity (EHS) in Ceredigion (3-5% of the population) are currently excluded from working for the Council, unless they are able to work from home, owing to the presence of radiofrequency electromagnetic fields (RF-EMFs) from Wi-Fi in most workplaces. This particularly applies to teachers and librarians, who cannot work from home. The Council should be making a special effort to accommodate current and future (possible) employees with this disability.	Please see response 8 above
10	You mention gender and culture but there seems to be very little awareness of disability.	<p>Equalities training is mandatory for all council staff and includes disability awareness.</p> <p>We are a Disability Confident employer. This means that we try to attract and recruit disabled people and to keep and develop disabled employees. We highlight our Disability Confident commitment and what this means in terms of recruitment as part of our training programme for managers.</p>
11	Yes. Stop giving preference to Welsh speakers.	<p>The Welsh Language Standards put a legal duty on us to treat the Welsh language and the English language equally. We must support the use of the Welsh language and make it easier for people to use the Welsh language in their daily lives.</p> <p>However, we will now adopt a continuum approach to the attainment of language skills. We will expect successful candidates</p>

	Comment	Ceredigion County Council Response
		to show a steady improvement in their language skills.
12	Consider the impact of our recruitment practices re Welsh Lang standards in encouraging applicants from those with protected characteristics and whether more support could be offered to obtain the necessary standards in Welsh following appointment rather than as a pre-requisite.	Please see response 11 above.
13	Ceredigion has an ageing population - perhaps employ more people aged over 55?	Noted. On 31 st March 2023, 30.4% of our workforce were aged over 55. The ONS 2021 Census figures show that 40.3% of people in Ceredigion are over 55.
14	Just make sure that the BEST PERSON FOR THE JOB is appointed and paid equally with any other person who could/would be paid if they were to do that job. Don't overpay the higher management.	All appointments to paid employment with Ceredigion County Council are made on merit. Our selection criteria is based on the ability of the person to do the job as defined by the job description and person specification. We use a recognised Job Evaluation scheme to establish a fair and equal pay structure. This makes sure that the rates of pay for all jobs are evaluated in the same way.
15	Ensure the best person is appointed irrespective of age, gender etc	Please see response 14 above.
16	Yes you need to play to people's strengths.	Noted.
17	The practicality needs to be focused on, availability of public toilets for young families' toddlers and, for the older generation to feel confident knowing that they have the facilities close to them. Have confidence that pavements are safe to take mobility scooters, the focus has been on electric cars but how practical is this to the older generation. Ceredigion are very proactive to review any	A review of the Council's Toilet Strategy is included in our draft Equality Plan (action 4.9). The Highway Code states that powered wheelchairs and scooters should use pavements when they can. But they must not travel faster than 4mph and pedestrians must have priority.

	Comment	Ceredigion County Council Response
	issues, I feel they try to incorporate everyone with attempts to educate individuals in the process. The cost of childcare limits individuals' potential to progress return to work. The cut back on a provision on care will only impact the NHS in the longer term, investing in older people's care will only save money to keep them at home safe.	Our Childcare Sufficiency Assessment has shown us that the cost of childcare is a barrier to employment. Our Childcare Sufficiency action plan tries to address this. We are reviewing our day care, respite services and dementia services. We want to deliver care services at the right time and in the right place for the people who need them.
18	Publishing a pay gap and equality report is great, how will you respond to them if below expectations?	The reports that we publish are our way of monitoring the situation. The Gender Pay Report 2023 describes what we will do to address the pay gap and to increase the diversity of our workforce.

We asked Ceredigion Youth Council members what we could do to make the Council a fair place to work. Their comments, and our responses, are below.

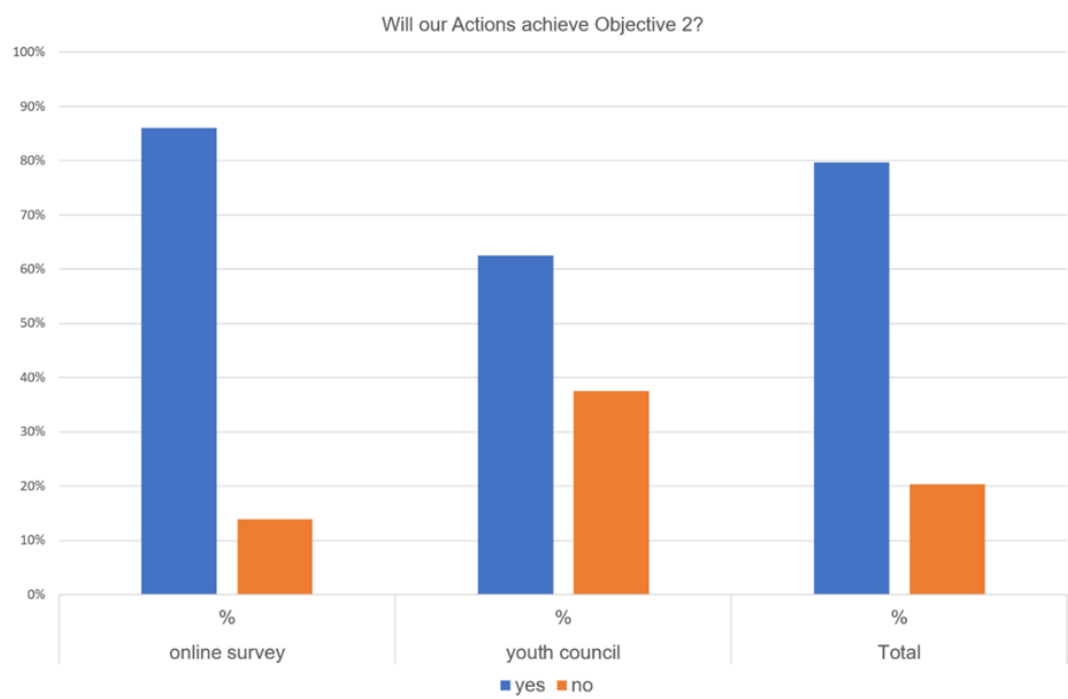
	Comments	Ceredigion County Council Response
19	Have equality with everyone whether that's gender or your background. Everyone equal pay	We agree that everyone should be paid equally. We use a recognised Job Evaluation scheme to establish a fair and equal pay structure. This makes sure that the rates of pay for all jobs are evaluated in the same way.
20	Equal pay	Please see response 19 above.
21	Prevent discriminatory speech between Welsh speaking and on Welsh speakers and have equal right, pay, voice and to ensure different people from different backgrounds get a say within the community.	We are committed to the Welsh Language Standards. All staff have to attend Welsh language awareness training. We aim to prevent discrimination against speakers of any language. We will continue to work with Ceredigion Disability forum and Ceredigion Youth Council. We hope that LGBTQ+ people and people from diverse ethnic communities will work with us too. We want people from different backgrounds to have a say in the work of the Council.
22	Ensure diversity, sicrhau bod dim (<i>ensure there is no</i>) pay gap.	Please see responses 19 and 21 above.
23	Equal pay and equal voices	Please see responses 19 and 21 above.

	Comments	Ceredigion County Council Response
24	Equal pay for both men and women, ensure diversity, all voices should be heard.	Please see responses 19 and 21 above.
25	Give minorities more of a voice and ensure fair treatment.	Please see response 21 above.
26	Report any bullying or racism or homophobia. Give everyone who wishes to join the council a fair chance. Ensure that there isn't a pay gap.	Agreed.
27	Zero tolerance for discrimination.	Agreed.
28	Consider the needs of everyone.	It is important that we consider everyone's needs. But we cannot meet everyone's needs, the needs of some people are in direct conflict with the needs of others.
29	All needs are met.	Please see response above.
30	Gwneud yn siŵr bod pobl o gwahanol cefndiroedd yn y gweithle. (<i>Making sure people from different backgrounds in the workplace</i>)	Agreed. This is included in the current draft form of our Equality Plan.
31	Ensure that jobs do not have bilingual as a need and more of a preference, as it's commonly seen as a need.	We are a bilingual organisation; some jobs have to be done by a Welsh speaker. However, we will now adopt a continuum approach to the attainment of language skills. We will expect successful candidates to show a steady improvement in their language skills.
32	Gwneud yn siŵr fod addysg yn hanfodol i addysg gweithwyr sut i drin pobl lleiafrifol yn hafal a theg. (<i>Making sure that education is essential to workers' education how to treat minority people equally and fairly.</i>)	All Council staff must complete Equality and Diversity training every 3 years.
33	Ensure that it's a comfortable environment, that also makes sure everyone gets treated with respect.	Agreed. Our Dignity at Work policy aims to achieve this.
34	Employ people with a minimum background check e.g. there is no requirements for a cleaner job. So	Ceredigion County Council only requests a DBS check when it is relevant to the job and when the law says that we have to. We also have to check that everybody we

	Comments	Ceredigion County Council Response
	everyone is able to be a part of the workforce.	employ is legally entitled to work in the UK and we ask for evidence of this.

Objective 2: To Foster Good Relations and Tackle Prejudice

95% of people who answered the online survey and 93% of the Youth Council agreed that this should be an Equality Objective for Ceredigion Council. 86% of people who answered the online survey agreed that the actions in the plan would help us to achieve this objective. But only 63% of Youth Council members agreed. See graph below.



We asked the public, “**Do you think that we could do more, or do things differently, to better achieve this objective?**” Their answers, with our responses, are below.

	Comment	Ceredigion County Council Response
1	<p>Disability Inclusion: There's no mention of actions to support individuals with disabilities. Accessibility and inclusivity for all should be part of any plan to foster good relations and tackle prejudice. LGBTQ+ Inclusion: Specific measures to support and protect the</p>	<p>We are a Disability Inclusive employer. This means that all disabled people who meet the essential criteria of the job are guaranteed an interview.</p> <p>We are working to the social model of disability so that society becomes more inclusive. Our plan includes many actions to achieve this. For example, involving</p>

	Comment	Ceredigion County Council Response
	LGBTQ+ community could be beneficial.	more disabled people and LGBTQ+ people in local politics and decision making.
2	You have forgotten the disabled again.	Please see response 1 above.
3	Spending limited financial resources on media campaigns to promote awareness on diversity and relevant? historical events demonstrates a total lack of understanding on what most people think is relevant in society	A very small percentage of the Council's budget is spent on these campaigns. They usually take the form of social media posts and bulletins to staff. We have covered topics like Armed Forces Day, Hate Crime awareness week, Transgender day of visibility and LGBT History month. Making people more aware of an issue can be the first step towards creating an environment where change is possible.
4	Keep six forms where they are - although difficult financially it will lead to the hollowing out of the county - families who can afford it will live within easy reach of Aberaeron. Sold more rural houses will sell to rich older incomers. This will create an even more unbalanced County.	This is outside the scope of this consultation. The topic was discussed by Scrutiny Committee on 28/09/23 and by Ceredigion Cabinet on 07/11/23. Please contact us for more information or visit the Council website: Ceredigion County Council Committee details - Learning Communities Overview and Scrutiny Committee
5	Avoid intrusive surveillance and censorship which inhibits free speech and the ability of people to engage with each other and share views for mutual understanding.	Unsure how this could contribute to this equality objective.
6	Talk to your customers. Listen to your customers. Stop the charades you call consultations. Stop dictating.	Noted.
7	Commit to end Ceredigion involvement in the arms industry	This is outside the scope of this consultation.
8	Time to tackle the prejudice against the Welsh language maybe? Recently have heard more arguments that state the council should not spend money on bilingual services as 'is a waste' but that attitude and prejudice needs to be worked on so it doesn't exist!	The Welsh Language Standards put a legal duty on us not to treat the Welsh language less favourably than English. We want to increase the use of Welsh in all aspects of public life in Ceredigion so that people can live, learn, belong and succeed through the medium of Welsh.

	Comment	Ceredigion County Council Response
9	Again, appoint the BEST PERSON FOR THE JOB.	<p>We believe that the Council workforce should represent the local population that it serves at all levels of the organisation.</p> <p>All appointments to paid employment with Ceredigion County Council are made on merit. Our selection criteria is based on the ability of the person to do the job as defined by the job description and person specification.</p>
10	You need to get more people with lived experience in the decision making positions	Agreed. We aim to achieve this by taking action to encourage proportionate representation in our workforce (action 1.2). Action 3.1 commits us to programmes and plans to increase representation in local politics and decision making (action 3.1)
11	It is so important that people are treated equally.	Agreed.
12	No - great efforts are continuously there to evolve with the times.	Noted.
13	Ensure that EDI training goes beyond the law and wins hearts and minds.	Agreed. We offer a range of Equality, Diversity and Inclusion training. We are working on a new format which aims to put the learner in the shoes of people with lived experience.
14	The Council should be more transparent, open and honest in its reporting, including where things haven't worked.	<p>Scrutiny plays an essential role in making sure that our decision process is accountable and effective.</p> <p>Our Overview and Scrutiny process gives Councillors the chance to examine the various functions of the council. Scrutiny committee members ask questions on how decisions are made. They consider whether services could be improved, and they make recommendations. The meetings are open to the public and minutes are published on our website.</p>

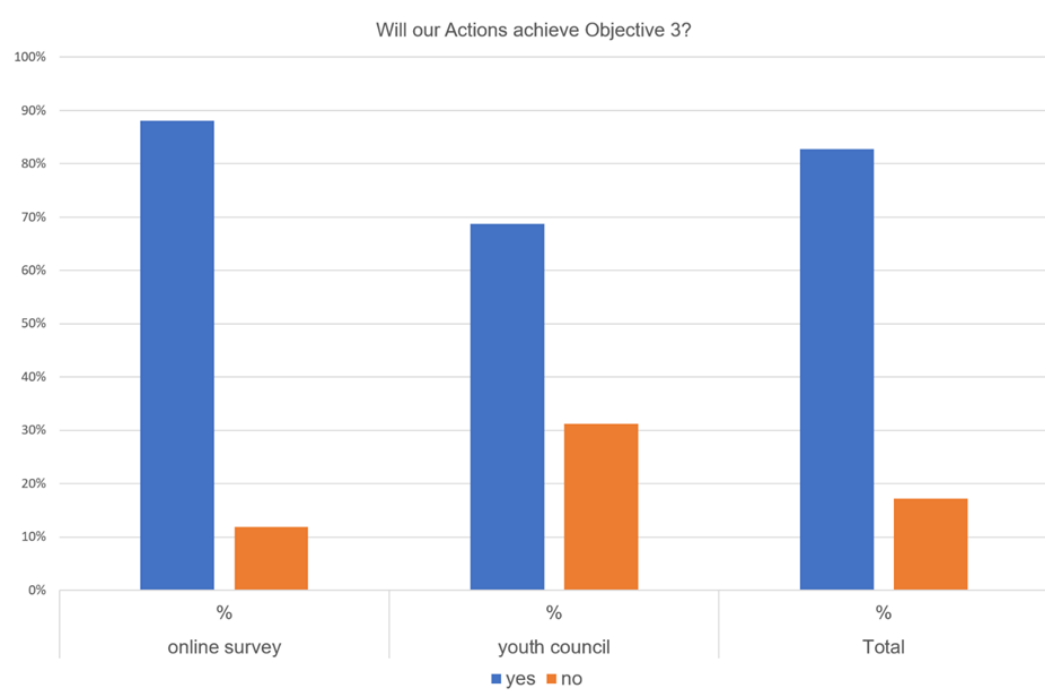
We asked Ceredigion Youth Council members what we could do to make Ceredigion a more respectful and friendly place. Their comments and our responses are below.

	Comment	Ceredigion County Council Responses
15	Good work environment, make sure any disturbances are dealt with	Agreed. We will continue to listen to our workforce to inform decision making (action 1.6). We will measure success by asking employees if they feel that the Council cares about their health and wellbeing.
16	Reinforce and educate about the importance of tolerance and equality.	Agreed. We offer a range of Equality, Diversity and Inclusion training. We are working on a new format which aims to put the learner in the shoes of people with lived experience.
17	To advocate and educate about acceptance of appearance, race, gender, sexuality and disability.	Please see response 16 above.
18	Agor ardaloedd saff er mwyn trafod unrhyw annhegwch mae person wedi'i wynebu. A gwneud yn siŵr fod pethau yn cael eu wneud i'r troseddwy. <i>(Open safe spaces to discuss any unfairness that people have faced. And make sure that something is done to the offenders.)</i>	Our Manager's Toolkit provides a step by step approach to supporting staff wellbeing. Our Dignity at Work policy sets out the procedure following a dignity at work complaint.
19	Place posters supporting LGBTQ rights as well as teaching in schools that bullying is wrong and to not discriminate against our peers.	We tend to use workforce policies (as above) and training rather than posters. All Council staff must complete Equality and Diversity training every 3 years.
20	Trust and equality.	Noted and agreed.
21	Less discrimination against English population within the workplace and schools. Especially with teachers being rude and discriminatory towards English students.	Discrimination against any nationality is against the law and will be treated as such in line with our Dignity at Work policy, Dignity at Work for Schools policy and individual schools' anti-bullying policies.
22	Everyone treated equally	Agreed. We hope that our Equality Plan will help to achieve this.
23	Ensure that people are taught from a young age that discrimination is wrong.	Agreed. We hope that updating anti-bullying policies in schools (action 5.3), our commitment to Victim Support's Hate Crime Charter (action 2.2) and media campaigns to promote awareness and

	Comment	Ceredigion County Council Responses
		celebrate diversity (action 2.5) will help to achieve this.
24	More education on equality from a young age.	Please see response 23 above.
25	Addysgu mwy am beidio discriminatio (<i>more education about being non-discriminatory</i>)	Please see response 23 above.
26	Addysgu pobl, cosbi pobl am anghydraddoldeb (<i>Educating people, punishing people for inequality</i>)	Please see response 23 above.
27	Respect.	Please see response 23 above.
28	Equality, no judgment.	Please see response 23 above.
29	More multi-cultural schools.	Our schools tend to reflect the culture of the staff, pupils and governors of the school. Some schools are more multi-cultural than others.

Objective 3: To Ensure Engagement and Participation

95% of responses to the online survey and 93% of the Youth Council agreed that this should be an Equality Objective for Ceredigion Council. 88% of people who answered the online survey agreed that the actions in the plan would help us to achieve this objective. But only 69% of youth council members agreed. See graph below.



We asked the public, “**Do you think that we could do more, or do things differently, to better achieve this objective?**” Their answers and our responses are below.

	Comments	Ceredigion County Council responses
1	There clearly is a need to feedback on the consultations that you undertake more promptly and clearly so people know what the outcome is and what was decided. Having seen the Council's Engagement and Participation Strategy, there is the intention of doing this, so I would encourage you deliver on that, it will help everyone. Some Councils do more on "you said we did", the Council could consider following suit and doing something similar, nothing big just a one-side in the reports that you produce stating clearly what you did as a result of the feedback.	<p>Agree. We hope you will agree that this document is an example of the “you said, we did” approach.</p> <p>We will use our new Engagement toolkit to continue to build on this approach (action 3.6). The importance of prompt and clear feedback is included in this toolkit.</p> <p>We also need members of the public to be aware of the length of time it takes for the Council to follow the democratic process properly.</p>
2	You must ensure that you have plurality of voices in relation to 'LGBT' issues. It is vital that you listen to organisations other than Stonewall - eg LGB Alliance, as a 'one size fits all' approach is not relevant to all.	Agreed. We use a range of resources to learn about LGBT issues and will continue to support local Pride events.
3	Too much time and effort demonstrating exactly how "Me too" fixated the UK institutions have become	Please read our equality survey engagement report 2023 . Appendix 3 shows the comments and examples of lived experience from people who live or work in Ceredigion.
4	Solve problems that actually exist rather than inventing new ones.	Please see response above.
5	Yes. Include the many people who are functionally disabled by electrosensitivity (ES) and are thereby excluded from many parts of society because of the threat to their health and wellbeing. They are a minority group whose urgent need for work, accommodation and a safe space are being ignored.	This is something that we need to understand better.

	Comments	Ceredigion County Council responses
6	<p>EHS is a disability, a functional impairment due to an inaccessible environment. The views of people with EHS in Ceredigion need to be taken into consideration by the Council when it makes decisions on the provision of wireless technologies in council premises and public spaces, such as the recent installation of Wi-Fi in Lampeter and other towns in the county, something which has greatly affected people with EHS in the county, increasing their sickness, pain, and suffering and making their lives – which are already challenging enough – more difficult. You need to work with suitable partners to establish an EHS stakeholder forum so that you can better understand and implement examples of good practice. This will be not just to the benefit of the most acutely affected, but also those more moderately (and often not consciously) affected, i.e. those demonstrating some level of electrosensitivity – as manifest in chronic sleep, fatigue, mental and/or physical health problems.</p>	<p>Please see response 6 above</p>
7	<p>Hurray! <i>We (disabled people)</i> exist. Next, the homeless. However, I am too familiar with "We consulted the (e.g.) Disability Forum [and then proceeded to ignore all their recommendations" to be entirely convinced.</p> <p>I suggest that in addition you host social events, invitations to citizens selected randomly but adjusted to ensure diversity. Provide food, to introduce people to a wide range of cuisines. But the main thing would</p>	<p>We want to develop the Disability Forum (action 3.2) and are grateful to the members who give up their time to work with us to help improve our services.</p> <p>We want to establish further stakeholder forums (actions 3.3 and 3.4). We will consider the suggested approach of meeting, chatting and making short films.</p>

	Comments	Ceredigion County Council responses
	be to facilitate meeting and chatting with Enable groups to make short films about their life in Ceredigion. Or perhaps why they came here if they are from elsewhere.	
8	You do too much online and too little face to face.	<p>We are aware of the need for face to face services. Our Hybrid working policy identifies work categories that range from 'in the workplace' 'partly at home/partly at the workplace' and 'roaming'.</p> <p>Our customer contact team offers a face to face service from our four major libraries, Aberystwyth, Aberaeron, Lampeter and Cardigan.</p> <p>Our aim is to be flexible in terms of where and when work is carried out and also to provide good services.</p>
9	Advertise opportunities to engage more widely.	<p>We promote opportunities on social media, on posters at our libraries and leisure centres, on our website and through targeted emails to specific groups.</p> <p>We have launched 'My Account.' This allows people to tell us if they want to know about engagement and consultation opportunities. We can then contact them direct.</p>
10	Elected members do not represent the diversity within Ceredigion - there is a lack of people who have moved into the county.	<p>We want to encourage more young people, women, disabled people, LGBTQ+ people and people from diverse ethnic backgrounds into local politics and decision making (action 3.1).</p> <p>The citizens of Ceredigion elect councillors. We promote diversity in line with the protected characteristics within the Equality Act 2010.</p>
11	Just 'developing the membership' of the disability forum is not enough - accessibility around Ceredigion for	Providing public transport that is affordable for the passenger as well as the transport provider is a huge challenge.

	Comments	Ceredigion County Council responses
	public transport is poor - in Llandysul there is 1 bus a day and that refused my wheelchair recently as the driver didn't know how to operate the wheelchair lift. Participation is non-existent if there is no transport!	<p>Please see action 4.10: We will work with partners to develop sustainable and affordable travel solutions.</p> <p>Although not inspirational, we feel that this action is realistic in the current economic climate.</p>
12	Foster greater knowledge and understanding about neurodiversity - both within our existing staff and for customers / future staff.	Council staff can book onto our training course 'Neurodiversity in the Workplace for Managers and HR Staff.' There are also 2 x 'Understanding Autism' e-learning modules.
13	It shouldn't matter what colour/age/sex/.... a person is if they are appropriate to do the job. Just get the BEST PERSON in post. It pointless to have 1 male/1 female/1 black/1 white.... person on the workforce if they cannot/will not do the job properly.	<p>We believe that the public sector workforce should represent the population that it serves at all levels of the organisation.</p> <p>All appointments to paid employment with Ceredigion County Council are made on merit. Our selection criteria is based on the ability of the person to do the job as defined by the job description and person specification.</p>
14	You need to do more with people, rather than for people. We need to be led by people who experience all these things rather than people who have no real understanding of the issues.	<p>Agreed. Our Through Age and Wellbeing services are delivered in line with the Social Services and Wellbeing (Wales) Act. This is a law that gives people more of a say in the care and support they received. It's about people making decisions about their care in partnership with professionals.</p> <p>In addition to this, all interview panels for jobs in social care includes someone with lived experience.</p>
15	If people do not participate how do we know what they want.	Agreed.
16	we need to educate individuals in education that it is worth going to work and not staying home to be on benefits the drive to be part of a community it lost meaning it has a massive impact on mental well	Agreed. This is not a specific action in our Equality Plan, but we do track the number of people who claim benefits because they are unemployed. We offer a range of services to help people into education, work or training.

	Comments	Ceredigion County Council responses
	being. Feeling lost & lonely - intergeneration should be made easier to coordinate	Some people cannot work because they have caring responsibilities or health issues. Our Carers and Community team help people in their communities to reduce feelings of loneliness and isolation.
17	ask for volunteers from members of protected characteristic groups to share their experiences and expectations	Agreed. We will do this with the current Disability Forum and a BAME forum and LGBTQ+ forum that we want to develop (actions 3.2, 3.3 and 3.4)
18	There needs to be a Womens stakeholder forum - women face inequality within minority groupings.	Comment noted.

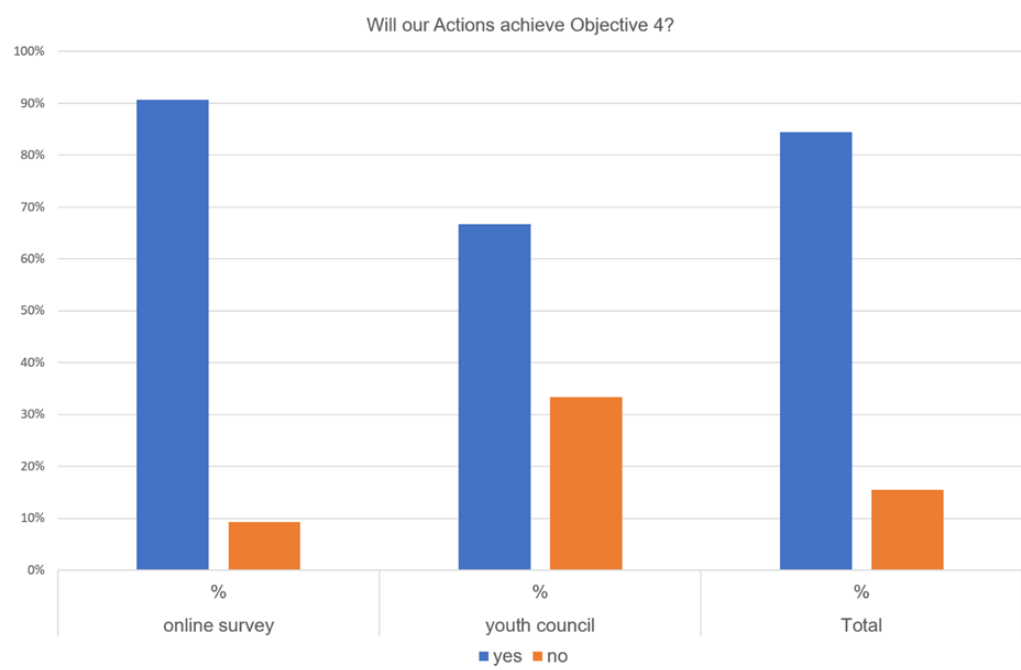
We asked Ceredigion Youth Council members how we could make it easier for people from different backgrounds to take part in decisions. Their comments and our responses are below.

	Comments	Ceredigion County Council Responses
19	Anonymous surveys	Noted, most of the council's surveys are anonymous.
20	More accessibility	Noted. We hope that the actions in our Equality Plan will help us to achieve this.
21	Sicrhau llefydd i bobl allu rhoi eu barn (<i>Ensure there are more places for people to give their opinion</i>)	<p>We are always looking for more ways to promote opportunities to engage with us and ask for people's opinion.</p> <p>We promote opportunities on social media, on posters at our libraries and leisure centres, on our website and through targeted emails to specific groups.</p> <p>We have launched 'My Account.' This allows people to tell us if they want to know about engagement and consultation opportunities. We can then contact them direct.</p>
22	Advertise it more, make more people aware.	Please see response 22 above.
23	Get people more chances to offer their opinions.	Please see response 22 above.
24	Ask for people opinions	Please see response 22 above.

	Comments	Ceredigion County Council Responses
25	Reach out to different groups and organisations, advertise it.	Please see response 22 above.
26	Easy to report discrimination or hate crime	We will continue to work with Victim Support and our Regional Community Cohesion Team to raise awareness of Hate Crime and make sure it is easy to report incidents of Hate Crime (action 2.2).
27	Gwneud yn siŵr fod lleisiau yn cael ei clywed. A ddim wedi'i anwybyddu. <i>(Making sure voices are heard. And are not ignored)</i>	Responses to engagement and consultation campaigns are usually included in reports to Ceredigion County Councillors. They make the final decision on changes to services and new policies. The minutes of all Youth Council meetings are presented to Ceredigion Cabinet.
28	Sicrhau bod lleisiau yn cael ei clywed. <i>(Ensure voices are heard)</i>	Please see response 28 above.
29	Make sure everyone's voice is taken into account, more chances to speak out.	Please see response 28 above. We are always looking for more ways to promote opportunities to engage with us and ask for people's opinion.
30	No judgment, make sure that things are accessible and safe.	Agreed. We hope that our Equality Plan will help to achieve this.
31	Anonymous speaking, to create a safe environment.	Most of the council's surveys are anonymous.
32	Anonymous surveys	Please see response 33 above. We will encourage council staff who carry out face to face consultations to take an anonymous box with them.
33	Have an anonymous box.	Please see response above.
34	Allow people to say their opinions in a way they're confident in, whether that's through an email, essay, speaking, motions (non-aggressive) etc.	We will include your suggestion in our new Engagement toolkit for staff.

Objective 4: To ensure Dignity, Respect and Access to Services

100% of responses to the online survey and 88% of the Youth Council agreed that this should be an Equality Objective for Ceredigion Council. 91% of respondents to the online survey agreed that the actions in the plan would help us to achieve this objective. But only 67% of youth council members agreed. See graph below.



We asked the public, “Do you think that we could do more, or do things differently, to better achieve this objective?” Their answers and our responses are below.

	Comments	Ceredigion County Council Responses
1	No, but I would emphasize the importance of making the Council's website more accessible.	Agreed. This is included in the plan (action 4.6).
2	Your 'Toilets for All' strategy MUST include the retention of single sex toilet facilities in all cases. You can add a third 'unisex' option for those that require them, but single sex toilets are a requirement by law - in schools for children over the age of 8 toilets must be segregated by sex by law. For public toilets, for safety, single sex must be provided unless	We will take this into account as part of the review of our Toilet Strategy (action 4.9)

	Comments	Ceredigion County Council Responses
	the toilet is single occupancy with enclosed washing facilities.	
3	Additional funds. There is limited infrastructure, it's difficult to access some services without cars. Also try not to be too prescriptive - the longer-term existing communities want to be left alone and enjoy living in isolation - urban incomers seem to want to be in communities and to monetise small holdings etc. For those who want to be left alone dignity and respect is realising they like and want to live more isolated lives.	Agreed. It is difficult to develop the infrastructure in the current financial climate. Council staff are based in each council run library, leisure centre and wellbeing centre but these are located in the towns. We do our best to bring services out to people who need them and to provide on-line services, where this is appropriate. We acknowledge the fact that not everyone can use on-line services.
4	Please make sure you also include environmental impact and conservation when building. You will say "of course" but take it seriously and don't allow finance to be the deciding factor. Put effort into identifying unused space that already exists in the towns. But also appoint a conservation officer and team to protect our built heritage. Don't allow that to be spoilt for all time because of current urgent need. Provide funds so that owners of historic buildings can carry out repairs sympathetically (no more uPVC) - build with an eye towards the future and to the past	<p>Most planning applications need some form of ecological survey and assessment, depending on the site and the proposal. All planning applications must include site specific biodiversity enhancements (as well as compensation and mitigation).</p> <p>We follow the principles of Planning Policy Wales which state that we should consider previously developed land and/or underutilised sites located within existing settlements first and sites on the edge of settlements at the next stage.</p> <p>Our Specialist Development Management officer (Built Heritage) is drafting a guidance note on windows in conservation areas and listed buildings. We don't have control over use of uPVC in dwellings in many conservation areas. This may change if Article 4(2) Direction is applied to more conservation areas.</p>
5	Stop online meetings and meet your customers face to face.	We recognise some of the shortcomings of meeting online. We are updating our technology so that we can improve the online experience.

	Comments	Ceredigion County Council Responses
		<p>We offer hybrid meetings so that people can attend in person or virtually.</p> <p>We are aware of the need for face to face services.</p> <p>Our Hybrid working policy identifies work categories that range from 'in the workplace' 'partly at home/partly at the workplace' and 'roaming.'</p> <p>Our customer contact team offers a face to face service from our four major libraries, Aberystwyth, Aberaeron, Lampeter and Cardigan. Our Carers and Community support team are out meeting customers face to face on a regular basis.</p>
6	Yes, urgently address the need for safe housing for people functionally disabled and currently rendered homeless and jobless by electrical hypersensitivity (EHS).	Electrical hypersensitivity is something that we need to understand better.
7	There is currently no housing provision for people with EHS in Ceredigion. Again, you need to work urgently with suitable partners to establish an EHS stakeholder forum so that you can better understand examples of good practice and swiftly implement appropriate, lasting solutions to the seriously unhealthy and inhumane housing situation faced by many of those with EHS today. The Council could, and should, be playing a leading role in adequately recognising this cohort and their fundamental rights and needs in this domain, helping to address the EHS housing emergency within the housing/homelessness crisis currently gripping the nation. Public transport is inaccessible to people	Please see response 6 above.

	Comments	Ceredigion County Council Responses
	with EHS owing to the presence of Wi-Fi and smartphones on both buses and trains. They are, by and large, forced to curtail their movements/rely more so on others than they would like to (consider: isolation, reliance on others, lack of independence) and/or use their own transport, with all the costs, risks, and complexity that these things entail.	
8	The council has talked about doing these things for the last 20 years+ and there has been more procrastination and research than actually doing anything. The system of electing councillors reinforces the status quo. There is hardly any meaningful drive for change needed.	<p>Annual monitoring reports on our current Strategic Equality Plan show steady progress. These can be viewed on our website Strategic Equality Plan & Objectives - Ceredigion County Council. Paper copies can be provided on request.</p> <p>Our Equalities and Inclusion manager can meet with anyone who would like to go through these in more detail.</p> <p>Ceredigion citizens elect our Councillors in line with the Local Government and Elections (Wales) Act 2021.</p>
9	Good words but your past record suggests nothing will change.	Please see response above.
10	Stop charging for toilets. There's no dignity in that situation.	<p>Our last consultation on public toilets (2019) showed that 66% of respondents were willing to pay to use Public Conveniences. With the prospect of future budget cuts it is important to raise revenue in order to maintain these facilities.</p> <p>A review of our Toilet Strategy is included in our Equality Plan (action 4.9)</p>
11	Developing affordable travel solutions is key for the disabled community for access to services. I usually drive (in an adapted car, I'm a wheelchair user) and can access services but recently broke my ankle	<p>Providing public transport that is affordable for the passenger as well as the transport provider is a huge challenge.</p> <p>Please see action 4.10: We will work with partners to develop sustainable and affordable travel solutions.</p>

	Comments	Ceredigion County Council Responses
	and so am unable to drive. As such I can access absolutely nothing and am stuck in the house as there is a steep hill to the village, the leisure centre, the library and the bus stop. At the Bwca bws would collect me at the end of the road, but that service is no longer available.	Although not inspirational, we feel that this action is realistic in the current economic climate.
12	I believe that anyone who wishes to speak/write Welsh should be able to do so if possible, however, if appointing a Welsh speaking person above a better qualified non-Welsh speaker means that the job is done to a lower standard, then that is nonsensical. I also believe that it is wrong to force the speaking of Welsh on to people who do not wish to speak it. I do understand that by living in Wales, I will see/hear Welsh on a regular basis, but that should not mean that I am made to feel obligated to learn Welsh.	<p>We are a bilingual organisation; some jobs have to be done by a Welsh speaker. However, we will now adopt a continuum approach to the attainment of language skills. We will expect successful candidates to show a steady improvement in their language skills.</p> <p>Our policy is to ask people what their preferred language is and to continue in that language. If you have told us that your preferred language is English, this should be recorded, and we would continue to provide you with a service through the medium of English.</p>
13	Be open	We aim to be transparent and open with all Council business.
14	Be open and transparent about what you are doing, especially on housing and transport.	Please see response above.
15	Making cuts in care services will not allow for this, if you invest in providing care it keeps people safe in their home. Extra Care can enable people to live at home safely with provisions put in place to open up the communication between district nurses GP's etc making a saving for the NHS and the council in the long run. Delta well being service make a massive difference in the ageing populations lives, technology can be utilised further to keep people safe.	<p>The 2023-24 budget for our Through Age Wellbeing and Care service is £53m. We forecast an overspend of approximately £3.5m.</p> <p>The financial position is extremely challenging. Our Medium Term Financial Plan for 2024-25 indicates a budget gap of £8.5m and a savings requirement of £6.4m. However, we do recognise the benefits of an 'invest to save' approach.</p> <p>The Delta Connect service is funded by Welsh Government's Health and Social Care Regional Integration Fund 2022-2027</p>

	Comments	Ceredigion County Council Responses
		through the West Wales Regional Partnership Board.
16	Please add 'young people' to the success measure for Action 3.1.	Action 3.1 amended.

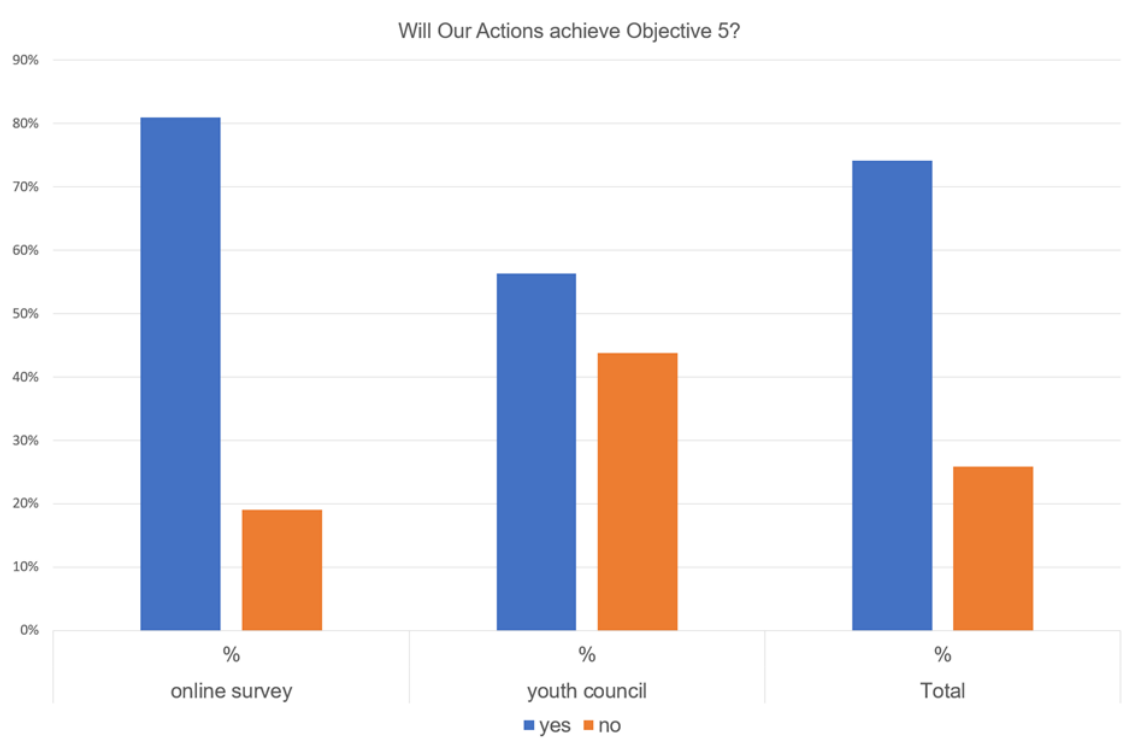
We asked Ceredigion Youth Council members how we could make it easier for people to access Council services. Their comments and our responses are below.

	Comments	Ceredigion County Council Response
17	Websites	Our website Cyngor Sir Ceredigion County Council is continually updated. We are always working to improve it and make it easier to use.
18	Ar lein neu rhif ffon gall ffonio am manylion <i>(Online or a phone number you can call for details)</i>	Please see response above. People can also ring the Council during our normal working hours.
19	Easy to read website which accommodates for people with disabilities.	Over 90% of our website has achieved the AAA standard of accessibility. The remaining 10% is due to the use of pdf documents which are almost impossible to make accessible. We will continue to improve the accessibility of our website under our new Equality Plan (action 4.6).
20	Bod ar cyfryngau cymdeithasol (Be on Social Media)	Our Welsh Facebook page – Cyngor Sir Ceredigion – has 2,00 followers. Our English Facebook page – Ceredigion County Council – has 16,800 followers. In addition to our main Council Facebook page, there are 15 Facebook pages run by individual Council services. Ceredigion schools also have their own Facebook pages. We have 2,600 followers of our Welsh X (formerly Twitter) account and 8,700 followers of our English X account. In addition to our main Council X account, there are 9 X accounts run by individual Council services.

	Comments	Ceredigion County Council Response
		Our Instagram account – caruceredigion has 1,600 followers. <i>(Figures were correct at 05/01/24)</i>
21	Social media, and accessibility for disabled people.	Please see response 20 above. We hope that our Equality Plan will further improve accessibility for disabled people.
22	More awareness of services available on social media bilingually	All Ceredigion County Council services and social media posts are bilingual.
23	More information in the languages. Polish, Romanie etc.	We can provide information in other languages on request.
24	Ensure there are ramps present for wheelchair users	All council buildings open to the general public are fully accessible. Accessibility is a prime consideration in the design of any new development.
25	Speak both English and Welsh	All Ceredigion County Council services are bilingual.
26	Talk about it in school flyers, adverts.	Noted.
27	Angen sicrhau fod accessibility yn dda. A ddim wedi neud yn wili nili. <i>(Need to ensure that accessibility is good. And not done willy nilly)</i>	Agreed. We hope that our Equality Plan will help us to achieve this.
28	Allow the option to have a home visit for people with mental health problems or disabilities.	Our social care team, part of our Through Age and Wellbeing service offer home visits.
29	Create online posts or news articles offering people opportunities.	We promote our services on our social media pages and in news articles released to the local press.
30	To create a forum or website where people could access these services online and anonymously. To advertise it to all ages, race etc. To make sure it's known to be equal and diverse.	Many of our services can now be accessed online. Unfortunately we cannot provide services to people who remain anonymous. Confidentiality is very important to us and we have strict data protection processes.
31	Ask disabled people what would best benefit them.	Ceredigion Disability Forum meets every 3 months. We do need to attract more people to join. This is included in our Equality Plan (action 3.2).

Objective 5: To provide Fair and Inclusive Education

95% of responses to the online survey and 88% of the Youth Council agreed that this should be an Equality Objective for Ceredigion Council. However, only 81% of respondents to the online survey agreed that the actions in the plan would help us to achieve this objective. Only 56% of youth council members agreed. See graph below.



We asked the public, “Do you think that we could do more, or do things differently, to better achieve this objective?” Their answers and our responses are below.

	Comments	Ceredigion County Council Response
1	The WG has not yet issued a 'trans guidance for schools' so it would be foolhardy to say you will implement it without seeing it's contents. The current trans toolkit in Ceredigion was withdrawn in 2020 when similar toolkits in the UK were subject to court challenge due to erroneous guidance which contradicted equality law. It is possible to treat young people with gender identity incongruence with respect but it must not be at the expense of the majority.	Agree, it is difficult to fully answer without trans guidance from Welsh Government. Pupil voice is key. We will follow Welsh Government guidance on provision of school toilets and changing facilities.

	Comments	Ceredigion County Council Response
	Toilet and changing facilities must remain single sex for the safety and dignity of ALL pupils.	
2	Points a & b are difficult to attain. The public, parents etc have not been made aware of the WG's trans guidance for schools. If a school has 1 child that identifies as a different sex than that of its birth then this must be reflected on the schools governing body?	<p>See response 1 above regarding trans guidance for schools.</p> <p>School governing bodies should represent the population for which the school caters. Each governing body follows Welsh Government Guidelines when recruiting governors. Applications are judged on merit and skills set.</p>
3	Too much emphasis on Welsh in education. This creates barriers to learning and does not make people feel equal. This means the policy is not inclusive and fair.	<p>We aim to educate pupils so that they are thoroughly bilingual by the time they leave the primary school. This means that pupils will be able to participate fully in the bilingual community of which they are a part.</p> <p>This is in line with the Welsh Government Curriculum for Wales and supports the Well-being of Future Generations (Wales) Act 2015.</p>
4	I don't understand how making English speaking children learn subjects in Welsh can be as productive in terms of achievement as learning in their first language. How can they understand what is to them an alien subject matter when they are perhaps struggling to understand the basic words in Welsh - never mind the technical words of the subject.	<p>There are disadvantages to being bilingual, but these are far outweighed by the advantages.</p> <p>International research confirms that bilingual children can think more creatively and tend to score higher in IQ tests than children who speak only one language.</p> <p>Around 40% of job descriptions in Wales need the ability to speak English and Welsh.</p> <p>On average, bilingual people earn between 8% and 10% more salary because of their ability to work in two languages (Dr Colin Baker, Bangor University).</p>

	Comments	Ceredigion County Council Response
5	Spend more time on majorities not minorities.	Minority groups tend to experience more disadvantage than majority groups. This creates inequality. The aim of our Equality Plan is to reduce inequality.
6	Too much time is spent dealing with minorities. It is out of all proportion.	See response 5 above.
7	ALN provisions in schools are poor. Trandep etc do not work! Parents having to pay for private tutors as provisions in schools aren't good enough. Education system isn't made for any children that aren't 'average'	ALN provision in Ceredigion schools has been monitored by the Local Authority and Estyn and found to be effective. Staff receive ongoing training for the delivery of effective and proven additional learning provision and inclusive strategies.
8	I discovered at that age of 59 that I, like my son, have ADHD. I have been waiting 2½ years for a diagnosis and the centre in Carmarthen don't even reply to emails. Do something to assist the health board to pick up speed. Engage an instructor to help people with their IT difficulties. Courses are good, but something less structured to answer occasional queries	Diagnosis of ADHD is a matter for Hywel Dda Health Board. Our team of Community Connectors offer regular drop in sessions across the county. They signpost people to the range of IT courses available and can also help with occasional enquiries at the time. Our Adult Learning team - Dysgu Bro, also offer drop in IT advice sessions. Please contact the Council to ask for the next drop in session in your area.
9	Schools should have internet capability hard-wired instead of wi-fi so that electrosensitive children and students are not excluded from education and other children are protected from any harms to their health. See bioinitiative.org for evidence of harms from wireless technology, including wi-fi, phones, masts and smartmeters.	Electrical hypersensitivity is something that we need to understand better.
10	Again, children with EHS in the county are excluded from school due to the presence of Wi-Fi, along with other wireless devices/systems. In August 2022 a UK Upper Tribunal recognised a child's EHS as an impairment that met the tests in the Equality Act and awarded an	Please see response above.

	Comments	Ceredigion County Council Response
	<p>Education Health Care Plan (EHCP). This ruling set a precedent and means that public bodies must take into account the discrimination resulting from their deployment of Wi-Fi and other wireless technologies. An excerpt from the hearing notes: “The child’s problem with electromagnetic radiation affects her life generally and limits her day-to-day activities—the Equality Act test. It applies at school, at home, and when she is out in the world. When at school, her problems with communication and making use of the computers are a direct result of the use of Wi-Fi in schools. [...] [The child’s] symptoms were not unique to a school environment. But when they occurred in that environment, they arose from the school’s choice of the medium for providing education. In those circumstances, some provision is required in order to render the education effective.” (Excerpts from Redacted Outcome Statement Nov. 2021, UK Tribunal Court.)</p>	
11	<p>It is difficult to answer this question as I feel more detailed information is needed on the educational opportunities available to children and young adults with ALN.</p>	<p>Noted. It is difficult for people that do not have lived experience to answer this question</p> <p>Please see information on our website Additional Learning Needs (ALN) - Ceredigion County Council</p>
12	<p>The education system is too inward looking. And not focused on climate breakdown and the need to educate our youth truthfully so they can be ready for the catastrophe that their lives will witness</p>	<p>As part of the new curriculum for Wales, there are 4 purposes. The focus of one of the these is to develop ethical and informed citizens of Wales and the world.</p>
13	<p>Everyone should have access to education.</p>	<p>Agreed.</p>

	Comments	Ceredigion County Council Response
14	<p>Angen cyfeirio at ddisgyblion difreintiedig fan hyn (PYD / RADY*) hefyd er mwyn sicrhau eu bod nhw yn gallu llwyddo yn yr un modd â phlant sydd ddim mewn sefyllfa difreintiedig (<i>You also need to refer to disadvantaged pupils here (FSM / RADY*) to ensure that they can succeed in the same way as children who are not in a disadvantaged position</i>)</p> <p>*RADY - Raising Attainment for Disadvantaged Youngsters</p>	<p>Our Deprivation and Equity Strategy is a new strategy for schools to support young people experiencing deprivation. It was approved by Cabinet on 14/02/2023. A report on its progress will be presented to the Schools and to the Learning Communities Overview and Scrutiny Committee each year.</p>
15	<p>You don't mention about supporting children from low-income families or from care homes.</p> <p>I have seen nothing about supporting older people to take advantage of digital technology so I don't know what "continuing to support" means.</p>	<p>Please see response 14 above.</p> <p>Our Through Age and Wellbeing teams support people in their homes to use i-pads to revisit childhood memories, play interactive games, check their waste collection dates, apply for pension credit, etc</p> <p>Our Adult Learning team - Dysgu Bro, also offer drop in IT advice sessions and digital literacy classes. These are widely advertised but your response shows us that we need work on promotion. Please contact the Council for more information.</p>
16	<p>How about 'creating a safe environment for those in education to be able to be themselves without fear of ridicule'?</p>	<p>Agreed. Everyone has the right to be free from discrimination, bullying and abuse in education settings.</p>
17	<p>Engage parents in educating their children and themselves to create a more inclusive and supportive community within the educational establishments - encourage children to be champions / challenge hateful behaviour</p>	<p>We collaborate with parents in meetings regarding challenging behaviour and are investing in Paul Dix's training, "When the Parent Change".</p> <p>Our Learning and Skills mentors work with students that need support with building positive relationships.</p>

We asked Ceredigion Youth Council members how we could make sure that education is fair and safe for everyone. Their comments and our responses are below.

	Comments	Ceredigion County Council Response
18	Safe spaces	All Secondary schools now have 'Hafan', a homely room at school that pupils can access for emotional and practical support.
19	Try to limit stigma to avoid bullying, safer space to report discrimination	The Governing Body approves the school's individual Anti-Bullying Policy which is available from the school on request. The Headteacher provides a termly report to the Governing Body on any bullying cases.
20	Have places to report hate crimes	We will continue to work with Victim Support to ensure that reporting hate crime in educational settings is a priority (action 4.2)
21	Third party services to help with hate crime and bullying.	Please see response above.
22	Don't allow teacher to bully students or harass them.	Agreed. Everyone has the right to be free from discrimination, bullying and abuse in education settings.
23	Ensure the safety and security of minority students and educate both students and teachers on important matters.	The values of respect, tolerance and kindness should form part of our school communities and cultures. Headteachers report on bullying cases each term. The reports are forwarded to the Council's Child Protection Officer. Welsh Government plan to strengthen the guidance on prejudice-related bullying. They will focus particularly on racist, Islamophobic and antisemitic incidents. Action 5.3 in our plan commits us to ensuring that local guidance reflects this.
24	Creating an accepting environment, to educate about diversity and hate crime in a safe environment.	Please see response 23 above.
25	Addysgu plant am ymddygiad derbyniol	Behaviour policies are in place in all schools, these are shared with parents and pupils. Schools participate in national

	<i>(Educate children about appropriate behaviour)</i>	<p>days, for example, Anti Bullying week. School police officers help to reinforce messages of acceptable behaviour.</p> <p>The well-being curriculum also reinforces these messages, teaching pupils about healthy relationships and making informed decisions.</p>
26	Hyfforddi athrawon <i>(train teachers)</i>	<p>Trainee teachers use Mike Gershon's resources to help them support disadvantaged learners. They meet with our Rural and Pupil Deprivation officer to learn more about supporting pupils that are experiencing deprivation. They also have a session with NHS staff to discuss the mental health needs of pupils in schools.</p>
27	Cosbi y rhai sy'n bwlio a hyfforddi athrawon <i>(Punish those who bully and train teachers)</i>	<p>Please see responses 23 and 26 above.</p> <p>We adopt a restorative approach to address inappropriate behaviour and give pupils the opportunity to discuss their actions and the consequences of their actions.</p>
28	Teach students that have no knowledge about this topic	<p>As part of the new curriculum for Wales, there are 4 purposes. The focus of one of the these is to develop ethical and informed citizens of Wales and the world.</p>
29	Educate children on societal issues from a young age.	<p>Please see response 28 above.</p>
30	Educate people at a young age	<p>Please see response 28 above.</p>
31	Cael toiledau unisex er mwyn fod ddim rhaid i pobl trawsrywiol ddefnyddio toiledau athrawon neu anabl. <i>(Have unisex toilets so that transgender people don't have to use teacher's toilets or disabled toilets)</i>	<p>Until Welsh Government trans guidance is released we will safeguard and respect all pupils. It can be difficult to provide unisex toilets, especially in older buildings. Each case is discussed on an individual basis, pupil voice is essential.</p>
32	Restructure the way lessons are taught to be more inclusive of all students.	<p>Developing learners through the new curriculum is considering the stage of the pupil and not their age. This means that provision is provided at an appropriate level for all learners, ensuring that work is</p>

		differentiated effectively. This is regardless of the subject or topic.
33	Less priority placed on academic intelligence	Please see 32 response above.

4. Effect on the Welsh language

We asked the public if they felt that our draft Plan 2024-28 will have an impact on opportunities for people to use the Welsh language and on the status of the Welsh language in the community. Their answers and our responses are below.

	Comments	Ceredigion County Council Response
1	Overall, I think the impact will be positive, it will create more opportunities and encourage people who speak Welsh to use it, and probably encourage those who don't to consider learning.	Noted.
2	As per my original comment - to demonstrate this. Please use alternative language support.	We provided a separate link to a Welsh version of the survey.
3	We should be encouraging the use of Welsh language not enforcing it.	The Welsh Language Standards put a legal duty on us to not treat the Welsh language less favourably than English. We must support the use of the Welsh language and make it easier for people to use their Welsh in their daily lives.
4	People will speak Welsh if they want to not because you want them to.	It is important that our Welsh speaking residents feel confident to use Welsh as part of their daily life. They have a right to do so in all manner of formal and informal situations. So, as a Council our Welsh language services must be accessible, of a high standard and easy to use.
5	Sometimes too much emphasis is given to the Welsh language. As a non Welsh speaking person in the county I sometimes feel in a minority and feel unincluded with lots of people speaking Welsh around me. Wales is a bilingual country; I am Welsh but don't speak the language. I sometimes feel discriminated	Our policy is to work bilingually, to ask people what their preferred language is and to continue in that language. If you have told us that your preferred language is English, this should be recorded, and we would continue to provide you with a service through the medium of English.

	Comments	Ceredigion County Council Response
	against because of the Welsh Language Policy.	
6	Too much emphasis given to welsh language	Please see responses above.
7	I am happy for anyone who wants to speak Welsh to do so. I am not happy for other people to be made to feel wrong that they do not speak Welsh.	Noted. This is not something that the Council condones.
8	it will ensure access to members in their language of choice	Agreed.
9	Mae hwn yn her parhaus a bydd angen sicrhau fod popeth sy'n cael ei wneud yn ddwyieithog a bod y Gymraeg yn ymddangos yn gyntaf ar unrhyw dull cyfathrebu <i>(This is an ongoing challenge, and you will need to ensure that everything is done bilingually and that the Welsh Language is shown first on any method of communication)</i>	Agreed. This is set out in our Welsh Language Policy Statement.
10	We need to make Welsh an opportunity not a barrier - as a Welsh speaker myself we are frequently most critical of our own level of Welsh and fear being judged by others however this inhibits genuine efforts to improve or to even engage in the first place.	Agreed.
11	This response is not related to this question. Equal opportunities monitoring form You are requesting information on 'gender' - the protected characteristic is 'sex' - the information you will glean from this question will be meaningless. You can ask a person's sex and in a further question, ask if they consider themselves to be 'transgender'. In the draft plan you say that in your mythical village of 100 : "1 person	Section 7 of the Equality Act 2010 says that you must not be discriminated against because of gender reassignment. Gender reassignment means proposing to undergo, undergoing or having undergone a process to reassign your sex. The Equality Act 2010 defines 'sex' as being either male or female. Under the Act, a person's legal sex is the sex

	Comments	Ceredigion County Council Response
	<p>whose gender is now different to what it was when they were born. 8 people would prefer not to tell you their gender identity." Nobody is born with a 'gender'. They are born a sex - male or female. Not everyone has a 'gender identity' - I do not have one: my sex is female. Many do not understand the notion of GI as it is a very recent phenomenon and many do not believe in it. The right not to believe is as valid as the right to believe in GI. It is possible that those 8 people who declined to tell you their gender identity do not subscribe to the notion of gender identity either, so rather than assume that they are too shy to reveal their GI and basing elements of your Plan on the assumption that there are more transgender individuals in the county than declared officially, work on the assumption that many people do not believe in the concept.</p>	<p>recorded on their birth certificate or their Gender Recognition Certificate.</p> <p>We agree that the right not to believe in gender identity is as valid as the right to believe in it, as long as this does not result in discrimination, harassment or victimisation.</p> <p>We will change our equalities monitoring form so that it asks about a person's 'sex', and in a further question asks about their 'gender identity'.</p>

5. Conclusion

We are very grateful to everyone who responded to our public consultation. As a result of the feedback we will:

- Amend action 3.1 to include 'young people' in the success measure.
- Find out more about Electrical Hypersensitivity (EHS).
- Encourage staff to take an anonymous feedback box to face to face consultations.
- Change our internal Engagement toolkit to offer more ways for people to tell us what they think when we consult with them.
- Amend specific actions under Objective 4 to include the term 'lived experience'.
- Change our equalities monitoring form so that it asks about a person's 'sex', and in a further question asks about their 'gender identity.'

This page is intentionally left blank

A Fair and Equal Ceredigion

2024-28

Ceredigion County Council Strategic Equality Plan
Draft 5



Author: Partnerships and Performance CM

Approved by Cabinet: XX/XX/XXXX

Publication Date: XX/XX/XXXX

How to contact us:

Comments and suggestions to help us improve and best perform as an equal opportunities' organisation can be submitted at any time to the:

Equalities and Inclusion Team

Ceredigion County Council, Canolfan Rheidol, Rhodfa Padarn, Llanbadarn Fawr, Aberystwyth, Ceredigion SY23 3UE

clic@ceredigion.gov.uk

Accessible formats

If you would like this publication in an alternative format and/or language, please contact us.

All publications are also available to download and order in a variety of formats from our website.

DRAFT

Contents

1. Introduction	4
2. Background	4
2.1 The General Equality Duty	4
2.2 Welsh Language Commitment	5
2.3 Socio-economic Duty	5
2.4 The Specific Public Sector Equality Duties (Wales)	6
3. Ceredigion profile	6
3.1 Ceredigion citizens	6
3.2 Ceredigion County Council	7
4. Our Equality Objectives	8
4.1 To be an Exemplar Equal Opportunities Employer	8
4.2 To Foster Good Relations and Tackle Prejudice	10
4.3 To ensure Engagement and Participation	12
4.4 To ensure Dignity, Respect and Access to Services	14
4.5 To provide Fair and Inclusive Education	17
5. Monitoring	19

1. Introduction

This is our fourth Strategic Equality Plan (SEP) 2024-28. It describes how we will continue towards our aim to meet our commitment to equality and how we will meet our obligations set out in the Equality Act 2010.

During the summer of 2023 we gathered people's views on equality in our local area. We have also drawn on a rich evidence source from previous campaigns carried out by the council and Welsh Government. We drafted our Plan and put it out for public consultation during the winter of 2023.

Our conclusion is that our Equality Objectives are still fit for purpose but, due to the changing nature of society and the work we have undertaken up to now, we need to amend the actions we will take to achieve the objectives. Our Equality Objectives are:

1. To be an Exemplar Equal Opportunities Employer
2. To Foster Good Relations and Tackle Prejudice
3. To ensure Engagement and Participation
4. To ensure Dignity, Respect and Access to Services
5. To provide Fair and Inclusive Education

2. Background

2.1 The General Equality Duty

The aim of the general equality duty is to ensure that we consider the needs of all individuals when carrying out our day-to-day work, in developing policy, in delivering services and in relation to the public and to our workforce. Public bodies must have due regard to the need to:

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act.
2. Advance equality of opportunity between people who share a protected characteristic and those who do not.
3. Foster good relations between people who share a protected characteristic and those who do not.

The Equality Act protects people from discrimination, victimisation, and harassment if they share one or more of the following 'protected characteristics'.

- Age
- Disability
- Gender Reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief (including lack of belief)
- Sex
- Sexual orientation

Some people share more than one of these characteristics. This is called 'intersectionality'. The impact of intersectionality may vary, and it is difficult to quantify. We need to be aware of this when we develop policy, promote equality and address discrimination, victimisation, and harassment.

2.2 Welsh Language Commitment

The promotion and use of the Welsh Language is covered by the requirements of the Welsh Language Measure 2011 rather than the Equality Act, it. However, in Ceredigion we consider Welsh Language requirements alongside the protected characteristics of the Equality Act to encourage a co-operative approach to the needs of all communities in designing and delivering services.

The Welsh Language Measure 2011 requires us to ensure that Welsh Language services are built into the planning and delivery of services. We must offer Welsh Language services to Welsh speakers without them having to request it. This is called the 'active offer'.

2.3 Socio-economic Duty

The Socio-economic duty came into force in Wales in 2021. It aims to improve decision making and help those who are socio-economically disadvantaged. Socio-economic disadvantage means having low savings or income compared to others in Wales, making it more difficult to access basic services and opportunities. This can lead to inequality of outcome, for instance lower levels of good health, lower paid work, poorer educational attainment and an increased risk of being a victim of crime.

We need to understand how the decisions that we make may increase or reduce opportunities for people who are at socio-economic disadvantage. We do this with our equality impact assessment which is a key element of our Integrated Impact Assessment Tool.

2.4 The Specific Public Sector Equality Duties (Wales)

In addition to meeting the general duty, public bodies like the council must meet the following specific duties:

- Setting Equality Objectives and publishing a Strategic Equality Plan.
- Engaging with people in relation to the protected characteristics.
- Collecting and publishing information relevant to compliance with the General Duty.
- Annual publishing of employment monitoring information.
- Ensuring that our workforce know and understand our duty under the Equality Act.
- Carrying out Equality Impact Assessments of relevant policies and practices
- Addressing unfair pay differences.
- Establishing relevant conditions to meet the general duty in procurement processes.
- Reviewing progress on the Strategic Equality Plan and our Equality Objectives.

3. Ceredigion profile

3.1 Ceredigion citizens

Ceredigion has a population of 71,475. If we could shrink our population to a village of approximately 100 people, there would be:

- 51 females and 49 males.
- 14 children aged 15 years, or younger and 6 young people aged 16 to 19 years.
- 54 people aged between 20 and 64.
- 22 people aged between 65 and 84 and 3 people aged 85 or older.
- 12 university students (this is an estimate based on [Where do HE students study? | HESA](#))
- 1 person whose gender is now different to what it was when they were born. 8 people would prefer not to tell you their gender identity.
- 5 people who are gay, lesbian, bisexual, pansexual, asexual or queer. 10 people would prefer not to tell you their sexual orientation.
- 4 people who are from a variety of non-White ethnic backgrounds.
- 46 people who are Christian, 2 people who have another religion, 43 people who have no religion. 8 people would prefer not to tell you about their beliefs or non-beliefs.



- 45 people who are able to speak Welsh. 7 of these would be 65 years or older.
- 22 people who are classed as disabled under the Equality Act. 9 of these people have a lot of difficulties with their day-to-day activities.
- 11 people who provide unpaid care to a member of their family or a friend.

Source: ONS [2021 Census Profile for areas in England and Wales - Nomis \(nomisweb.co.uk\)](https://www.nomisweb.co.uk)

When we consider this image of the people of Ceredigion living together, it's easy to appreciate the diversity of our population and the need for us to acknowledge and understand everyone's preferences and needs. It is important that marginalised and seldom heard groups of people are involved in decisions and are able to access services.

3.2 Ceredigion County Council

Ceredigion County Council is responsible for ensuring that we carry out our work in accordance with the law, and that public money is properly accounted for, and used efficiently and effectively.

We are committed to improving the social, economic, environmental, and cultural wellbeing of the people who live in, work in, study in and visit Ceredigion. This commitment is set out in our Corporate Strategy 2012-2027 which describes how the council will meet the challenges ahead and make the most of opportunities. Our Corporate Well-being Objectives for this period are:

1. Boosting the Economy, Supporting Businesses and Enabling Employment
2. Creating Caring and Healthy Communities
3. Providing the Best Start in Life and Enabling Learning at All Ages
4. Creating Sustainable, Green and Well-connected Communities

Local Councillors are elected by the community to decide how the council should carry out its activities. They represent the public interest as well as the interests of individuals living within the ward in which they have been elected. There are 38 Councillors that represent the 34 electoral wards in Ceredigion.

The council is responsible for a wide range of services, such as refuse collection, street cleaning, planning, education, social care, road maintenance, public health, protecting vulnerable children, individuals and families, housing, leisure, museums and libraries. The council employs 2,037 people to deliver our services.

All our services need to work together to make sure that we achieve our equality objectives. Our Equalities Workgroup helps us to do this. The workgroup includes a representative from a range of relevant services and meets regularly to monitor the progress of our work on equality and to share good practice across services.

Below are our Equality Objectives for 2024-28 and the actions that we will take to address inequality, eliminate unlawful discrimination, harassment and victimisation and foster good relations between people who share a protected characteristic and those who do not in Ceredigion. A number of actions are designed to support Welsh Government's Anti-racist Wales action plan. these actions are marked with an asterisk*.

4. Our Equality Objectives

4.1 To be an Exemplar Equal Opportunities Employer

As the largest employer in the county the Council recognises and welcomes its responsibility of promoting equality and valuing diversity across our workforce and recruitment practices.

We support Welsh Government's ambitions to employ a workforce that represents our population, and that employment inequalities for black, Asian and minority ethnic people are reduced.

The top four groups that respondents to our regional survey rated as having a worse, or much worse experience of work than the population as a whole were disabled people, people from an ethnic minority, older people (aged 65+) and people who are pregnant or have recently given birth.

We are confident that men and women are paid equally for doing equivalent jobs across the Council. However, currently there are fewer women in senior roles than men and a higher proportion of women relative to men in lower scales.

The Equality and Human Rights Commission's monitor report, 'Is Wales Fairer?' (November 2023) notes that the gender pay gap persists, that disabled adults are less likely to be employed than non-disabled adults – although employment gaps are improving, earnings gaps are worsening. Also that ethnic minority workers are more likely to be in insecure employment and to work in a low paid occupation. Trans people are afraid of facing discrimination in the workplace.

It is well-known and an often-discussed issue that many young people leave the county to pursue opportunities elsewhere in Wales or further afield across the UK. We anticipate that our graduate scheme and apprenticeship schemes will help to address this.

We must make sure that our workforce, particularly staff that deal directly with the public and key decision makers, understand the diverse needs of all our citizens and are sufficiently informed to be able to respond to these needs.

“Work opportunities for disabled people is tokenistic and public bodies do not do enough to promote and recruit disabled people in employment beyond lower paid positions. In public services, there are additional barriers, such as the requirement to speak Welsh which indirectly discriminates against deaf people since there are no Welsh accessible courses for deaf people in the whole of Wales.”

“For all public services to have more anti racist training, employ staff from diverse backgrounds, and know that black people can also be Welsh and belong”.

“People of colour not even given a chance.”

(Regional Equality survey, 2023)

Actions to achieve this Equality Objective

4.1.1 We will publish an annual gender pay gap report and take action to encourage a more even mix of men and women in lower grade and higher-grade jobs.

How we will measure success:

The percentage of people applying for jobs, and being appointed, reflects Ceredigion population demographic (Census 2021)

4.1.2 *We will publish an annual workforce equality report and take action to encourage proportionate representation in our workforce, particularly in the social care workforce and in senior management.

How we will measure success:

The percentage of people applying for jobs, and being appointed, reflects Ceredigion population demographic (Census 2021)

4.1.3 We will review HR policies and recruitment literature so that they reflect the needs and the diverse identities of the community in which we live.

How we will measure success:

HR policies and recruitment literature are reviewed and updated where appropriate.

4.1.4 *We will continue to develop and deliver a range of cultural awareness and equalities training.

How we will measure success:

Increased number of staff, managers and elected members completing cultural awareness and equalities training.

4.1.5 We will promote our graduate scheme and develop a coordinated approach to work experience and apprenticeship opportunities.

How we will measure success:

Number of work experience opportunities offered, number of apprentices recruited, and number of graduates recruited under the graduate scheme.

4.1.6 We will build on our employee engagement activities and continue to ensure all our workforce's voices inform decision making.

How we will measure success:

Percentage of employees feel that the Council cares about their health and wellbeing.

4.2 To Foster Good Relations and Tackle Prejudice

Victim Support has seen a stark increase in demand for its hate crime support services. This rise was driven largely because of racial and homophobic related incidences.

The three main themes of the 'hopes and wishes' expressed at Aberystwyth Pride event in April 2023 were 'inclusion, acceptance and safety'.

The top four groups that respondents to our regional survey rated as having a worse, or much worse experience of getting on together in the community than the population as a whole were disabled people, people from an ethnic minority, people who are lesbian, gay or bisexual and transgender people.

We support Welsh Government's commitment to celebrate and improve the representation of LGBTQ+ people and black, Asian and minority ethnic people in the heritage and culture of Wales.

Ageism underpins many of the issues currently faced by older people, resulting in older people being treated unfairly, feeling socially excluded and their rights not being respected. Age-friendly communities challenge ageism by bringing people of different ages together and fostering positive images of ageing.

The Equality and Human Rights Commission's monitor report, 'Is Wales Fairer?' (November 2023) notes a rise in racially and religiously aggravated offences. The report also notes that ethnic minority groups in Wales are more likely to report experiences of discrimination and bullying in the workplace. Lesbian, gay and bisexual people are more at risk of hate crimes due to their sexual orientation.

Our Integrated Impact Assessment tool enables decision makers to consider the impact of our decisions on people who share one or more of the characteristics that are protected by the Equality Act (2010). It also helps us to identify actions we can take to improve relations between people who share a protected characteristic and people who don't.

"Racism and disability hate issues are rife. Sexism is rife and it's hard to feel safe".

(Regional Equality survey, 2023)

"Stop propagating transphobic jokes, criticism, discrimination, violence etc and come to see the normality of trans individuals."

I wish..."For people to not feel ashamed or scared to live as their authentic self."

(Aberystwyth Pride, 2023)

Actions to achieve this Equality Objective

4.2.1 *We will monitor the use of, and provide advice on, Integrated Impact Assessments (IIA)

How we will measure success:

Number of IIA to the required standard submitted with Cabinet papers / the total number of IIA required = % success

4.2.2 *We will implement our commitment to Victim Support's Hate Crime Charter and use the Hate Crime Charter Trustmark where appropriate.

How we will measure success:

We are listed as an active partner on the Victim Support website and use the Hate Crime Trustmark on our website, recruitment campaigns and other appropriate places.

4.2.3 *We will ensure that relevant collections, particularly those used as part of the delivery of the curriculum, celebrate diversity and encourage ant-racist engagement.

How we will measure success:

Percentage of people that agree that their local area is a place where people from different backgrounds get on well together (*National Survey of Wales/Annual Stakeholder Survey*)

4.2.4 We will support the Regional Community Cohesion team to monitor community tensions.

How we will measure success:

Multi-agency tension monitoring meetings are held weekly, and concerns are addressed appropriately.

4.2.5 We will support the Regional Community Cohesion team to deliver an annual media campaign to promote awareness, celebrate diversity, and commemorate relevant historical events.

How we will measure success:

Number of media campaigns promoted each year.

4.2.6 We will join the Age Friendly network and implement an action plan that reflects the needs of our ageing population.

How we will measure success:

We are a member of the Age Friendly network and are achieving the outcomes of our action plan.

4.3 To ensure Engagement and Participation

We value the contribution that Ceredigion residents make to help us develop and evaluate our services. We want to make it easier for everybody in Ceredigion to have a voice, particularly people who are underrepresented.

We support Welsh Government's commitment to see more underrepresented people participating in democracy, including standing for elected positions. We also support the ambition of the Women's Equality Network to see an equal balance of men and women in politics.

People who answered our equality survey felt that the top three groups of people who have the worse experience of influencing decisions are people from ethnic minorities, disabled people and young people. They felt that men, older people, and Welsh speakers have the best experience of influencing decision, however it was pointed out that older people who don't use the internet are often left out as well.

We have more work to do inform stakeholders so that they have a better understanding of what the Council does and to enable them to be engaged in discussions about changing services. We need to do this in a variety of formats to make sure that everyone has opportunities to feedback and help shape services for the future.

"Things are increasingly online and there can be a digital divide which, arguably adversely affects older people".

"Consultation meetings, etc are nearly always inaccessible to deaf people. Thus, if you can't attend, you don't get to influence".

"Most decision-making systems are run by older people and participated in by older people, so it can be quite an exclusive environment".

"In my experience women are often ignored when they have an opinion".

(Regional Equality survey, 2023)

Actions to achieve this Equality Objective

4.3.1 *We will support programmes and plans to increase representation in local politics and decision making, particularly by young people, women, disabled people, LGBTQ+ people and people from black and minority ethnic backgrounds.

How we will measure success:

The percentage of young people, women, disabled people, LGBTQ+ people and people from black and minority ethnic backgrounds that take part in local politics and decision making reflects Ceredigion population demographic (Census 2021)

4.3.2 We will develop the membership of Ceredigion Disability Forum so that we can better understand examples of good practice and the lived experience of people living with a disability.

How we will measure success:

Attendance at Forum meetings increases year by year and members feel engaged in local decision making (2023 average attendance = 6 people).

4.3.3 *We will work with partners to establish a Black, Asian and Minority Ethnic stakeholder forum so that we can better understand examples of good practice and the lived experience of people from diverse ethnic backgrounds.

How we will measure success:

A Black, Asian and Minority Ethnic stakeholder group is established, and members feel engaged in local decision making.

4.3.4 We will work with partners to establish a LGBTQ+ stakeholder forum so that we can better understand examples of good practice and the lived experience of people from the LGBTQ+ community.

How we will measure success:

A LGBTQ+ stakeholder group is established, and members feel engaged in local decision making.

4.3.5 We will develop and improve our use of online engagement platforms and our use of non-digital engagement methods.

How we will measure success:

Our engagement toolkit is developed and promoted. The Engagement Annual Report reflects improved engagement methods and is approved by Cabinet.

4.3.6 We will improve the way that we feedback to those who have participated in our engagement and consultation campaigns.

How we will measure success:

Our engagement toolkit is developed and promoted. The Engagement Annual Report reflects improved feedback and is approved by Cabinet.

4.4 To ensure Dignity, Respect and Access to Services

We support Welsh Government's commitment to ensure that our services are inclusive of the specific needs of LGBTQ+ people and people with different ethnic backgrounds, whether they speak Welsh, English or other languages.

Our Childcare Sufficiency Assessment (June 2022) recognised that childcare for disabled children in Ceredigion is very limited and that childcare settings where staff are well trained and have experience of working with disabled children are hard to find.

The Equality and Human Rights Commission's monitor report, 'Is Wales Fairer?' (November 2023) notes that the education attainment gap between disabled and non-disabled people continues to widen in early years. Between 2020 and 2022 the number of families in temporary accommodation nearly doubled.

Our Play Sufficiency Assessment (June 2022) recognised the need for Welsh language play opportunities and for single gender activities for children who are aged 10 years+ and their religion/culture requires them not to mix.

Our Assessment of Local Well-being (March 2022) recognised that greater provision of housing for older people, housing with care and nursing care is required in order to meet the needs of older people's preferences to stay independent and live in their home.

The main topic of discussion at Ceredigion Disability Forum meetings during 2022-23 was traffic and parking arrangements in Ceredigion towns. People who answered our equality survey felt that disabled people have a far worse experience of accessing transport and accessing the coast and countryside than the rest of the population.

People who answered our equality survey felt that disabled people have a worse, or much worse experience of accessing services than the rest of the population. The 2nd most disadvantaged cohorts were people from an ethnic minority and older people.

We want to increase the use of Welsh in all aspects of public life in Ceredigion, where people can live, learn, belong and succeed through the medium of Welsh.

"No Childcare available for disabled children and teenagers either during term time or school holidays in Ceredigion".

(Childcare Sufficiency Assessment, 2022)

"Balance the need to keep the Welsh language alive with the needs of people who do not speak Welsh".

"Accessibility isn't always built into online systems, and this can pose challenges for various disabilities".

"I know people who don't have the internet at all, and I find they are quite excluded from a lot of information".

"As a white woman in a relationship with a black woman I have experienced harassment on public transport in the past and this makes me wary to use public transport now if I can avoid it."

"I would love to access the countryside but most of that isn't disabled friendly either".

(Equality survey, 2023)

Actions to achieve this Equality Objective

4.4.1 We will continue to actively promote our work Welsh development opportunities to meet service delivery needs and support our bilingual culture.

How we will measure success:

Number of employees who have improved their Welsh language skills (continuum)

4.4.2 We will continue to offer inclusive and specialised play and physical activity opportunities for disabled children and young people.

How we will measure success:

Number of inclusive and specialised opportunities offered or funded by the Council and number of disabled children and young people who attended.

4.4.3 We will continue to support registered childcare providers to meet the needs of children and young people who are disabled or have additional learning needs.

How we will measure success:

Number of children and young people that are disabled or have additional learning needs that receive support so that they can attend registered childcare.

4.4.4 We will consider the needs of disabled people when maintaining or improving footways and carriageways (for example dropped kerbs and disabled parking).

How we will measure success:

All maintenance and improvements to footways and carriageways follow Department for Transport Inclusive Mobility guidance.

4.4.5 We will work towards achieving a rating of AAA for our website.

How we will measure success:

Pdf documents are no longer used as the primary method of updating information on our website.

4.4.6 We will continue to develop the methods we use to communicate with the public.

How we will measure success:

Our Engagement toolkit is updated, accessed regularly and training is delivered on its use.

4.4.7 We will provide housing that meets the needs of our communities

How we will measure success:

Evidence of housing need and number of clients from specific groups rehoused in suitable accommodation.

4.4.8 We will review our Toilet Strategy so that it reflects the needs of our changing population where reasonably and practicably possible.

How we will measure success:

The revised Toilet Strategy reflects the needs of people with disabilities and people with various gender identities.

4.4.9 We will work with partners to develop sustainable and affordable travel solutions.

How we will measure success:

An action plan is developed and implemented that enables appropriate access to our services.

4.4.10 We will ensure that the principles of the Welsh Language Standards underpin the way the Council deliver its services to the public, so that service users are able to access services naturally in the Welsh language, should they choose to do so.

How we will measure success:

Our Welsh Language Compliance Report is deemed satisfactory by the Welsh Language Commissioner.

DRAFT

4.5 To provide Fair and Inclusive Education

We must make sure that children, young people, and adults in Ceredigion have fair and equal access to education. Everyone has the right to be free from discrimination, bullying and abuse in education settings, including in lifelong learning and further education.

The Equality and Human Rights Commission's monitor report, 'Is Wales Fairer?' (November 2023) notes that the education attainment gap at foundation phase level between disabled and non-disabled children has widened. Lesbian, gay and bisexual students are at risk of experiencing a range of discriminatory behaviours in education. Digital exclusion remains persistent for older people and disabled people.

Our last Strategic Equality Plan included an action to implement Welsh Government's Anti-Bullying Guidance 2020. The guidance has been updated to reflect the ambitions of the Anti-racist Wales action plan. Schools should be aware of this and align their anti-bullying policies with the updated guidance.

We support Welsh Government's commitment to support LGBTQ+ young people and tackle homophobic, biphobic and transphobic bullying and to implement a whole school approach that is fully LGBTQ+ inclusive.

The top three groups that respondents to our regional survey rated as having a worse, or much worse experience of education than the population as a whole were disabled people, people from an ethnic minority and people who are pregnant or have recently given birth.

Actions to achieve this Equality Objective

4.5.1 We will adopt and implement Welsh Government's national trans guidance for schools.

How we will measure success:

Adoption of the national trans guidance is approved by Cabinet and implemented by schools in Ceredigion.

"make school a better place and stop bullies"

Children and Young People Festival, 2023

"Require schools to allow Pride clubs/other identity clubs. Not require them to have them, just to allow them".

Aberystwyth Pride, 2023

"Although it is a Welsh medium School, the children speak English with their friends – it's heart-breaking to take our children to a Welsh School and for them to speak English".

"With limited funding, seeking support for pupils with disability in education can be a challenge".

Equality survey, 2023

4.5.2 *We will work towards ensuring that School Governing bodies represent the range of diversity of the pupils within the education setting.

How we will measure success:

Percentage of school governing bodies whose members reflect the diversity of the pupils within their settings.

4.5.3 *We will ensure that anti-bullying policies in schools and education settings reflect WG's updated version of the anti-bullying guidance, 'Rights, Respect, Equality.'

How we will measure success:

Adoption of Welsh Government's update anti-bullying policy is approved by Cabinet and implemented by schools in Ceredigion.

4.5.4 We will implement our Welsh in Education Strategic Plan 2022-32

How we will measure success:

Implementation of the plan is progressing as planned and monitoring reports are approved by Cabinet.

4.5.5 We will improve educational provision and outcomes for children with additional learning needs (ALN) and reduce the attainment gap between children without ALN and those with ALN.

How we will measure success:

All pupils with ALN make appropriate progress and this is evidenced by data on the achievement of ALN pupils at all key stages.

4.5.6 We will continue to support older people and disabled people to take advantage of digital technologies, and to recognise the benefits of being online.

How we will measure success:

Number of people over 50 and the number of people with a disability or additional learning need who enrol with Dysgu Bro for a digital literacy class/workshop.

5. Monitoring

All our services need to work together to make sure that we achieve our equality objectives.

Our Equalities Working Group is responsible for the development, monitoring and review of this Strategic Equality Plan. The purpose of the Group is to consider how the Council can contribute to a fairer society through advancing equality and good relations in day-to-day activities.

The group meets three times a year and provides annual progress reports to the Council's Overview & Scrutiny Co-ordinating Committee and to Cabinet.

Annual progress reports will be available to the public via the Council's website. Paper copies can be requested if needed.

DRAFT

This page is intentionally left blank



INTEGRATED IMPACT ASSESSMENT (IIA) TOOL

This IIA tool is designed to help your decision making and ensure that your proposal:

- is aligned to the Council's Corporate Well-being Objectives
- complies with the Equality Act 2010, including our socio-economic duty.
- complies with the Welsh Language Measure 2011 (Welsh Language requirements)
- contributes to the National Well-being goals of the Well-being of Future Generations (Wales) Act 2015 and incorporates the principles of Sustainable Development
- considers risk management.

Throughout the document there are information pop ups. You can hover over these for hints and tips. They look like this - [HINT](#)

There are also web links to data sources of [evidence](#) that could help inform your thinking and the judgement you are making. To view this information press **ctrl** on your keyboard and click on the link.

Equality and Inclusion officers read through every IIA and provide feedback to the author via Corporate Lead Officers. IIA that are submitted to Cabinet are published on the Council's website so that the public can see them.

This IIA tool is categorised into the 7 National Well-being Goals for Wales:

1. **A prosperous Wales** – where everyone has jobs and there is no poverty.
2. **A resilient Wales** – where we're prepared for things like floods.
3. **A healthier Wales** – where everyone is healthier and can see the doctor when they need to.
4. **A more equal Wales** – where everyone has an equal chance whatever their background.
5. **A Wales of cohesive communities** – where communities can live happily together.
6. **A Wales of vibrant culture and thriving Welsh language** – where we have lots of opportunities to do different things and where lots of people can speak Welsh.
7. **A globally responsible Wales** – where we look after the environment and think about other people around the world.

DO I NEED TO ASSESS IMPACT?

Does your proposal:

- introduce a new service or add to an existing service that will affect service users?
- remove, reduce, or alter a service that will affect service users?
- introduce a new policy, strategy, or plan that will affect Ceredigion residents?
- introduce significant changes to an existing policy, strategy, or plan that will affect Ceredigion residents?
- change staffing structures so much that employees or services users may be affected?

YES

An IIA is required if your answer is yes to **any** of these questions.

NO

An IIA is not required if your answer is no to **all** these questions

Complete the template below.

Please remember to include your reason for not carrying out an IIA on the Cabinet Report template.

Proposal Details

Title of Policy / Proposal / Initiative	
Draft Strategic Equality Plan 2024-2028	
Service Area	Officer completing IIA
Policy, Performance and Public Protection	Cathryn Morgan
Corporate Lead Officer	Strategic Director
Alun Williams	Barry Rees
Please give a brief description of the purpose of the proposal	
<p>The Specific Public Sector Equality Duty for Wales require us to set out our Equality Objectives and then review every four years. This is our fourth Strategic Equality Plan. The revised objectives for 2024-28 and accompanying action plan must be published by 31st of March 2024.</p> <p>We have reviewed our Equality Objectives in light of engagement and research into the current state of equality in Ceredigion. Our conclusion is that our objectives are still fit for purpose but, due to the changing nature of society and the work we have undertaken up to now, we need to amend the actions we will take to achieve the objectives. Our revised Equality Objectives are:</p> <ol style="list-style-type: none"> 1. To be an Exemplar Equal Opportunities Employer 2. To Foster Good Relations and Tackle Prejudice 3. To ensure Engagement and Participation 4. To ensure Dignity, Respect and Access to Services 5. To provide Fair and Inclusive Education 	
Who will be directly affected by this proposal? HINT	
People who live in, work in, study in and visit Ceredigion, including the Council workforce. There is a particular focus on people who share one or more of the characteristics that are protected by the Equality Act 2010.	
Have those who will be affected by the proposal had the opportunity to comment on it?	
<p>Yes. Public engagement campaign, Summer 2023. Public consultation campaign, Winter 2023. The campaigns were publicised widely, and additional promotion was targeted at groups of people that share characteristics protected by the Equality Act.</p> <p>Ceredigion Equalities Workgroup reviewed the findings of the campaigns and agreed the final draft of Ceredigion Strategic Equality Plan 2024-28 in January 2024.</p>	

Version Control

The IIA should be used at the earliest stages of decision making, and then honed and refined throughout the decision-making process. It is important to keep a record of this process so that we can demonstrate how we have considered and included sustainable development, Welsh language and equality considerations wherever possible.

Version Number	Author	Decision making stage <u>HINT</u>	Date Considered	Description of any amendments made <u>HINT</u>
1	Cathryn Morgan	Overview and Scrutiny Co-ordinating Committee and Cabinet (to approve draft plan prior to the public consultation)	21/08/2023	
2	Cathryn Morgan	Overview and Scrutiny Co-ordinating Committee and Cabinet, following public consultation on draft plan.	12/02/2023	This assessment has been undertaken on a new template. This has resulted on some minor changes to the assessment. The level of impact has not changed.

Council Corporate Well-being Objectives

Which of the Council's Corporate Well-being Objectives does this proposal address and how? Click here to read a summary of our [Corporate Strategy 2022-27](#)

Boosting the economy, supporting business, and enabling employment.	The plan will create new job opportunities for skilled young people, promote equal opportunities in employment and further develop apprenticeships in the County.
Creating caring and healthy communities	The plan will promote the Welsh language in Ceredigion, encourage and enable disabled children and young people to get physically active, further develop participation opportunities so that communities have a voice and develop the number of focussed and universal extra-curricular and holiday activity programmes.

<p>Providing the best start in life and enabling learning at all ages</p>	<p>The plan includes actions to deliver the Welsh in Education Strategic Plan, to develop leadership skills within our children and young people and to improve educational provision and outcomes for children with additional learning needs.</p>
<p>Creating sustainable, greener, and well-connected communities</p>	<p>The plan reflects the need for more affordable and appropriate housing and for sustainable and affordable travel solutions.</p>

National Well-being Goal: A Prosperous Wales

An innovative, productive, and low carbon society where everyone has decent work and there is no poverty.

Click [here](#) for information about a prosperous Wales.

Does the proposal contribute to this goal? Describe the positive or negative impacts. (Click [here](#) for information)

Successful delivery of this plan will contribute positively to this goal. No negative impacts have been identified.

What evidence do you have to support this view?

Equality Objective 1 is to be an exemplar equal opportunities employer. Equality Objective 5 is to provide fair and inclusive education.

Equality Objectives 3 and 4 describe the steps we will take to engage with, and learn from people, and to ensure that people can access the services that they need.

If Objectives 3 and 4 are done well, the result will be a skilled and well-educated population that is able to contribute to a prosperous Wales.

What action(s) can you take to mitigate any negative impacts or better contribute to this National Well-being Goal?

We will deliver the Strategic Equality Plan 2024-28 and monitor progress of the success measures.

National Well-being Goal: A Resilient Wales

A society where biodiversity is maintained and enhanced and where ecosystems are healthy and functioning.

Click [here](#) for information about a resilient Wales.

Does the proposal contribute to this goal? Describe the positive or negative impacts. (Click [here](#) for information)

Our Strategic Equality Plan does not contribute directly to a resilient Wales. There are no intended negative or positive impacts.

What evidence do you have to support this view?

The plan contains no specific actions to support a resilient Wales. However, it does reflect the need for housing that meets the needs of our communities and for sustainable and affordable travel solution (Equality Objective 4).

What action(s) can you take to mitigate any negative impacts or better contribute to this National Well-being Goal?

We will deliver the Strategic Equality Plan 2024-28 and monitor progress of the success measures.

National Well-being Goal: A Healthier Wales

A society where people make healthy choices and enjoy good physical and mental health.

Click [here](#) for information about a healthier Wales.

Does the proposal contribute to this goal? Describe the positive or negative impacts. (Click [here](#) for information)

Successful delivery of this plan will contribute positively to better physical and mental health of Ceredigion residents, particularly residents that share characteristics protected by the Equality Act. No negative impacts have been identified.

What evidence do you have to support this view?

We will engage with our workforce; the success measure being the percentage of our workforce that feel the Council cares about their health and wellbeing (Equality Objective 1)

We will join the Age Friendly network and meet the needs of our ageing population (Equality Objective 2).

We will offer play and physical activity opportunities for disabled children and young people and provide housing that meets the needs of our communities (Equality Objective 4).

We will support schools to update their anti-bullying policies (Equality Objective 5).

What action(s) can you take to mitigate any negative impacts or better contribute to this National Well-being Goal?

We will deliver the Strategic Equality Plan 2024-28 and monitor progress of the success measures.

National Well-being Goal: A More Equal Wales

A society where everyone has an equal chance whatever their background or circumstances.

This section is longer because you are asked to assess the impact of your proposal on each group that is protected by the **Equality Act 2010**.

Click [here](#) for information about equality in Wales.

Do you think this proposal will have a positive or a negative impact on people because of their age? (Click [here](#) for information)

Children and Young People up to 18	Positive
---	----------

People 18-50	Positive
---------------------	----------

Older people 50+	Positive
-------------------------	----------

Describe the positive or negative impacts.

The plan aims to address inequality of opportunity for younger people and older people. Some of the actions will have a positive impact on parents and on working aged people (who tend to fall into the 18-50 age bracket). No negative impacts have been identified.

What evidence do you have to support this?

We will promote our graduate scheme and develop work experience and apprenticeship opportunities (Equality Objective 1).

We will join the Age Friendly network and support the needs of our ageing population (Equality Objective 2).

We will increase representation of young people in local politics and decision making (Equality Objective 3).

We will continue to support older people to take advantage of digital technologies (Equality Objective 5).

What action(s) can you to take to mitigate any negative impacts?

Is there an opportunity to use this proposal to eliminate unlawful discrimination, advance equality of opportunity or encourage good relations between people in this group and the rest of the population?

We will deliver the Strategic Equality Plan 2024-28 and monitor progress of the success measures.

Do you think this proposal will have a positive or a negative impact on people because of their disability? (Click [here](#) for information)

Hearing Impairment	Positive
Physical Impairment	Positive
Visual Impairment	Positive
Learning Disability	Positive
Long Standing Illness	Positive
Mental Health	Positive
Other	Choose an item.

Describe the positive or negative impacts.

The plan aims to address inequality of opportunity and access to services for people who are disabled. It will also address bullying and hate crime against disabled people. No negative impacts have been identified.

What evidence do you have to support this?

We will increase diversity in the workplace (Equality Objective 1)

We will support Victim Support's Hate Crime Charter and monitor community tensions (Equality Objective 2)

We will increase representation of disabled people in local politics and decision making (Equality Objective 3).

We will provide inclusive and specialised play, physical activity and childcare opportunities for disabled children and young people. We will consider the needs of disabled people when maintaining footways and carriageways and when we review our Toilet Strategy. We will improve the methods we use to communicate with the public, including the provision of large print, Easy Read and plain text versions of documents. We will improve the accessibility of our website (Equality Objective 4).

We will improve educational provision and outcomes for children with additional learning needs and ensure that anti-bullying policies in schools and education settings reflect WG’s updated version of the anti-bullying guidance. We will ensure that School Governing bodies represent the range of diversity of the pupils within the education setting. We will also continue to support disabled people to take advantage of digital technologies (Equality Objective 5).

What action(s) can you take to mitigate any negative impacts?

Is there an opportunity to use this proposal to eliminate unlawful discrimination, advance equality of opportunity or encourage good relations between people in this group and the rest of the population?

We will deliver the Strategic Equality Plan 2024-28 and monitor progress of the success measures.

Do you think this proposal will have a positive or a negative impact on people who are transgender? (Click [here](#) for information)

Trans Women	Positive
Trans Men	Positive
Non-binary people	Positive

Describe the positive or negative impacts

The plan responds to Welsh Government’s LGBTQ+ action plan and the needs expressed by our local trans community. We will raise awareness of issues facing people who are transgender and address bullying and Hate Crime. No negative impacts have been identified.

What evidence do you have to support this?

We will review HR policies and recruitment literature so that they reflect the diverse identities of the community in which we live. We will continue to develop and deliver a range of equalities training (Equality Objective 1).

We will support Victim Support’s Hate Crime Charter and monitor community tensions (Equality Objective 2)

We will increase representation of LGBTQ+ people in local politics and decision making and we will establish a LGBTQ+ stakeholder forum (Equality Objective 3).

We will review our Toilet Strategy so that it reflects the needs of our changing population (Equality Objective 4).

We will adopt and implement Welsh Government’s national trans guidance and ensure that anti-bullying policies in schools and education settings reflect WG’s updated version of the anti-bullying guidance (Equality Objective 5).

What action(s) can you to take to mitigate any negative impacts?

Is there an opportunity to use this proposal to eliminate unlawful discrimination, advance equality of opportunity or encourage good relations between people in this group and the rest of the population?

We will deliver the Strategic Equality Plan 2024-28 and monitor progress of the success measures.

Do you think this proposal will have a positive or a negative impact on people with different sexual orientation? (Click [here](#) for information)

Bisexual	Positive
Gay Men	Positive
Gay Women/Lesbian	Positive
Heterosexual/Straight	None / Negligible

Describe the positive or negative impacts

The plan responds to Welsh Government’s LGBTQ+ action plan and the needs expressed by local LGBTQ+ people. We will raise awareness of issues facing people with different sexual orientation and address bullying and Hate Crime. No negative impacts have been identified.

What evidence do you have to support this?

We will publish an annual workforce equality report and take action to encourage proportionate representation in our workforce. We will continue to develop and deliver a range of equalities training (Equality Objective 1).

We will support Victim Support’s Hate Crime Charter and monitor community tensions (Equality Objective 2)

We will increase representation of LGBTQ+ people in local politics and decision making and we will establish a LGBTQ+ stakeholder forum (Equality Objective 3).

We will work towards ensuring that School Governing bodies represent the range of diversity of the pupils within the education setting and ensure that anti-bullying policies in schools and education settings reflect WG’s updated version of the anti-bullying guidance (Equality Objective 5).

What action(s) can you to take to mitigate any negative impacts?

Is there an opportunity to use this proposal to eliminate unlawful discrimination, advance equality of opportunity or encourage good relations between people in this group and the rest of the population?

We will deliver the Strategic Equality Plan 2024-28 and monitor progress of the success measures.

Do you think this proposal will have a positive or a negative impact on people who are married or in a civil partnership? (Click [here](#) for information)

People who are married	None / Negligible
People in a civil partnership	None / Negligible

Describe the positive or negative impacts

The plan will not result in a significant impact on this cohort.

What evidence do you have to support this?

There are no actions in the plan that will have a significant negative or positive impact on this group of people.

What action(s) can you take to mitigate any negative impacts?

Is there an opportunity to use this proposal to eliminate unlawful discrimination, advance equality of opportunity or encourage good relations between people in this group and the rest of the population?

We will deliver the Strategic Equality Plan 2024-28 and monitor progress of the success measures.

Do you think this proposal will have a positive or a negative impact on people who are pregnant or on maternity leave? (Click [here](#) for information)

Pregnancy	None / Negligible
Maternity	None / Negligible

Describe the positive or negative impacts

The plan will not result in a significant impact on this cohort.

What evidence do you have to support this?

There are no actions in the plan that will have a significant negative or positive impact on this group of people.

What action(s) can you take to mitigate any negative impacts or better contribute to positive impacts?

We will deliver the Strategic Equality Plan 2024-28 and monitor progress of the success measures.

Do you think this proposal will have a positive or a negative impact on people because of their ethnic origin? ([Click here](#) for information)

Asian / Asian British	Positive
Black / African / Caribbean / Black British	Positive
Mixed / Multiple Ethnic Groups	Positive
White	Positive
Other Ethnic Groups	Positive

Describe the positive or negative impacts

The plan responds to Welsh Government's Anti-racist Wales action plan and the needs expressed by local people who have various ethnic backgrounds. We aim to raise cultural awareness, increase diversity in the workplace and address bullying and Hate Crime.

No negative impacts have been identified.

What evidence do you have to support this?

We will take action to encourage proportionate representation in our workforce. We will continue to develop and deliver a range of cultural awareness and equalities training (Equality Objective 1)

We will implement our commitment to Victim Support's Hate Crime Charter. We will ensure that relevant collections celebrate diversity and encourage ant-racist engagement. We will monitor community tensions. We will deliver an annual media campaign to promote awareness and celebrate diversity (Equality Objective 2)

We will increase representation of people from black and minority ethnic backgrounds in local politics and decision making and we will establish a BAME stakeholder forum (Equality Objective 3).

We will ensure that School Governing bodies represent the range of diversity of the pupils within the education setting. We will ensure that anti-bullying policies in schools and education settings reflect WG's updated version of the anti-bullying guidance, 'Rights, Respect, Equality.' (Equality Objective 5).

What action(s) can you to take to mitigate any negative impacts?

Is there an opportunity to use this proposal to eliminate unlawful discrimination, advance equality of opportunity or encourage good relations between people in this group and the rest of the population?

We will deliver the Strategic Equality Plan 2024-28 and monitor progress of the success measures.

Do you think this proposal will have a positive or a negative impact on people with different religions, beliefs, or non-beliefs? (Click [here](#) for information)

Buddhist	Positive
Christian	Positive
Hindu	Positive
Humanist	Positive
Jewish	Positive
Muslim	Positive
Sikh	Positive
Non-belief	None / Negligible
Other	Choose an item.

Describe the positive or negative impacts

There can be strong links between ethnicity and religion The plan aims to address inequalities, hate crime and bullying faced by people from different ethnic groups. This is likely to have an unintended positive impact on some people with different religions.

What evidence do you have to support this?

The number of police recorded hate crimes reported to have been motivated by religion increased by 51% between 2020-21 and 2021-22.

What action(s) can you to take to mitigate any negative impacts?

Is there an opportunity to use this proposal to eliminate unlawful discrimination, advance equality of opportunity or encourage good relations between people in this group and the rest of the population?

We will deliver the Strategic Equality Plan 2024-28 and monitor progress of the success measures.

Do you think this proposal will have a positive or a negative impact on men or women? (Click [here](#) for information)

Men	Negative
Women	Positive

Describe the positive or negative impacts

There are currently more women in lower paid jobs and more men in higher paid jobs in our workforce. We want to achieve a more even mix of men and women in lower and higher grade jobs. This will have a negative effect on men and a positive one on women.

We want to increase representation of women in local politics, this will also have a negative impact on men.

What evidence do you have to support this?

We will take action to encourage a more even mix of men and women in lower grade and higher-grade jobs (Equality Objective 1).

We will increase representation of women in local politics and decision making (Equality Objective 3).

What action(s) can you take to mitigate any negative impacts?

Is there an opportunity to use this proposal to eliminate unlawful discrimination, advance equality of opportunity or encourage good relations between men and women?

The negative impact on men must be accepted if we want to achieve gender equality.

Do you think this proposal will have a positive or a negative impact on people from the Armed Forces Community? (Click [here](#) for information)

Members of the Armed Forces	None / Negligible
Veterans	None / Negligible
Spouses	None / Negligible
Children	None / Negligible

Describe the positive or negative impacts

The plan does not contain any specific actions that will impact positively or negatively on this cohort. However, respondents to our public consultation contained a larger percentage of people from the armed forces community than are contained in the general population. People who answered the consultation were generally happy with the content of the plan and felt that the actions will help us to achieve our Equality Objectives.

What evidence do you have to support this?

Veterans who responded to the consultation on the plan = 10%

Veterans living in Ceredigion (Census 2021) = 3%

People who agreed that our Equality Objectives are the right ones = 94%

People who felt that the actions would achieve the Equality Objectives = 83%

What action(s) can you take to mitigate any negative impacts?

We will deliver the Strategic Equality Plan 2024-28 and monitor progress of the success measures.

Socio-economic Duty

Socio-economic disadvantage means living on a low income compared to others in Wales, with little or no accumulated wealth, making it more difficult to access basic goods and services.

Family background or where a person is born still affects their life. For example, a child from a wealthy family often does better at school than a child from a poor family, even if the poorer child is more naturally academic. This is sometimes called socio-economic inequality.

Do you think this proposal will have a positive or a negative impact on people experiencing socio-economic disadvantage?

Positive

Describe the positive or negative impacts

The plan aims to address poverty and inequalities of outcome for people who share certain protected characteristics, including women, disabled people, LGBTQ+ people, some ethnic minority groups and children. The Equality and Human Rights Monitor: Is Wales Fairer? (2023)

What evidence do you have to support this?

We will take action to encourage a more even mix of men and women in lower grade and higher-grade jobs and to encourage proportionate representation in our workforce. We will promote our graduate scheme and develop a coordinated approach to work experience and apprenticeship opportunities (Equality Objective 1)

We will increase representation in local politics and decision making, particularly by young people, women, disabled people, LGBTQ+ people and people from black and minority ethnic backgrounds. We will provide housing that meets the needs of our communities (Equality Objective 4)

We will ensure that anti-bullying policies in schools and education settings reflect WG's updated version of the anti-bullying guidance, 'Rights, Respect, Equality. We will improve educational provision and outcomes for children with additional learning needs (ALN) and reduce the attainment gap between children without ALN and those with ALN (Equality Objective 5).

What action(s) can you to take to mitigate any negative impacts?

Is there an opportunity to use this proposal to eliminate unlawful discrimination, advance equality of opportunity or encourage good relations between people in this group and the rest of the population?

We will deliver the Strategic Equality Plan 2024-28 and monitor progress of the success measures.

National Well-being Goal: A Wales of Cohesive Communities

A society with attractive, viable, safe, and well-connected communities.

Click [here](#) for information about cohesive communities.

Does the proposal contribute to this goal? Describe the positive or negative impacts. [HINT](#)

Successful delivery of this plan will contribute positively to this goal. Anticipated outcomes are that people from different backgrounds treat each other with respect and consideration, that people find it easier to access services and more people feel that they can influence local decisions. The plan aims to reduce feelings of loneliness and isolation and increase digital inclusion. We will also address homelessness.

No negative impacts have been identified.

What evidence do you have to support this view?

We will continue to develop and deliver a range of cultural awareness and equalities training (Equality Outcome 1).

We will implement our commitment to Victim Support's Hate Crime Charter. We will monitor community tensions. We will deliver an annual media campaign to promote awareness, celebrate diversity, and commemorate relevant historical events (Equality Outcome 2).

We will work to increase representation in local politics and decision making. We will develop stakeholder forums to better understand the lived experience of

people experiencing inequalities. We will improve the way that we feedback to those who have participated in our engagement and consultation campaigns (Equality Outcome 3).

We will work towards achieving a rating of AAA for our website. We will continue to develop the methods we use to communicate with the public. We will provide housing that meets the needs of our communities. We will work with partners to develop sustainable and affordable travel solutions. (Equality Outcome 4).

We will ensure that anti-bullying policies in schools and education settings reflect WG's updated version of the anti-bullying guidance, 'Rights, Respect, Equality. We will continue to support older people and disabled people to take advantage of digital technologies (Equality Outcome 5).

What action(s) can you take to mitigate any negative impacts or better contribute to the goal?

We will deliver the Strategic Equality Plan 2024-28 and monitor progress of the success measures.

National Well-being Goal: A Wales of Vibrant Culture and Thriving Welsh Language

A society that that promotes and protects culture, heritage, and the Welsh language and which encourages people to take part in the arts, sports, and recreation.

Click [here](#) for information about culture and the Welsh language

Does the proposal contribute to this goal? Describe the positive or negative impacts.

Successful delivery of this plan will contribute positively to this goal. Anticipated outcomes are that more children and young people will take part in physical activity, that our local culture and heritage will be enhanced by ensuring that relevant collections celebrate diversity and that more people will feel encouraged to learn and use Welsh.

What evidence do you have to support this view?

We will ensure that relevant collections celebrate diversity (Equality Objective 2).

We will continue to actively promote our work Welsh development opportunities to support our bilingual culture. We will continue to offer inclusive and specialised play and physical activity opportunities for disabled children and young people. We will ensure that the principles of the Welsh Language Standards underpin the way the Council deliver its services to the public, so that service users are able to access services naturally in the Welsh language, should they choose to do so (Equality Objective 4).

We will implement our Welsh in Education Strategic Plan 2022-32 (Equality Objective 5).

What action(s) can you take to mitigate any negative impacts or better contribute to the goal?

We will deliver the Strategic Equality Plan 2024-28 and monitor progress of the success measures.

With reference to the following, do you think this proposal will have a positive or negative effect on the Welsh language?

Click [here](#) for information

Opportunities for people to use the Welsh language	Positive
Treating the Welsh language, no less favourably than the English language	Positive

What evidence do you have to support this view?

The plan includes actions to promote our work Welsh development opportunities, to ensure that service users are able to access services in the Welsh language and to implement our Welsh in Education Strategic Plan 2022-32.

The plan and annual reports will be published in Welsh and in English. Council services are delivered bilingually. Simultaneous translation is offered at meetings on request.

What action(s) can you take to increase the positive impact or mitigate any negative impact on the Welsh language?

We will deliver the Strategic Equality Plan 2024-28 and monitor progress of the success measures.

National Well-being Goal: A Globally Responsible Wales

A society that considers how our actions might impact on other countries and people around the world.

Click [here](#) for information about global responsibility.

Does the proposal contribute to this goal? Describe the positive or negative impacts. [HINT](#)

The Strategic Equality Plan does not directly contribute to a globally responsible Wales.

What evidence do you have to support this view?

The plan does not include any specific actions. However, by fostering good relations and building community cohesion, communities will have greater connectivity and potentially greater understanding of global citizenship.

What action(s) can you take to mitigate any negative impacts or better contribute to the goal?

We will deliver the Strategic Equality Plan 2024-28 and monitor progress of the success measures.

Strengthening the Proposal

If you have identified any negative impacts in the above sections, please provide details of any practical changes and actions that could help remove or reduce the negative impacts.

What will you do?	When?	Who is responsible?	Progress
We will deliver the Strategic Equality Plan 2024-28 and monitor progress of the success measures.	2024-28	Ceredigion Equalities Workgroup	
If no action is to be taken to remove or mitigate negative impacts, please justify why. (If you have identified any unlawful discrimination then the proposal must be changed or revised.)			
Our aim to see more women in higher grade jobs and increased representation of women in local politics. This will have a negative effect on men. This must be accepted if we want to achieve gender equality.			
How will you monitor the impact and effectiveness of the proposal?			
Our Equalities Working Group is responsible for the development, monitoring and review of this Strategic Equality Plan. The purpose of the Group is to consider how the Council can contribute to a fairer society through advancing equality and good relations in day-to-day activities.			
The group meets three times a year and provides annual progress reports to the Council's Overview & Scrutiny Co-ordinating Committee and to Cabinet.			
Annual progress reports will be available to the public via the Council's website. Paper copies can be requested if needed.			

Sustainable Development Principle: 5 Ways of Working

Describe below how you have implemented the five ways of working in accordance with the sustainable development principle of the Well-being of Future Generations (Wales) Act 2015

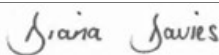


<p>Long term Balancing short-term needs with long-term need and planning for the future.</p> <p><u>HINT</u></p>	<p>This is a four year plan which builds on previous plans. Long-standing equality issues can be carried from one four year plan to the next. This enables us to address longer term needs and plan for the future.</p>
<p>Collaboration Working together with other partners to deliver.</p> <p><u>HINT</u></p>	<p>There are many opportunities to collaborate with others in order to deliver the plan. For example, the new graduate scheme will require collaboration with universities; we will work with Victim Support to implement the Hate Crime Trustmark and we will work with the Regional Community Cohesion team on a range of actions.</p>
<p>Involvement Involving those with an interest and seeking their views.</p> <p><u>HINT</u></p>	<p>A regional engagement campaign was undertaken to collect initial feedback on the state of equality in the Dyfed Powys area. The draft Plan went out to public consultation in winter 2023.</p> <p>The Equality plan itself includes actions to do more with groups of stakeholders from specified minority groups and to improve the way that we feedback to those who have participated in our Engagement and consultation campaigns.</p>
<p>Prevention Putting resources into preventing problems occurring or getting worse.</p> <p><u>HINT</u></p>	<p>The plan has been developed as a result of our engagement and research into the current state of equality in Ceredigion. The aim of the plan is to coordinate our resources to identify and address the root causes of inequality.</p>
<p>Integration Considering the impact of your proposal on the four pillars of well-being (social, economic, cultural and environment) the objectives of other public bodies and across service areas in the Council.</p> <p><u>HINT</u></p>	<p>The Equalities working group includes representatives from a range of Council Services. This helps us to consider interdependencies and possible tensions between services and the four pillars of well-being.</p>

Risk

Summarise the risk associated with the proposal.

	1	2	3	4	5
Impact Criteria	Very Low	Low	Medium	High	Very High
Likelihood Criteria	Unlikely to occur	Lower than average chance of occurring	Even chance of occurring	Higher than average chance of occurring	Expected to occur
Risk Description	Impact	Probability	Score (Impact x Likelihood)		
Failure to comply with the Equality Act	5	1	5		

Sign Off

Position	Name	Signature	Date
Corporate Manager	Diana Davies		13/02/2024
Corporate Lead Officer	Alun Williams		13/02/2024
Corporate Director	Barry Rees		13/02/2024
Portfolio Holder	Clr Catrin MS Davies	Catrin Davies	13/02/2024

1

¹ Last updated 20/10/2023

This page is intentionally left blank

**Minutes of the Meeting of OVERVIEW AND SCRUTINY CO-ORDINATING COMMITTEE
held at the Hybrid - Neuadd Cyngor Ceredigion, Penmorfa, Aberaeron / remotely via
video conference on Thursday, 1 February 2024**

PRESENT: Councillor Keith Evans (Chairman), Councillors Wyn Evans, Gwyn Wigley Evans, Marc Davies, Rhodri Evans, Elaine Evans, Caryl Roberts, Ceris Jones, Endaf Edwards and Chris James.

ALSO IN ATTENDANCE: Councillor Bryan Davies, Leader of the Council and Cabinet Member for Democratic Services, Policy, Performance and People and Organisation.

Councillor Gareth Davies, Cabinet Member for Finance and Procurement Services.

Councillors Keith Henson, Alun Williams, Clive Davies, Catrin M.S. Davies. (Cabinet Members).

Councillors Elizabeth Evans, Gareth Lloyd, Hugh Hughes, Maldwyn Lewis.

OFFICERS PRESENT: Barry Rees, Corporate Director; Duncan Hall, Corporate Lead Officer, Finance and Procurement; Lowri Edwards, Corporate Lead Officer, Democratic Services; Elin Prysor, Corporate Lead Officer and Monitoring Officer, Rhodri Llwyd, Corporate Lead Officer, Lisa Evans, Standards and Scrutiny Officer, Dwynwen Jones, Overview and Scrutiny Officer and Nia Jones, Corporate Manager Democratic Services.

(10.00 am - 12.45 pm)

30 Apologies
None

31 Disclosures of personal interest (including whipping declarations)
Members are reminded of their personal responsibility to declare any personal and prejudicial interest in respect of matters contained in this agenda in accordance with the provisions of the Local Government Act 2000, the Council's Constitution, and the Members Code of Conduct. In addition, Members must declare any prohibited party whip which the Member has been given in relation to the meeting as per the Local Government (Wales) Measure 2011
Councillor Endaf Edwards disclosed a prejudicial interest with regards to discussions regarding Staff Salaries.

32 Report on the draft 24/25 Budget
Councillor Keith Evans, Committee Chair, outlined the meeting procedure and welcomed the Leader of the Council, Councillor Bryan Davies, Councillor Gareth Davies, Cabinet Member for Finance and Procurement Services, Committee Members, the remaining Cabinet Members, non-Committee Members and Officers to the meeting.

The Leader of the Council, Councillor Bryan Davies, presented the report on the draft budget for 2024/2025. The Leader stated that this was an extraordinarily difficult financial situation faced by the Council with considerable financial pressures. He stated that during his time as a Councillor he has never known such a challenging financial situation as Ceredigion only received a 2.6% increase in the draft 24/25 settlement from Welsh Government. He advised Committee Members that he has met with some Town and Community Councils to discuss the financial situation and has more meetings scheduled this coming week.

The Cabinet Member for Finance and Procurement, Councillor Gareth Davies, presented the remaining information in the report. Councillor Davies also stated that this is by far the worst financial situation he has faced as Councillor in setting the budget.

It was advised that areas from Enclosure A of the agenda papers that this committee may wish to give consideration were as follows:

- a) Section 3 - The 24/25 WG Provisional Settlement outcome for Ceredigion.
- b) Section 4 – High level Budget Considerations including:
 - Section 4b) - Total level of Revenue Budget Cost Pressures.
 - Section 4d) - Total level of Revenue Budget Reduction proposals.
 - Section 4f) - Cabinet’s proposal on Council Tax Premiums
 - Section 4g) - Potential Council Tax position
- c) Section 5 – Draft Budget Requirement
- d) Section 6 – Budget Risks
- e) Section 7 – proposed Multi-Year Capital Programme
- f) Section 8 – Financial resilience (including Reserves & General Balances)
- g) Section 9 – Medium Term Financial outlook
- h) The 11 Recommendations agreed by Cabinet on 23/01/24.
- i) Any other Budget matter that the Committee deems appropriate.

Welsh Government (WG) have openly stated that their 24/25 Draft Budget is ‘the starkest and most painful since devolution’. Ceredigion has only received a 2.6% funding increase (14th out of 22 Local Authorities), this also equates to Ceredigion receiving the lowest increase per head of population across all of Wales. It is therefore also Ceredigion County Council’s starkest Budget yet which is worse than was previously forecasted and less than the 3.1% referenced by Welsh Government in the Autumn.

The headline from the Provisional Local Government Finance Settlement in England was a 6.5% overall uplift in funding with £1bn in additional grant funding for Social Care compared to 23/24. Being a devolved administration Welsh Government are free to use their funding as they see fit. Consequently, there are several different policy decisions that exist in Wales as compared to England.

The Provisional Local Government Finance Settlement outcome, combined with various individual Specific grants being cut, as well as highly significant Cost pressures on Services that show no signs of abating, means it is no longer possible to continue to protect Services. There are now incredibly difficult budget choices to be made as part of weighing up how and where to reduce the cost of the Council's Services, alongside considering the appropriate level of funding to be raised through Council Tax.

Key points highlighted from the report are:

- The latest estimated revenue Cost pressures being faced by the Council total an unprecedented £18.1m, equivalent to a Ceredigion specific inflation factor of 10.1%. This compares with general inflation running at 2 3.9% (November 2023 CPI figure). A budget shortfall of £14.6m therefore needs to be found from a combination of Budget Reductions and Council Tax increase considerations.
- Competing demands on the Capital Programme are exacerbated by a reduction in core Capital funding from WG. The current level of core capital funding (£5.8m) is still lower than that received over 15 years ago and represents real terms cut of £5.1m (or nearly 50%) over that period.
- The cost of continuing to fulfil Welsh Government's policy of ensuring the Real Living Wage (10.1% increase) is paid to registered Social Care staff will cost Ceredigion an additional £0.9m for 24/25. This is the extra cost over and above funding a National Living Wage related increase and forms part of a total estimated cost pressure of £2.7m to fund basic inflation on externally commissioned Social Care services (e.g., Domiciliary Care, Direct Payments, and Older Persons residential placements).
- Demands and pressures on Social Care related budgets continue to increase - totalling some £6.2m over and above Employee Pay awards and basic inflation provisions for externally commissioned services.
- The UK Government continues to increase the National Living Wage (9.7% increase) but also continues not to provide any associated funding. Therefore, Employee pay awards for 24/25, which are not determined by Ceredigion County Council, are expected to continue to remain elevated. At a projected cost pressure of c£4.8m, this is a highly significant budget variable. The approach to Pay is the opposite to what was experienced during the previous austerity period, when the George Osborne approach was to enforce several years of pay freezes / 1% pay caps as a form of controlling costs.
- For the 2nd year running, there is a considerable increase proposed by the Mid & West Wales Fire Authority for the Fire levy which forms part of Ceredigion County Council's Budget. The current proposal would result in an increase of 12% on the Council's current Fire levy cost of £4.9m and would be the equivalent of over 1% on Council Tax.

- There is a hidden budget impact from a reduction in WG specific grant funding. For example - a proposed cut of over 20% in Social Care Workforce funding (an indicative loss of £250k) is bewildering at a time when there is a significant recruitment and retention challenge in the Social Care sector.
- Despite the lower-than-expected Settlement, the Cabinet still propose to increase Delegated Schools Budgets by 3.1%, which was the scenario presented to Headteachers and Governors back in late September.
- The current draft 24/25 Budget Requirement is a lower increase (6.9%) than the 23/24 Budget Requirement increase (8.6%). However, the WG settlement increase is only 2.6% for 24/25 compared to 8.1% for 23/24.
- The current 23/24 Band D Council Tax level in Ceredigion (for all components) is £1,908 which is just above the average Band D Council Tax in Wales at £1,879. Average Council Tax levels in Wales are still lower than the equivalent English Unitary Authorities average (£2,139 for 23/24). The 3 County Council element of the current 23/24 Band D Council Tax is currently £1,553.60.
- The Council recently agreed to increase the Council Tax premiums chargeable on Second Homes and Long-term Empty Properties, with effect from April 2024. This decision has the potential to assist with the Budget Challenge by lowering an otherwise higher Council Tax increase if Members are so minded.
- Cabinet is mindful that c85% of all chargeable dwellings in Ceredigion fall into Bands A to E. The current draft 24/25 Budget figures indicate a potential Council Tax increase (for the Ceredigion County Council component) of just over £4 per week (or £18 per month) for a Band D property.
- Further work is ongoing to see where/if further Budget reductions can be added to improve the position further.

The Budget Scrutiny process and the involvement of all Members is part of this process. It is very clear that a 2.6% WG core funding increase, combined with cuts in WG specific grant funding, does not provide anywhere near enough funding to be able to deal with significant parts of the Council's budget being subject to inflation at well above CPI levels and in several areas into double digit levels. This means that there is an almighty Budget Challenge that can no longer be solely focussed on doing things differently and innovatively. The Council needs to make significant Budget savings which needs to include reducing and, in some cases, withdrawing Services completely.

Unfortunately, this position is not likely to just be limited to next financial year, because the outlook for the public finances into the medium term now looks even bleaker, notwithstanding there is a UK General Election to be held by the end of January 2025. Moving forwards, Ceredigion County Council needs to fundamentally re-evaluate its purpose and relationship with its residents to include a back-to-basics approach focussed on providing core

statutory services, predicated on appropriate levels of intervention. Unless there is a new era of Pay freezes and minimal Social Care cost pressures, then in the absence of re-evaluating its purpose and approach, Ceredigion County Council is highly likely to become financially unsustainable in the medium term.

Members were advised to raise concerns regarding specific service areas at the relevant Scrutiny committees.

Duncan Hall, Corporate Lead Officer, Finance and Procurement, then provided a brief verbal update on the latest Budget situation as follows:

- As a result of a £600m announcement for English Councils on 24/01/24, it was understood Welsh Government would receive a Barnett consequential amount of funding of c£25m. This could be worth c£600k for Ceredigion - but is yet to be confirmed. In addition work has just concluded on the procurement process for the Council's new residual Waste contract. This will be reported to Cabinet on 20/02/24 with a provisional outcome of a £300k financial benefit. The combination of both factors, once and if confirmed, is worth c2% in Council tax terms.
- Committee Members were advised that a letter has been sent to WG from the Leader of the Council which includes 12 lobbying points. This letter has now been shared with all Members of the Council.
- DH reaffirmed the scale of the medium-term financial challenge if public sector finances are limited to no more than a 1% annual increase or possibly worse from 25/26 onwards.

The relevant Overview and Scrutiny Committee will be considering the impact on Services within their individual remits on the 08/02/24 and 09/02/24.

Members were then given an opportunity to ask questions which were answered in turn by the Leader, the Cabinet Member or the relevant Officer. Main points arising as follows:

- In response to a question, it was confirmed that it is not illegal to use general reserves, albeit recognised as bad practice if other avenues have not been explored and considered in the first instance. The Cabinet Member and Section 151 Officer provided an explanation on the current policy regarding using general reserves and reminded Members that you can only use reserves once.
- In response to a question, it was confirmed that a robust balanced budget is achievable.

- A Member stated that many proposals will require consultation, considering the timescale for this budget, he asked how confident the Section 151 Officer was that these will be delivered? In response, it was stated that any budget savings may not be 100% deliverable, but that consideration is given to the likelihood of deliverability and the quantum involved. It was advised that the relevant Corporate Lead Officer responsible for the proposed savings will need to obtain a political mandate as soon as possible if the saving proposals are agreed as the Authority cannot afford to wait.
- A Member expressed disappointment in that the proposed options had not been considered at an earlier date. In response it was confirmed that 4 Member Budget Workshops have been held since September 2023 with continuous engagement with Councillors, more so than in any recent years' budget processes.
- It was confirmed that each Corporate Lead Officer will have further information regarding the savings proposals for Members in the individual Scrutiny Committees.
- The Leader advised Committee Members that he has publicly released a written letter addressed to Ceredigion Residents which provides information on the current financial situation.
- It was advised that if the Council Tax proposal is not approved, then individual Services will need investigation and some possibly reduced/ceased.
- In response to a question regarding Town/Community Councils precept, that many have already set their precept and that the meetings are possibly too late, it was confirmed that some are re-visiting their precept following the meetings held and that they still have a fortnight to submit up until close of play 14/02/24.
- The Leader confirmed that he has challenged the recent ONS population figures as the most recent CENSUS figures show that Ceredigion population is higher and if that's the case the budget settlement should reflect correct data.
- The cost of Home to School transport was highlighted as a concern.
- In response to a question querying the pay inflation figure and the position regarding being part of national pay negotiations, the legal situation including advice from the Chief Executive for both Teachers Pay and General staff pay was explained in detail.
- A lengthy discussion was held regarding the Council Tax Premium Cabinet proposal seen on page 15 and 16 in the agenda pack. Many Members raised strong concerns with regards to possible policy change and requested an explanation prior to agreement. The principle of capping the Community Housing fund at a maximum of £2.0m and releasing 75% funding to support the general budget (worth c3.5% in Council Tax terms) was explained.

- In response to a question, it was confirmed that letters have been sent to all Primary and Secondary Schools in Ceredigion, providing Headteachers and Governors with the option to invite Staff (where a School deems it appropriate) to submit an expression of interest, in principle, to explore the option of voluntary redundancy.

Following discussion, Members **AGREED** to note the following recommendations:

RECOMMENDATIONS:

- 1. That the overall Budget position as shown in the Budget report in Enclosure A had been considered.**
- 2. To note that individual Overview and Scrutiny Committees will consider the impact on the Services within their remits on 08/02/24 and 09/02/24.**

REASON FOR RECOMMENDATIONS: To assist with the preparation of a balanced budget and ensure appropriate scrutiny of the overall Budget being proposed.

In addition, Committee Members requested the following information:

1. Information relating to possible savings if Leisure Services ownership was transferred for example to Trusts in the future (beyond the 24/25 Budget Process)
2. A fuller explanation in relation to the process relating to the recommendation relating to the use of the empty and second homes premium and the effect on the current policy.
3. Further information in relation to the ratio of staffing to residents in comparison to other Local Authorities.

The Chair and Committee Members thanked Officers for their hard work in preparing the agenda papers.

33 To confirm the Minutes of the previous Meeting and to consider any matters arising from those Minutes

It was **AGREED** to confirm the minutes of the 6th of November 2023 Committee meeting as a true record. There were no matters arising from those minutes.

Any other matter which the Chairman decided is for urgent attention of the Committee

There were no other matters raised.

**Confirmed at the Meeting of the Overview and Scrutiny Co-ordinating
Committee held on 4 March 2024**

Chairman: _____

Date: _____

CYNGOR SIR CEREDIGION COUNTY COUNCIL

Report to: Overview and Scrutiny Co-ordinating Committee

Date of meeting: 4 March 2024

Title: Draft Forward Work Programme 2023/24

Purpose of the report: Review the current work programme of the Committee

Reason Scrutiny have requested the information:

The forward work programme of the Committee is reviewed and updated at each meeting

Background

Overview and Scrutiny Committees oversee the work of the Council to make sure that it delivers services in the best way and for the benefit of the local community.

The role of Overview and Scrutiny is to look at the services and issues that affect people in Ceredigion. The process provides the opportunity for Councillors to examine the various functions of the council, to ask questions on how decisions have been made, to consider whether service improvements can be put in place and to make recommendations to this effect.

Scrutiny plays an essential role in promoting accountability, efficiency and effectiveness in the Council's decision making process and the way in which it delivers services.

The main roles of the Overview and Scrutiny Committees:

- Holding the cabinet and officers as decision-makers to account
- Being a 'critical friend', through questioning how decisions have been made to provide a 'check and balance' to decision makers, adding legitimacy to the decision making process
- Undertaking reviews of council services and policy
- Undertaking reviews to develop council services and policies
- Considering any other matter that affects the county
- Ensuring that Ceredigion is performing to the best of its ability and delivering high quality services to its citizens
- Assessing the impact of the Council's policies on local communities and recommending improvement
- Engaging with the public to develop citizen centred policies and services

Effective Overview and Scrutiny can lead to:

- Better decision making
- Improved Service Delivery and Performance

- Robust Policy Development arising from public consultation and input of independent expertise
- Enhanced Democracy, Inclusiveness, Community Leadership and Engagement
- Adds a clear dimension of transparency and accountability to the political workings of the Council
- Provides an opportunity for all Members to develop specialist skills and knowledge that can benefit future policy making and performance monitoring processes
- Creates a culture of evidence based self-challenge

Current Situation

Questions to consider when choosing topics

- Is there a clear objective for examining this topic?
- Are you likely to achieve a desired outcome?
- What are the likely benefits to the Council and the citizens of Ceredigion?
- Is the issue significant?
- Are there links to the Corporate Strategy
- Is it a key issue to the public?
- Have the issues been raised by external audit?
- Is it a poor performing service?

Choosing topics

Overview and Scrutiny Committees should consider information from the Corporate Strategy, the Corporate Risk Register, budget savings – proposals and impact, Quarterly Corporate Performance Management panel meetings and departmental input in choosing topics and designing their Forward Work Programmes, as well as any continuing work.

Wellbeing of Future Generations:

Has an Integrated Impact Assessment been completed? If, not, please state why.

No

Summary of Integrated Impact Assessment:

Long term: N/A

Collaboration: N/A

Involvement: N/A

Prevention: N/A

Integration: N/A

Recommendation(s):

To review and update the current Forward Work Programme.

Contact Name: Lisa Evans

Designation: Scrutiny and Standards Officer

Date of Report: 26/02/24

Acronyms:

FWP – Forward Work Programme

This page is intentionally left blank

Overview and Scrutiny Draft Forward Work Programme 2023/24

Committee	Item (description/title)	Invited Speakers	Purpose i.e. monitoring, policy, recommendation
Coordinating			
22 May 2023	Serious Violence Duty. PSB Report 6 monthly RIPA update CYSUR / CWMPAS		
11 September 2023	Performance Management Framework Review of IIA Strategic Equality Plan 24-28 Strategic Equality Plan Annual Report Gender Pay 2023 and Workforce Equality 2023 Reports PSB reports		

	<p>Outcome of the Crime and Disorder Strategic Assessment 2023 conducted by the Community Safety Partnership'</p> <p>CYSUR/CWMPAS</p> <p>Overview and Scrutiny Annual Report</p> <p>Scrutiny self-evaluation results</p>		
6 November 2023	<p>PSB Report</p> <p>Self-Assessment Report</p> <p>CYSUR/CWMPAS</p>	<p>Timothy Bray</p> <p>Rob Starr</p> <p>Elizabeth Upcott</p>	
1 February 2024	<p>Budget</p>		
4 March 2024	<p>RIPA update</p> <p>Whistleblowing</p> <p>Regional Safeguarding Executive Board Annual Report</p> <p>Corporate Safeguarding Policy</p> <p>CYSUR /CWMPAS</p>	<p>Elin Prysor</p> <p>Elin Prysor</p> <p>Audrey Somerton-Edwards</p> <p>Audrey Somerton-Edwards</p> <p>Elizabeth Upcott</p>	

	PSB minutes Strategic Equality Plan 24-28	Timothy Bray Catherine Morgan	
Future meetings 2024/25: 13/6/24 12/9/24 7/11/24			

This page is intentionally left blank

Committee	Item (description/title)	Invited Speakers	Purpose i.e. monitoring, policy, recommendation
Corporate Resources			
12 June 2023	SMART Towns Digital Connectivity update Engagement and Participation Plan Annual Report 2022-23	Arwyn Davies David Owen Cathryn Morgan	Chair's request Chair's request
19 July 2023	Menopause Policy Workforce Plan Update on Hybrid Working Update on Clic (requested) Medium Term Financial Plan (MTFP)	Geraint Edwards Geraint Edwards Geraint Edwards/Russell Hughes-Pickering Joy Lake/Anna Gawthorpe Duncan Hall	Pre-Cabinet Pre-Cabinet Pre-Cabinet
19 October 2023	To Elect a vice-chairman for the remainder of the 2023/2024 municipal year with immediate effect Tackling Hardship Compliments, Complaints and Freedom of Information Reports Update on Banking Services Contract	Cathryn Morgan Marie Neige-Hadfield/Alun Williams Duncan Hall	Pre-Cabinet For info Chair requested following public request

7 December 2023	Engagement and Participation Strategy update monitoring report Discuss the possibility of establishing a Procurement Task and Finish Group	Cathryn Morgan	Agreed at June's meeting to monitor progress 6 monthly
9 February 2024, 1:30pm	Budget Preparation		
12 March 2024, 2pm	Family Support and Leave Policy Leave and Absences Policy Flexible Working Policy Prevention and Management of Stress Policy Driving at Work Policy Council Fleet (amended) Digital Strategy Half yearly report of Compliments, complaints and FOI report broken down into service area Coroner's report	Geraint Edwards Alan Morris Marie-Niege Hadfield Katy Sinnet-Jones	All Pre-Cabinet Pre-Cabinet Monitoring Information
16 May 2024	Council Tax and Welfare Reform update County Farms Strategy	Ann Ireland Arwyn Davies	
Future meetings	9 th July – Delegated Decisions report <ul style="list-style-type: none"> Report on the Corporate Estate 	Elin Prysor	

	<ul style="list-style-type: none"> • Procurement and Commissioning Strategy 		
Task and Finish County Farms	Ongoing		

This page is intentionally left blank

Committee	Item (description/title)	Invited Speakers	Purpose i.e. monitoring, policy, recommendation
Healthier Communities			
24 May 2023	CSSIW Inspection report and Action Plan	Audrey Somerton-Edwards	
	Update on Domiciliary Care	Donna Pritchard	Committee's request
	Regional Maternity and Early Years Strategy	Iwan Davies/Elen James	Pre-Cabinet
	Joint Adoption Arrangements	Audrey Somerton-Edwards	
3 July 2023	Through Age and Wellbeing Recruitment/Retention	James Starbuck	Committee's Request
	Direct Payments	Donna Pritchard	
	A report on the Housing Register	Llyr Hughes/Cerys Purches-Phillips	Committee's Request
18 September 2023	Housing Strategy	Llyr Hughes	Pre-Cabinet
	IRO	Elizabeth Upcott	Pre-Cabinet

	To present to Committee the outcome of the Ceredigion Dementia Ceredigion Implementation Plan		Pre-Cabinet
22 November 2023	Report on the delivery of food hygiene/standards and animal feed inspections in Ceredigion Single Use Plastic Pets as prizes CIW update report after six months for a period of one year on action against progress Statutory Director of Social Services Annual Report 22/23 Respite and Day Services IRO	Carwen Evans Alun Williams Heddwyn Evans Audrey Somerton-Edwards Audrey Somerton-Edwards Donna Pritchard Elizabeth Upcott	Requested by Committee Pre-Cabinet As recommendation
8 February 2024	Budget Preparation 24/25		
11 March 2024	Rapid Re-housing Plan Housing Strategy Action Plan Local Housing Market Assessment (LHMA) Review of Additional Licensing Scheme for HMOs Carers annual report for information	Greg Jones Greg Jones Cerys Purches-Phillips/Caitlin Theodorou Iwan Davies Elizabeth Upcott	All Pre-Cabinet For info prior to Council

	IRSPMR quarter 2		
Future agenda items	<p>3 July 2024 - Age Friendly Communities – self assessment</p> <p>3 July 2024 - Direct Payment Policy</p> <p>Report on the 15 points referred to in the 'Pledge' – Domiciliary Care</p>	<p>Greg Jones</p> <p>Heather West</p> <p>Donna Pritchard/Heather West</p>	

This page is intentionally left blank

Overview and Scrutiny Draft Forward Work Programme 2023/24

Committee	Item (description/title)	Invited Speakers	Purpose i.e. monitoring, policy, recommendation
Learning Communities			
8 June 2023	Mid Wales Education Partnership Business Plan	MWEP Strategic Lead and the School Support Adviser	Recommendation
	ALN transfer document		Recommendation
	Ceredigion Youth Council Minutes		Monitoring
	Estyn inspections		Monitoring
6 July 2023	Child Sufficiency Assessment	Carys Davies	Monitoring
	E-sgol	Gwion Dafydd	Monitoring
28 September 2023	Post 16 education review		Recommendation
	GCSE / A level results		Monitoring

30 November 2023	6 month update on child care availability Curriculum GCSE/ A-level final Ceredigion Youth Council Minutes	Carys Davies Gareth Lanagan Gwion Dafydd Lowri Evans	
8 February 2024 1.30pm	Budget		
9 May 2024	Sgiliau Bywyd, Sgiliau Gwaith & Multiply Museum Stock Partnership Agreement 2024 – 27' Ceredigion Youth Council Minutes	Mark Gleeson Elen James Lowri Evans	
Future meetings	Play Sufficiency Assessment Mid Wales Education Partnership		
Workstreams	<ol style="list-style-type: none"> 1. Ensure that local and national priorities are delivered effectively 2. Ensure equity for all pupils 		

	3. Ensure an effective and efficient infrastructure to meet our priorities		
--	--	--	--

This page is intentionally left blank

Overview and Scrutiny Draft Forward Work Programme 2023/24

Committee	Item (description/title)	Invited Speakers	Purpose i.e. monitoring, policy, recommendation
Thriving Communities			
22 June 2023	Climate Change and Coastal Erosion / Flooding (from the risk register) Creation of Waste Service Working Group Development Management and Enforcement caseload update	Phil Jones Invite NRW Rhodri Llwyd Russell Hughes Pickering	Risk register Review Monitoring
31 July 2023	Report on the option of allowing 2 hours free parking before 11am (from the budget meeting) Winter Service Dŵr Cymru Welsh Water (DCWW) Planning and phosphates discussion	Invite Welsh Water	Recommendation Review Monitoring

23 October 2023	Parking Food Centre Wales	Gerwyn Jones/Phil Jones Arwyn Davies	
18 December 2023	Review Harbours Management Policy Grass cutting Local Access Forum Annual Report	Gerwyn Jones Phil Jones Eifion Jones	Policy
9 February 2024	Budget		
18 March 2024	Information on the availability of grants for organisations and businesses Waste Collection Service	Arwyn Davies Rhodri Llwyd	
Future meetings	<u>Suggestions:</u> Impact of grant funded schemes – what’s the impact, how well drawing down funds Use of space – how do we make it more vibrant, increase income LDP		

	<p>Review of public toilet strategy</p> <p>Use of Buildings</p> <p>Relationship between Ceredigion County Council and Welsh Government in relation to Town and County Planning</p> <p>Business Support and Regeneration</p> <p>Highways Asset Management Plan (June/July 2024)</p>		
--	--	--	--

This page is intentionally left blank