

Bwrdd Rhaglen - Cynllun Ymateb

Programme Board – Response Plan

Cyfarfod / Meeting

10:00, Dydd Mercher 15 Gorffennaf 2026 / 10:00, Wednesday 15 Gorffennaf 2026

Microsoft Teams

AGENDA

Rhif / No	Amser /Time	Eitem / Item															
1	10:00 – 10:10	Croeso a Chyflwyniadau / <i>Welcome and Introductions</i> - Datgan Buddiant / <i>Declaration of Interests</i> - Cylch Gorchwyl / <i>Terms of Reference</i>															
2	10:10-10:25	Diweddariadau / <i>Updates</i> – - Sally Holland, Cadeirydd y Bwrdd / <i>Chair of the Board</i> - Dafydd Gibbard, Cyngor Gwynedd															
3	10:25 – 10:35	Cofnodion a Phwyntiau Gweithredu 27/04/2026 <i>Minutes and Action Points 27/04/2026</i>															
4	10:35 - 11:40	Rhaglen Waith / <i>Work Programme</i> ; - Adroddiad Cynnydd / <i>Overview Report</i> - Rhaglen Waith / <i>Work Programme</i> - Mesurau/Measures <table><tr><th></th><th>Thema / Theme</th><th>Arweinydd Thema / Theme Leader</th></tr><tr><td>Thema 1</td><td>Llais y Plentyn a Chefnogi Dioddefwyr <i>Voice of the Child and Supporting Victims</i></td><td>Gwern ap Rhisiart</td></tr><tr><td>Thema 2</td><td>Rheoli Honiadau a Phryderon am Oedolion sy'n gweithio gyda Phlant <i>Managing Allegations and Concerns about Adults who work with Children</i></td><td>Dylan Owen</td></tr><tr><td>Thema 3</td><td>Hyfforddiant a Pholisïau <i>Training and Policies</i></td><td>Ian Jones</td></tr><tr><td>Thema 4</td><td>Llywodraethu <i>Governance</i></td><td>Alison Halliday</td></tr></table>		Thema / Theme	Arweinydd Thema / Theme Leader	Thema 1	Llais y Plentyn a Chefnogi Dioddefwyr <i>Voice of the Child and Supporting Victims</i>	Gwern ap Rhisiart	Thema 2	Rheoli Honiadau a Phryderon am Oedolion sy'n gweithio gyda Phlant <i>Managing Allegations and Concerns about Adults who work with Children</i>	Dylan Owen	Thema 3	Hyfforddiant a Pholisïau <i>Training and Policies</i>	Ian Jones	Thema 4	Llywodraethu <i>Governance</i>	Alison Halliday
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		Pecynnau Gwybodaeth (atodiadau eitem 4) / <i>Information Packs (Item 4 Attachments)</i> • Ffurflen Gyfeirio / <i>Referral Form</i> • Gweithio yn Aml-Asiantaethol / <i>Multiagency Working</i> • Hyfforddiant Camfeithrin / <i>Grooming Training</i> • Hyfforddiant Diogelu – Fideo a Fewnrwyd Drafft / <i>Safeguarding Training – Video and Intranet Draft</i>						
5	11:40 – 12:20	Eitem Penodol / Specific Item: Adrodd yn ôl: Ymchwiliad Craffu Diogelu mewn Ysgolion / <i>Reporting back: Scrutiny Investigation into Safeguarding in Schools</i> • Cyflwyniad / <i>Presentation</i>: 10m • Trafodaeth / <i>Discussion</i>: 30m Dolen i'r Adroddiad: Microsoft Word - Adroddiad Ymchwiliad Craffu Trefniadau Diogelu mewn Ysgolion.docx Dolen i'r atodiadau: Atodiad 1 - Briff yr Ymchwiliad Craffu Link to the Report: Microsoft Word - Safeguarding Arrangements in Schools Scrutiny Investigation Report.docx Link to the Appendices: Appendix 1 - Scrutiny Investigation Brief						
Dogfennau atodol er gwybodaeth yn unig / <i>Additional documents for interest only</i> • Cofrestr Risg / <i>Risk Register</i> • Papur Blaenoriaethu (diweddarwyd) / <i>Prioritisation Paper (updated)</i> • Cynllun Pontio (Drafft Cyntaf) / <i>Transition Plan (First Draft)</i> • Adroddiad Cabinet Chwarterol Cadeirydd y Bwrdd: Adroddiad Chwarterol SH.pdf / <i>The Chairs Cabinet Quarterly Cabinet Report: Quarterly Report SH - Cabinet July 2026.pdf</i> • Strategaeth Llais y Plentyn gyda atodiadau (Drafft) / <i>Voice of the Child Strategy with Appendices (Draft)</i> • Fersiwn Plant a Teuluoedd / <i>Children and Families Version</i> • Diweddariad Inffograff – Beth sydd wedi newid? / <i>Updated Infograph – What has changed?</i> • Diweddariad Inffograff – Beth fydd yn cael ei wneud yn y 6 mis nesaf? / <i>Updated Infograph – What will be done in the next 6 months?</i>								

TERMS OF REFERENCE – RESPONSE PLAN: OUR BRAVERY BROUGHT JUSTICE

Purpose:

- To verify and challenge the appropriate and timely progress of the 7 workstreams within the Response Plan: Our Bravery Brought Justice.
- To verify and challenge whether the implementation of individual issues within each workstream is thorough and appropriate.
- To review the contents of the Response Plan: Our Bravery Brought Justice as the situation develops and ensure that the Plan is adapted appropriately and in a timely manner and responds to the recommendations of the Child Practice Review.
- To report back to the Council's Cabinet regularly on the appropriate and timely progress of the workstreams.
- The Programme Board may collate observations and learning points that have implications beyond Gwynedd, and will report these to the appropriate national authorities – some of whom are represented on this Board.

Meeting organisation:

- Wherever possible, please arrange for a suitable senior-enough substitution who is able to report on your behalf, if you are unable to attend.
- The Board's minutes and documents will be made public on the Council's website after the meeting, except for any items that are exempt.
- All participants will be asked to declare any personal interest at the beginning of each meeting should it be necessary
- External members will meet quarterly for half an hour with the Chair before the meeting starts to discuss satisfaction with progress and any questions we may wish to raise. This pre-meeting is to be attended by Gwynedd secretariat and notes taken, for transparency. The same arrangements as above will also apply for Cabinet Members.
- Most meetings will include one or more substantial item per meeting, such as looking at one workstream in detail or considering a report (eg CPR).

Membership:

a. Chairperson:

Sally Holland, Chair

b. Elected Members:

- Nia Jeffreys (Council Leader) – CYNG/COUN
- Menna Trenholme (Deputy Council Leader) – CYNG/COUN
- Dewi Jones (Councillor) – CYNG/COUN
- Llio Elenid Owen (Councillor) – CYNG/COUN

c. Officials:

- Dafydd Gibbard (Chief Executive) – Leadership Team
- Dylan Owen (Corporate Director and Statutory Director of Social Services) – Leadership Team
- Gwern Ap Rhisiart (Head of Education) – Education Department
- Ian Jones (Head of Corporate Services) – Corporate Services Department
- Nia Grisdale (Legal Services Manager) – Leadership Team

- Sharron Williams Carter (Assistant Head – Supporting Families) – Children and Family Support Department
- Sion Gwynfryn Williams (Communications and Engagement Manager) - Corporate Services Department
- Sarah Marion Jones (Communications Team Leader) - Corporate Services Department
- Iwan Gwilym Evans (Legal Services Manager / Monitoring Officer) – Leadership Team
- Catrin Love (Assistant Head – Corporate Services) – Corporate Services Department
- Llion Williams (Safeguarding and Wellbeing Quality Leader) – Education Department
- Alison Halliday (Assistant Head of School Support) - Education Department

d. Representatives of the Education Sector:

- Elin Walker Jones (Chair of Governors – Ysgol Tryfan) – CYNG/COUN
- Margaret Davies (Head of Ysgol Friars)
- Rhian Parry Jones (Representative - School Headteachers Chairpersons Group)

e. External Representatives (*Active Observers*):

- Dyfrig Ellis, Estyn
- Sian Roberts, Care Inspectorate Wales
- Kevin Barker, Care Inspectorate Wales
- Lou Bushell-Bauers, Care Inspectorate Wales
- Taryn Stephens, Welsh Government
- Nicola Edwards, Welsh Government
- Georgina Haarhoff, Welsh Government
- Rocio Cifuentes, Children’s Commissioner
- Lina Liu, Children’s Commissioner
- Geraint Davies, Regional Safeguarding Board

It will be the responsibility of Cabinet Members to set the strategic political direction of the areas of work under their responsibility, while also scrutinizing the work of officers and supporting them.

External representatives will act as active observers offering advice and challenge to the work and operation of the Board.

Note - Board membership may allow flexibility for others to join for specific items (depending on the agenda).

Reporting Arrangements:

The Programme Board – Response Plan will report to the Cabinet once every quarter on the development of the workstreams.

The Programme Board– Response Plan may collate observations and learning points that have implications beyond Gwynedd, and will report these to the appropriate national authorities.

Timeline:

The Programme Board will continue to meet until all actions in the response plan are completed and Board members are satisfied that evidence in relation to the listed impact measures demonstrates

effectiveness of these actions. The Chair will review the likely timescales in the autumn of 2025, when the complexity and scale of work required following the publication of the Child Practice Review has been assessed, and report on this to the Board. This will continue to be reviewed at Board meetings.

Programme Board – Response Plan

Meeting

13:00, Monday 27 April 2026

Microsoft Teams

Present:

Chair:

Sally Holland (SH)

External:

Lina Liu - Children's Commissioner (LL), Dyfrig Ellis - Estyn (DE), Lou Bushell-Bauers – Care Inspectorate Wales (LB), Nicola Edwards - Welsh Government (NE), Taryn Stephens – Welsh Government (TS), Emyr Harries – Welsh Government (EH), Sian Jones – Welsh Government (SJ)

Councillors:

Cllr Nia Wyn Jeffreys (NWJ), Cllr Menna Trenholme (MT), Cllr Dewi Jones (DJ), Cllr Llio Elenid Owen (LLEO)

Representatives of the Secondary Sector:

Margaret Davies (MD), Rhian Parry Jones (RPJ), Cllr Elin Walker Jones (EWJ),

Officers:

Dafydd Gibbard (DG); Ian Jones (IJ), Sarah Marion Jones (SMJ), Gwern Ap Rhisiart (GApRh), Dylan Owen (DO), Nia Grisdale (NG), Catrin Love (CL), Llion Williams (LIW), Alison Halliday (AH),

Lois Owens (LO), Ffion Mai Jones (FfMJ), Bethan Mair Evans (Translator)

MINUTES AND NOTES FOR ACTION

	MINUTES	Action: BY WHOM	Action: BY WHEN
1	Welcome and Introductions		
	Everyone was welcomed to the meeting, introduced, and their roles stated. Declaration of Interest: There were no declarations of interest regarding the agenda items by the Board members. Terms of Reference:		

	MINUTES	Action: BY WHOM	Action: BY WHEN
	SH highlighted the changes that had been made since the last meeting. There were no further comments on the Terms of Reference.		
2.	Updates		
	Sally Holland (Chair of the Board) • Since the last meeting, the Chair's Quarterly Report has been presented to Cabinet and circulated to Board members for their information. • SH reminded the Board of its purpose, and of the importance of continuing to both note and actively scrutinise progress. • The updated paperwork was commended, with recognition that it now provides clearer visibility of where progress is being made and includes a strong level of detail. It was noted that performance measures are now set out under each theme, with the intention that these will be worked through systematically by the Board. • Positive progress was highlighted across several areas, including the development of a child-friendly and trauma-informed county, continued progress of the Youth Forum, and an increase in the number of children listened to during Part 5 investigations. • It was noted that some documents had been shared for information only. Board members were invited to raise any questions, and the papers were intended to provide additional context. • In relation to the Risk Register, Board members were advised that there have been some changes (noted in red on the document) which they may wish to review in detail. Some risks have been removed or de-escalated because of the publication of the Our Bravery Brought Justice report, and further mitigations have also been put in place. No new risks have been identified. • The development of the "What still needs to be done?" infographic was welcomed as a positive and accessible way of communicating key information to the public. Dafydd Gibbard (Chief Executive, Cyngor Gwynedd) • The updated response plan has now progressed through the relevant committees and Cabinet and has been formally adopted. He also noted that the Council has approved the budget, allocating additional resources to support the Plan's implementation. • A further Ministerial Assurance Board had taken place shortly before the pre-election period. Following this, the Minister for Education issued a positive statement in the Senedd, which has already been		

	MINUTES	Action: BY WHOM	Action: BY WHEN
	shared with the Board Members. - DG noted that several items had arisen from requests made by the Board, including the prioritisation work and the development of a child-friendly version of the plan. The latter has been produced by the same company that created the child-friendly version of the <i>Our Bravery Brought Justice</i> report. - An update was provided on the timeline for the Scrutiny Committee's investigation into school safeguarding. This is expected to conclude before the next meeting, and representatives have been invited to attend the July Board to report on their findings. - A Cabinet report on further investigations has been prepared and will be presented shortly. This work has arisen from discussions with Members regarding areas requiring additional examination. - DG commended the Theme Leads for the quality and level of detail in the paperwork, noting that this was encouraging to see.		
3.	Minutes and Action Points – 08122025		
	- A correction was raised by NWJ in relation to Action Point 4: <i>IJ/IGE to look further into similar arrangements for Councillors to be able to raise whistle-blowing matters and suggest a timetable.</i> NWJ noted that it has since been agreed that guidance for members <u>will</u> be included. It was further noted that the Scrutiny Committee will also be incorporated into the timetable provided. - An update was provided for Action Point 5: <i>NE to discuss further with TS about the vacancies on social work courses in Gwynedd / not being taken up and technological developments.</i> TS confirmed that it would be possible for Welsh Government to facilitate further discussion through Social Care Wales. It was noted that the social work bursary has contributed to increased access to university courses. There has been continued growth in “grow your own” pathways, as well as through the Open University via Social Care Wales. An open offer was extended for further discussion if Gwynedd's social services department wish to explore this in more detail.		
4.	Prioritisation		

	MINUTES	Action: BY WHOM	Action: BY WHEN
	- DG was invited to introduce the prioritisation paper, with reference to the question posed to the Board on the front page. - The Board has discussed prioritisation on more than one occasion, recognising that while all actions are important, clear decisions are required on what should take priority. - The actions have been categorised into five groups. Red actions are to be delivered within six months, and orange within one year; both are therefore prioritised. It was acknowledged that a significant number of actions remain high priority. - Grey actions relate to national work and are considered interim, pending progress at a national level, while green actions represent those that have been completed. - It was noted that the number of red actions is expected to reduce as the six-month period ends in June. - The prioritisation approach was described as open to challenge by the Board. Discussion: Number 18 (Referral Form): SH questioned why this item was categorised as orange, suggesting it appeared to be a relatively straightforward action where a simpler and more streamlined approach would be preferable, particularly given comments that the current process is difficult to follow. <i>In response, DO explained that the referral form is a regional arrangement and therefore not something the Council can change in isolation. However, it was noted positively that a national process is in development to create a single national form, and that the Council is also in the process of replacing the current social care data system (WCCIS) with Mosaic, which is expected to go live in October.</i> Number 30 (Identifying Grooming Behaviour Training): DE highlighted that training staff to identify grooming behaviours is a clear priority and therefore should be in category 1. <i>DG noted that a training package is being developed in partnership with the NSPCC, however, in the interim there had been adaptations to the school safeguarding training. DE will be provided with a detailed update</i>	DG/ShC	15.7.26

	MINUTES	Action: BY WHOM	Action: BY WHEN
	<i>of the grooming training package by email, and that an update will also be provided to Members at the next meeting.</i> General comments: NWJ made several general observations and agreed with DG that “if everything is a priority, nothing is a priority” And that this principle should be more clearly reflected in the introductory section. NWJ also questioned the prominence given to financial considerations in the introduction, noting that there should be no implication of cost when it comes to safeguarding children. NWJ supported DE’s earlier point that Number 30 (Identifying Grooming Behaviour Training) should be a key priority, as well as Number 10 (Listening to the Voice of the Child). In addition, NWJ proposed that further consideration be given to including a column to reflect interdependencies, particularly where progress is reliant on external organisations or regional / national timelines. Number 9 (Compensation claims): NWJ emphasised the importance of timely processing and robust monitoring by risk coordinators. The Council needs to ensure appropriate care and support for victims, with a clear focus on avoiding re-traumatisation. It was suggested that this should be explicitly reflected within the action, noting that this is not solely a legal risk but also a safeguarding issue. Monitoring arrangements: NWJ identified a recurring theme regarding how long-term change is monitored, particularly in relation to Number 16 (Checking Historical Records), Number 42 (Safeguarding Training), and Number 57 (Crisis Plan). NWJ was concerned about how sustained impact will be measured and stressed the importance of focusing on ongoing monitoring and meaningful change, rather than simply making actions mandatory. While supportive of the overall prioritisation approach, there’s a need for greater clarity in this area. Number 4 (Bromcom for Schools): DJ raised concerns regarding the proposed timeline, particularly in relation to system integration across schools and delivery by December. He queried whether additional resources may be required to support implementation. <i>GapRh provided an update on digital systems across schools in Gwynedd, confirming that all schools are now using an electronic</i>		

	MINUTES	Action: BY WHOM	Action: BY WHEN
	<i>system (either Bromcom or MyConcern). The implementation of Bromcom in primary schools has been completed, while rollout to 14 secondary schools and two all-age schools is planned over the coming year. This work forms part of a wider aim to ensure consistency across all schools.</i> - TS noted that the board paper was helpful and easier to read. Regarding DO's earlier point about Number 18 (Referral Form), this is currently being delivered in phases and remains at pilot stage, with no confirmed national rollout at present. There was a potential risk that regional and national approaches may not align in terms of timing. - NE sought clarification on why certain items had been included in the list, particularly those shown in grey without clear timelines. She queried whether these represent active workstreams or sub-tasks and suggested that wording and alignment with Welsh Government processes may need to be reviewed. Response: - DG acknowledged the range of comments and welcomed the suggested improvements to clarity and reiterated that amber ratings do not indicate lower importance but rather reflect the stage of progress. - In response to NWJ's suggestion of a third column, DG noted that additional information on dependencies and measurement could instead be included as footnotes. DG cautioned that adding excessive detail could increase complexity and suggested that the detailed reporting will be provided through the Theme Progress Reports instead. Further work will be undertaken on the prioritisation paper to incorporate the Board's comments, and an updated version will be presented at the next meeting.	DG/LO	15.7.26
5.	Work Programme		
	Theme 1 - Voice of the Child and Supporting Victims <i>Reporting Officer: Gwern ap Rhisiart</i> The feedback received on the draft of the Voice of the Child Strategy has now been incorporated in the document. There is further work to be		

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	done on some of the appendices include measures relating to the impact of children's participation (Children's Services). A meeting with the Youth Forum has been scheduled for the 15th of May, and that the voice of children and young people is being embedded both within the strategy and its supporting appendices. • Work is underway to ensure that children's voices form a central part of the overall strategic approach, with a separate programme focused on becoming trauma-informed and promoting children's rights being led by Cyngor Gwynedd's director. • The feedback gathered from children and young people, notes generally positive responses, particularly around knowing who they can turn to within schools for safeguarding support. • Ensuring meaningful participation remains a challenge, particularly in maintaining engagement through the Youth Forum. GapRh noted that timing may be affected by exam periods, and that care is needed to balance expectations and avoid overburdening young people, while still ensuring their views are captured and reflected in priorities. Further observations: • SH queried whether Children's Services engage with specific groups of young people, such as young carers, homeless young people, disabled children and looked-after children, to ensure a broad range of voices are heard. <i>GapRh confirmed that while some engagement already takes place, there is a clear intention to strengthen this approach. A new engagement officer is currently being recruited, with the aim of ensuring that voices from a wider range of groups are included. This role is expected to be filled within the coming weeks.</i> • SH also referenced Cardiff's experience as a UNICEF Child Friendly City, noting their accreditation and its link with the "Right Way" programme, as a potential source of support. <i>GapRh confirmed that initial contact has already been made and has helped inform current work programme. MT also noted that meetings have taken place with Cardiff Council Officers and Councillors.</i>		

	MINUTES	Action: BY WHOM	Action: BY WHEN
	- DJ cautioned against placing excessive demands on the Youth Forum, emphasising the need to avoid making participation burdensome. He highlighted the importance of having a clear framework to guide what is being asked of young people and how, to ensure continued engagement. DJ also requested clearer timelines and intended outcomes for the trauma-informed and children's rights agenda. <i>DO welcomed the planned appointment of the new engagement officer, noting this as a positive step towards improved collaboration. He also confirmed that Catrin Thomas, the Corporate Director, was leading on the Child Friendly / Trauma Informed County work programme, and that it aligns to the Gwynedd and Anglesey Public Service Board priorities.</i> Theme 2 - Managing Allegations and Concerns about Adults working with Children Reporting Officer: Dylan Owen - DO confirmed that Sharron Williams Carter has been appointed as Interim Head of Children's Services. Her enthusiasm and commitment to the role were recognised. It was noted that the service has experienced reduced management capacity; however, this appointment represents an important step towards stabilisation. - No further feedback was received from the Board on the Quality Assurance Framework. Additional content has been incorporated into the final draft, which has now been shared with members for information. - Magic Notes (now called Beam Notes) has been piloted and evaluated, and plans are in place to roll the system out across Social Services. This will be supported by training on safeguarding recording and minute-taking practices, with the aim of promoting more confident and consistent recording. This is due to commence in the coming weeks. - In relation to the national referral form, DO confirmed that the Council has put itself forward to participate in the pilot. However, the revised form has not yet been shared. - Work is ongoing with the Police Service to strengthen collaboration using a Teams channel to support communication around referrals. While initial engagement was positive, there has since been some reluctance from the Police regarding this. A further discussion with the Police Service is planned, alongside partners in probation and health.		

	MINUTES	Action: BY WHOM	Action: BY WHEN
	- Despite additional funding, recruitment challenges remain. Numbers enrolling on social work courses at the Local university continue to be low, and this remains an ongoing concern and priority. Further observations: - In response to a query from the SH, DO confirmed that Gwynedd Council sponsors students and intends to expand this approach using additional funding. This includes “grow your own” pathways, with recognition that support extends beyond financial assistance to include placements and tutoring. Additional incentives are also being introduced, including a retention payment following training, aimed at encouraging individuals to remain within the service after qualifying. - MT raised concerns regarding police engagement, and are there contingency arrangements should collaboration not improve, particularly given the multi-agency nature of Section 5 work and potential delays for individuals. <i>DO noted that models such as MASH (Multi-Agency Safeguarding Hub), were used by some authorities whilst others used Teams channels. Hopeful that discussions during the next few weeks would be positive, and it is hoped that alignment can be achieved at the next meeting.</i> DG confirmed that he will take forward discussions with the Police to establish a multi-agency Teams channel. - LLEO raised concerns regarding system resilience and cyber security, particularly considering increasing reliance on digital systems such as Bromcom, Mosaic and Magic Notes. Assurance was sought on backup arrangements and business continuity, including the potential use of offline or external backups. <i>IJ confirmed that work is progressing through the Cyber Assurance Framework, which will form a key part of the Council’s digital strategy. The Children’s Department identified as a priority if there are any outages. DG also emphasised that while there have been no successful cyber-attacks to date, it is essential to ensure robust recovery arrangements are in place.</i>	DG	Asap

	MINUTES	Action: BY WHOM	Action: BY WHEN
	Theme 3 - Training and Policies Reporting Officer: Ian Jones - Whistleblowing Policy: Further work is underway on the e-learning module and the development of mandatory training. This item will be presented to the Learning and Development Panel on the 9th. - A video has been developed to support delivery of safeguarding training, particularly for frontline staff. It was recognised that there have been challenges in distribution due to some staff not having access to email or IT systems. To address this, the video will be made widely available and supported by targeted group sessions for frontline staff. - Safeguarding training completion rates have continued to increase, with further improvement expected following the rollout of the video in the coming weeks. - While the Scrutiny Committee has faced some challenges, progress in recent months was acknowledged. The Chair has been invited to present the findings at the next meeting. Further observations: - SH sought clarification on the purpose of the video, asking whether it was intended to replace safeguarding training, delivering the same content in a different format. <i>IJ confirmed that this is the intention, noting that the video has been developed particularly with frontline staff in mind, including those with lower literacy levels, IT confidence or access to computers as part of their job role. IJ offered to provide a further update on the safeguarding video training at the next meeting, including sharing a copy of the video.</i> - NWJ welcomed the increase in training numbers but questioned how the Council will measure staff confidence and understanding when responding to safeguarding concerns. <i>IJ explained that this forms part of the Safeguarding Champion role, with plans to include questions at the end of the video to assess understanding, alongside opportunities for discussion. He also noted</i>	IJ	15.7.26

	MINUTES	Action: BY WHOM	Action: BY WHEN
	<i>that there are plans to revisit staff after a period to monitor progress, identify any learning and target any further support.</i> - DJ agreed that there was a need to move away from a sole focus on percentage completion targets (e.g. 100% trained) for safeguarding and whistleblowing. While this should be assumed as a baseline, he stressed the importance of scrutinising whether staff can apply training and policies in practice. He suggested introducing regular sampling of staff, such as surveys or assessments, to measure confidence and identify further training needs. It was noted that this approach has already been discussed at the Strategic Safeguarding Panel. - LL noted that the video represents a positive development, particularly for staff who are not based on Council systems. However, she suggested that confidence levels may still be lower than expected and that targeted refresher training may be required. <i>DO confirmed that an audit of staff understanding of the safeguarding policy was undertaken approximately a year ago, and discussions are underway to repeat the audit in October, to be commissioned by the Strategic Safeguarding Panel.</i> <i>DO also reiterated that the video improves accessibility, as staff will be able to view it on mobile devices. In addition, work is underway to develop a dedicated safeguarding webpage for all staff, which will include clear guidance on who to contact and what should be recorded.</i> <i>DO will share the staff safeguarding webpage with the Board once completed.</i> Theme 4 - Governance Reporting Officer: Alison Halliday - An update was provided on key achievements within Theme 4, including the appointment of a Governance Support Officer to strengthen support for governing bodies. - A training has been scheduled for governing body clerks. To date, 25 clerks have registered out of a total of approximately 70. This was part of a wider programme of training and further sessions will be arranged. - Work is underway to explore the introduction of a professional clerk role, with a pilot planned.	DO	15.7.26

	MINUTES	Action: BY WHOM	Action: BY WHEN
	- In terms of next steps, it was noted that further progress is dependent on the outcome of the Welsh Government review. Further observations: - NWJ made a related observation, linking to earlier discussions on whistleblowing and safeguarding training. She noted that consideration should be given to how the impact of training and policies can be measured, for example by assessing whether more governors are using whistleblowing processes. <i>AH agreed and confirmed that a survey is being undertaken to assess the confidence of governing bodies, as well as their understanding and use of policies. This will help inform future training programmes and further empower governing bodies in their role.</i> Theme 5 - Restrictive Practices Reporting Officer: Llion Williams - The external company commissioned to review current arrangements has presented its findings in a detailed report (over 10,000 words). LIW had only just received the report but read out the summary. - Whilst it highlighted several strengths, including training provision, local delivery, and commitment, it also identified variation across the county in areas such as governance, recording, and the review of incidents. The need for greater consistency between policy and practice, as well as stronger oversight and quality assurance frameworks, was noted. - This presents a valuable opportunity to verify the findings and bring the team together to develop an action plan. This will include strengthening the training programme within schools and embedding changes, with the intention of formal adoption from September. - Ongoing quality visits to schools are in place, with increasing awareness of the policy and its requirements. Further observations: - SH noted that the theme aim appears narrowly focused on filming, whereas the work is in fact broader in scope. It was also noted that the theme aligns more broadly with trauma-informed practice and the "Right Way" approach. LIW will amend the wording of the theme aim	LIW	15.7.26

	MINUTES	Action: BY WHOM	Action: BY WHEN
	to reflect that the theme is broader than filming incidents alone. - NWJ agreed with SH regarding the theme aim and thanked officers for the work undertaken. She raised a query regarding timelines, particularly Number 53 (National Framework on Filming Incidents), which is dependent on the Welsh Government review, and whether this dependency would delay progress. <i>LIW confirmed that this would not delay progress, and that work will continue regardless, including incorporating guidance into policy ahead of the next academic year to provide clearer direction to schools.</i> - DJ raised a query regarding the existence of two different training approaches (within education and children's services), questioning whether a more consistent message should be in place. He also queried the level of variation across the region (e.g. Conwy and Anglesey), noting that multiple approaches appear to be operating. <i>LIW confirmed that discussions are ongoing between the Children's and Education Departments, and that this will be explored further through evaluation to identify where duplication exists and where differences are appropriate. LIW acknowledged that while there are variations in approach across the region, there are limitations to achieving full consistency due to long-standing programmes already in place and significant historical investment in training and resources. It was noted that a more proportionate approach is therefore to recognise existing differences and focus on mitigating associated risks.</i> Theme 6 - Crisis Planning and Crisis Response Reporting Officer: Catrin Love - CL provided a brief update, confirming that work has been undertaken with a small group of headteachers to develop both a strategic and operational plan. - A practical manual for schools and leisure centres is nearing completion. - It was noted that the scope of the work has expanded beyond initial expectations. Feedback from headteachers highlighted that emergency planning is more complex than anticipated, with a clear need for a single document covering potential crises (e.g. knife attacks, fire, etc.).		

	MINUTES	Action: BY WHOM	Action: BY WHEN
	Further observations: - SH welcomed the ongoing dialogue and engagement with headteachers, noting that it has become more robust and reflective of a two-way conversation. - LIEO welcomed the development that a joint working agreement with the police has now been completed. However, she raised concerns about the potential burden of the crisis plan on smaller schools, particularly those with limited staffing, noting that headteachers may feel this adds to existing workload pressures. <i>CL responded that, in contrast, headteachers viewed this as a priority and a responsibility, but wanted the information to be easier to access in one place. She acknowledged that one issue raised by small schools related to the number of roles required during a crisis, which can fall to one or two individuals in a smaller school. Overall, however, discussions with headteachers had been positive.</i> - NWJ asked for further details on arrangements for police secondment (Number 57). <i>CL noted that, while discussions with the police have been ongoing for some time, a more flexible and proportionate approach is now being adopted, rather than a formal secondment model. This will allow support to be tailored to individual circumstances, rather than applying a “one size fits all” approach. It was confirmed that a concise document will be developed to formalise this. DO added that, in the event of a major incident, there would be no hesitation to second a social worker if that were required.</i> Theme 7 – Ysgol Friars Reporting Officer: Margaret Davies - MD provided an update, noting the forthcoming Estyn report and the ongoing work already underway to respond to its recommendations. - The relationship between the school and the governing body is		

	MINUTES	Action: BY WHOM	Action: BY WHEN
	improving with a clearer understanding of the governing body's role as a critical friend, providing scrutiny and challenge. Work is also progressing to increase collaboration across departments. - The school is working with the Children's Commissioner's Office to support training. MD expressed a positive outlook on further collaboration to further embed the voice of the learner. - A social worker continues to work with the school, particularly in supporting staff confidence in dealing with children with specific needs. Further observations: - SH noted progress and thanked MD for the update, including the forthcoming Estyn report. LO will share the Estyn Report with the Board once it is published later this week. - DJ also thanked Margaret and everyone at the school for their efforts and stated that he looked forward to reviewing the full report, hoping that this would draw a line under some matters meaning that the school could move forwards confidently. DJ highlighted the importance of planning carefully for the next phase, particularly considering the appointment of the new Headteacher. As the school stabilises, the Council will be able to gradually step back and move towards a position where the level of support aligns more closely with what we typically provide to other schools. We will continue to review the level of support on an ongoing basis. That said, it is important for us as a Council to ensure that our focus on Friars does not come at the expense of other schools, which may also require support. We must remain mindful not to overlook needs elsewhere while concentrating on one school, although this level of focus has been appropriate during the recent period - MT reflected positively on the progress made, particularly in relation to the voice of the child, and suggested that the approach could serve as a model for other schools. <i>LlW noted that designated safeguarding forums are in place, with good practice being shared. He commended the valuable contributions from Ysgol Friars' designated safeguarding lead.</i>	LO	1.5.26

	MINUTES	Action: BY WHOM	Action: BY WHEN
6.	Specific Items: Welsh Government Reviews and Consultations		
	<u>Welsh Government Reviews and Consultations</u> a) Strengthening Safeguarding Governance Review – TS / SJ • TS explained that the governance structure was put in place some time ago, and therefore good practice and timely to undertake a review. • Phase One has focused on roles and responsibilities, including the Inspectorate and Regional and National Safeguarding Board, with extensive engagement across partners. • The report is in its final drafting stage and is expected to be presented post-election, followed by an update on any resulting actions • Phase Two will focus on education, faith groups and sports organisations, with any relevant recommendations from Phase One carried forward. Phase Two is subject to ministerial approval post-election, but work is currently underway to scope the terms of reference. • The workstreams likely to emerge (subject to new government direction) will include a focus on safeguarding in practice, including understanding how arrangements operate in real and unique settings such as schools, where safeguarding decisions are made in close proximity to children and vulnerable learners. This will inform updated national guidance (“Keeping Learners Safe”), which is already being developed in parallel rather than awaiting completion of the review. • DWJ asked whether the review would also consider safeguarding processes within governing bodies. SJ confirmed that there is a close link between this review and the wider review of the role of governing bodies and handed over to EH to provide further detail. b) School Governing Bodies Review – EH • EH provided an update on the governance bodies review. A cross-sector reference group has been established, including education bodies, Estyn, the Commissioner’s office, the Church, and local authority representatives. The group has considered governance roles, principles, models, and key issues. • Extensive engagement has taken place with stakeholders, including governors’ forums, church representatives, and curriculum groups.		

	MINUTES	Action: BY WHOM	Action: BY WHEN
	- Key themes include the complexity of governance structures, the wide range of responsibilities on governing bodies, unclear role relationships, and inconsistencies across Wales in support, training, HR, legal processes, and complaints handling. Recruitment challenges were also noted, with many governing bodies operating below capacity. - Next steps include further engagement with staff, parents, and learners, a dedicated session with the Ombudsman on complaints, and consideration of piloting alternative governance models. - Findings will be included in a report to Ministers ahead of the summer. - EH provided a link to the relevant webpage in the Teams Chat: School governing bodies review SH asked EH to share key points of his presentation with the Board, including how to engage with the review. - NWJ thanked officers for the update and emphasised the importance of managing expectations within Gwynedd, given the significance of the work. She also welcomed the opportunity to participate in future pilot and engagement activity. <u>Overview of the 10 Year Strategy for preventing and responding to child sexual abuse in Wales 2026-2036</u> - Due to time constraints, TS will share the slides prepared for the meeting to provide further context and details of the Strategy. She highlighted that the Strategy has been developed in partnership with victims and survivors. - NWJ reiterated her thanks to TS for preparing the update, emphasising the importance of victim support and expressing a strong interest in Gwynedd being involved in future development or pilots. <u>Response Plan: Version for children and families</u> - FfMJ noted that a child and family-friendly version of the Response Plan has been commissioned from the same company that produced the child-friendly “Our Bravery Brought Justice” report. - A first draft has now been received, and feedback is currently being gathered to inform further amendments. Engagement with the Youth Forum is planned for next week, and all Board members’ views are welcomed to be fed into the final version. FfMJ will share the draft document with the Board.	EH TS FfMJ	Asap Asap Asap

	MINUTES	Action: BY WHOM	Action: BY WHEN
	- SH requested that any comments be sent to FfMJ by 6 May. - SH also asked LL to explore whether someone from the Children's Commissioner's Office could review the draft and provide comments, given their expertise in this area.	Everyone LL	6.5.26 6.5.26

Next meeting: 15 July, Microsoft Teams

Summary: Action Points – BRhCY Meeting 27/04/2026

	Who	Action - General Matters	Completed ☒ ☐	Further comments
Prioritisation				
1.	DG/ShWC	<i>DE will be provided with a detailed update of the grooming training package by email, and that an update will also be provided to Members at the next meeting.</i>	☒	<i>Briefing Paper: Grooming Training – included in the document pack for information.</i>
2.	DG/LO	<i>Further work will be undertaken on the prioritisation paper to incorporate the Board's comments, and an updated version will be presented at the next meeting.</i>	☒	<i>In the document pack, for information.</i>
Update – Work Programme				
3.	DG	Theme 2 – Managing Concerns <i>DG confirmed that he will take forward discussions with the Police to establish a multi-agency Teams channel.</i>	☐	<i>Alternative arrangements are in place – see the update in the Progress Report (Theme 2).</i>
4.	IJ	Theme 3 – Training and Policy <i>IJ offered to provide a further update on the safeguarding video training at the next meeting, including sharing a copy of the video.</i>	☒	<i>See Progress Report (Theme 3).</i>
5.	DO	Theme 3 – Training and Policy <i>DO will share the staff safeguarding webpage with the Board once completed.</i>	☒	<i>Screenshots included in the document pack, for information.</i>
6.	LIW	Theme 5 – Restrictive Practices <i>LIW will revise the wording of the theme aim to reflect that it extends beyond filming incidents.</i>	☒	
7.	LO	Theme 7 – Ysgol Friars <i>LO will share the Estyn Report with the Board once it is published later this week.</i>	☒	

Specific Items				
8.	EH	School Governance Review <i>EH</i> to share key points of his presentation with the Board, including how to engage with the review.	☒	
9.	TS	10-Year Strategy for preventing and child sexual abuse <i>TS</i> will share the slides prepared for the meeting to provide further context and details of the Strategy.	☒	
10.	FfMJ	Child Friendly Version <i>FfMJ</i> will share the draft document with the Board.	☒	In the document pack, for information.
11.	Everyone	Child Friendly Version <i>Everyone</i> to share any further comments on the draft with FfMJ by 6 May.	☒	
12.	LL	Child Friendly Version <i>LL</i> to explore whether someone from the Children's Commissioner's Office could review the draft and provide comments, given their expertise in this area.	☒	

Our Bravery Brought Justice - Cyngor Gwynedd's Response Plan

Progress Report

15.07.2026

THEME 1 - VOICE OF THE CHILD AND SUPPORTING VICTIMS	
Reporting Officer: Gwern ap Rhisiart	
1. Theme Aim:	• Ensure that children are listened to, and that they are believed and taken seriously. • Give a voice to children and young people in processes that have been planned to keep them safe. • Do everything within our ability to support the victims and survivors.
2. Guidance sought from the Board:	We ask the Board to: • Challenge and scrutinise the progress • Offer any further guidance on the next steps
3. Progress to date:	The Voice of the Child Strategy A Voice of the Child Strategy has now been fully drawn up in draft form, with the following specific appendices developed to support the strategy as a whole: • The Voice of the Child in Children Services • The Voice of the Learner in Education • The Voice of Children and Young People Forums • The Voice of the Child Strategic Integration and Governance The strategy and appendices set a clearer procedure on how the voice of children and young people is heard, recorded and used to steer decisions and integrated into the Council's governance arrangements. (copy shared with Board for information) A full day has been arranged for 16 July to go through the whole strategy with the Children and Young People's Forum. This will give them an appropriate opportunity to consider the strategy and appendices in detail, to discuss the content and consider the proposed arrangements before proceeding to the next steps. The Forum's feedback will be an important part of the process of refining the strategy before its final approval and embedment across relevant services. We have advertised twice and have interviewed twice for the Engagement Officer post. Unfortunately, we failed to appoint and we have now advertised for the third time. We will use the Council's communication team to promote the role through our social media websites. Recording There has been no significant change in terms of recording arrangements since the previous report, but positive progress has been made in ensuring that all schools now have access to an electronic system to record relevant matters. Therefore, every school now has the ability to record changes in behaviour, concerns or relevant information digitally, either on Bromcom or current systems such as MyConcern.

	It is important to note that the majority of schools still use MyConcern, but all schools have now got access to a suitable electronic system. This gives a more consistent basis for recording work and reduces the risk of relying on paper arrangements or inconsistent processes. Trauma-informed and Child Friendly The Trauma-informed e-modules are now live on the learning portal, providing the basic knowledge for all staff and councillors. Work is also underway to arrange training sessions for Cabinet Members, Department Heads and Assistant Department Heads, while the Cabinet Member for Children completes a Diploma in trauma-informed practice. Progress is also continuing on the work of Children's Rights across the Council, which includes collaborating with the Highways Service to develop a more child-friendly method of engagement when planning playing fields. There is a need to prepare and support every department to incorporate children's rights in their day-to-day work and develop a stronger corporate awareness of these principles - there is an e-module training (via the Welsh Government's hub) and it is intended to arrange sessions on children's rights for managers and teams in the autumn. Contact Outside School Quality checking visits continue to check that contact numbers and appropriate information are available for children to use if they wish to contact external agencies or ask for support outside school. This is a part of the continuous monitoring cycle of the Safeguarding and Well-being Team. Since the last meeting, no example has arisen where the information available to learners has been found to be inadequate or inappropriate.
4. Challenges faced:	One of the main challenges in taking this work forward is the increasing demand on the Children and Young People's Forum. While Forum members are fully capable of considering, challenging and giving opinions on important areas, it is necessary to recognise that they also have their own priorities and pressures, including school commitments, exams and other activities. It is clear that an increasing number of areas of work wish to have input from the Forum, and this is something that will need to be carefully managed. It is not appropriate to continually pull young people out of lessons, and bringing together young people from across Gwynedd to one setting is also a significant practical challenge. Another challenge that needs to be recognised is the concern that the priorities of the Youth Forum could be pushed aside due to the Department's agenda and the requirements of the Response Plan. While this work requires clear and purposeful input from children and young people, it is also important that this does not mean that their priorities are lost or downgraded. The balance that needs to be struck is that the Forum can meaningfully contribute to the priorities of the Response Plan, but also remain a space where young people can raise the issues that matter most to them. A date has now been scheduled for a meeting with the Forum on 16 July, when there will be an opportunity to go through the complete strategy and associated appendices. This will give the young people appropriate time to consider the content in a meaningful way. It also needs to be recognised that the end of the school year period brings a natural change in the membership of the Forum, as some young people leave education or move on to a new era.

	In addition, the Department's ability to devote the necessary time and capacity to this work remains a challenge, given the many strategic and practical priorities currently in place. However, work continues to progress, and officers will consider a more structured annual programme with the Forum to ensure that their input is carefully planned and used effectively. Moving forward, it will be necessary to ensure that the Forum's work programme gives sufficient space to the young people's own priorities, whilst also ensuring that their voice contributes directly to the improvement work that is part of the Response Plan. This will help maintain the credibility of the Forum, reduce pressure on members, and ensure that the arrangements remain meaningful and fair for the young people involved. With this in mind, the completion of work on the strategy will be timed following the session with the Forum on 16 July, so that the feedback from the young people can be appropriately incorporated before moving on to the next stages. Another challenge will be recruiting for the Engagement Officer post. We are now starting the process for the third time. This is a reflection on a lack of suitable people out there to do the work.
5. Next steps / key milestones:	• Hold a full session with the Children and Young People's Forum on 16 July to discuss the Voice of the Child Strategy and associated appendices in their entirety, giving the young people an adequate opportunity to consider the content and offer meaningful feedback. • Incorporate the Forum's feedback into the final strategy and appendices, ensuring that young people's views are clearly reflected before proceeding to formal approval. • Complete and refine the specific appendices for: ◦ The Voice of the Child in Children Services; ◦ The Voice of the Learner in Education; ◦ The Voice of Children and Young People Forums; ◦ The Voice of the Child Strategic Integration and Governance. • Develop an annual work programme with the Youth Forum, to ensure an appropriate balance between the young people's own priorities and the need to receive their input on the priorities of the Recovery Plan. • Consider practical and sustainable arrangements for engaging with young people from across Gwynedd, including travel challenges, meeting timing, and natural changes to Forum membership at the end of the school year. • Continue to strengthen corporate arrangements for the child's voice, ensuring that the strategy influences relevant decision-making processes, governance arrangements and service plans. • Confirm the recording arrangements across schools, noting that all schools now have access to an electronic system, while continuing to monitor the consistent and effective use of systems such as MyConcern and Bromcom. • Continue the monitoring cycle through quality check visits, including checking that appropriate information is available to learners about how to contact external agencies or get support outside of school. • Appointment of Engagement Officer.

6. Risks / Resources:	The main risks are the availability and capacity of the Children and Young People Forum, especially considering exam pressures, travel distances and the natural change in the Forum's membership at the end of a school year. There is also a risk that the priorities of the Youth Forum are pushed aside by the requirements of the Response Plan, along with the challenge of ensuring sufficient capacity within the Department to move the work forward.																																										
7. Communication Considerations	A clear communication plan will be required when publishing the strategy, ensuring that children and young people see where their input has influenced the work. An accessible and child-friendly version will be required, along with clear messages for schools, governors, services and partners. It will also be important to manage expectations and clearly show how the voice of children and young people leads to action.																																										
8. Timelines:	<table border="1"> <thead> <tr> <th>Num ber</th><th>Priority</th><th>What?</th><th>Timetable</th></tr> </thead> <tbody> <tr> <td>1</td><td>1</td><td>The Voice of the Child Strategy</td><td>July 2026</td></tr> <tr> <td>2</td><td>1</td><td>Systems / measures / reporting - the voice of the child</td><td>To be confirmed</td></tr> <tr> <td>4</td><td>1</td><td>System for recording a change in behaviour</td><td>September 2027</td></tr> <tr> <td>6</td><td>1</td><td>Contact outside school (reporting concerns)</td><td>To be confirmed</td></tr> <tr> <td>8</td><td>1</td><td>Support for victims</td><td>Ongoing</td></tr> <tr> <td>9</td><td>1</td><td>Compensation claims</td><td>Ongoing</td></tr> <tr> <td>10</td><td>1</td><td>Working on the corporate culture: Trauma-informed and The Right Way (Children's Rights)</td><td>Long-term work programme</td></tr> <tr> <td>7</td><td>3</td><td>Welsh Government to implement changes to the National Curriculum</td><td>WG noted September 2026</td></tr> <tr> <td>5</td><td>4</td><td>Social Worker to speak with every child</td><td>Completed - monitoring</td></tr> </tbody> </table> Gray = Delay until a national / regional change is implemented Green = Completed (monitoring)			Num ber	Priority	What?	Timetable	1	1	The Voice of the Child Strategy	July 2026	2	1	Systems / measures / reporting - the voice of the child	To be confirmed	4	1	System for recording a change in behaviour	September 2027	6	1	Contact outside school (reporting concerns)	To be confirmed	8	1	Support for victims	Ongoing	9	1	Compensation claims	Ongoing	10	1	Working on the corporate culture: Trauma-informed and The Right Way (Children's Rights)	Long-term work programme	7	3	Welsh Government to implement changes to the National Curriculum	WG noted September 2026	5	4	Social Worker to speak with every child	Completed - monitoring
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Regular opportunities for victims / survivors to provide feedback to Cyngor Gwynedd about the quality and sufficiency of the support	Update: Continue meetings with the advocates of victims, with continuous discussions about the level of support available, or required, this includes the needs of the family as well as the individual. Four out of five of the victims are in contact with either ISVAs or social services. Conversations are now taking place on an individual level with the ISVA's to tailor bespoke support packages. In addition, one-to-one contact with one of the victims takes place, either on a face-to-face basis or on Teams based on the wishes of the individual; again, in order to discuss needs on an individual and family level. One of the largest challenges is identifying specialist services / interventions for victims in a therapeutic field in the area. There is an agreement to map the availability of therapeutic services locally / across the region.	Timetable: Board Meeting July 2026
Confidence and experience of safeguarding in schools	Update: The Youth Forum developed a questionnaire to gather the views of young people about their confidence and the experience of safeguarding within schools, with 1,291 responses across the county. The responses showed that over 80% of pupils noted that they were able to speak with someone at the school if support is needed, while 14% said that they could not and 6% did not respond. Also, 75% noted that they knew where to go for support, 6% were uncertain, 4% did not know and 15% did not respond. <u>Scrutiny and Safeguarding Committee Report</u> The report shows that there is a solid foundation of confidence and safeguarding experience in Gwynedd schools, with staff and governors taking their responsibilities seriously, but that consistency of training, clarity of reporting pathways, and everyone's confidence to act immediately when there is any concern need to be strengthened.	Timetable: Annual Review (March) Reported to the Board in April 2026. July 2026 Update: Scrutiny Committee Report
Health and Well-being of Gwynedd Schools (School Life)	Update: The Report on the results of the <i>Survey on Health in Schools Research Network (SHRN): Improve the health and welfare of learners</i> for Secondary Schools has not yet been published by Public Health Wales. After receiving the results, they will be analysed by the department's data officers.	Timetable: October 2026 Board

Percentage of case conferences where the voice/views of the child (5+ years old) were heard	Update: Percentage of case conferences where the child's voice/opinion was heard (aged 5+) - 96%	Timetable: Data for April – June 2026
Percentage of section 5 referrals where a social worker has made a proactive effort to visit and listen to the voice of the child (5+yrs)	Update: Percentage of section 5 referrals where a social care worker has made a proactive effort to visit and listen to the child's voice (aged 5+) - 90%	Timetable: Data for January – June 2026

Outputs to date



A social worker makes a proactive effort to hear the voice of every child subject to a Safeguarding Referral (Section 5)



All schools display information about an independent person that pupils can talk to if they have safeguarding concerns.



A special role has been appointed to help develop the Gwynedd Youth Forum.



The Council works together with partners in order to offer ongoing support to the victims.



All schools have access to an electronic data management system so that changes in a child's behavior can be recorded.

THEME 2 - MANAGING ALLEGATIONS AND CONCERNS ABOUT ADULTS WORKING WITH CHILDREN

Reporting Officer: Dylan Owen / Sharron Williams Carter

1. Theme Aim:	- Protect children by ensuring that concerns are taken seriously and acted upon quickly. - Ensure that Section 5 arrangements support a consistent and robust multi-agency response to allegations and concerns about adults working with children.
2. Guidance sought from the Board:	We ask the Board to; - Challenge and scrutinise the progress - Offer any further guidance on the next steps.
3. Progress to date:	WCCIS form changes - WCCIS forms to receive referrals were changed to ensure that broader, historical and associated information is checked. - WCCIS forms to decide on the actions of a referral were changed to ensure that a multi-officer and multi-agency discussion is held where appropriate. Referral Form - It was ensured that the referral form and referral methods were clear on our corporate website and on the intranet. - A request was made to trial the new national referral form. (See the Briefing Paper that explains the changes in detail) Multi-agency Discussion - It was ensured that multi-officer and multi-agency conversations and discussions are held to agree on actions following the receipt of referrals. - Discussions were held with partners to ensure regular and consistent collaboration and co-production systems. It was agreed to implement a direct contact system to discuss referrals on a consistent and regular basis and this is in place with applications made to agencies to nominate a link for section 5 meetings. This will develop the relationship and expertise in the field and ensure consistency when following processes and making decisions. See attached paper; (See the Briefing Paper that explains the changes in detail) Recording Safeguarding Concerns - Additional training on recording safeguarding matters was prepared for the social services workforce (adults and children) as part of the presenting and training system on Beam notes (previously Magic Notes), which will be implemented at the beginning of July. Quality Assurance Framework - The new Quality Assurance Framework was developed for the Children's Department in its entirety and it has now been implemented; - Additional funding was secured for the admissions team for a DOS/Quality Assurance post. These jobs were advertised and there were recent appointments with start dates in the jobs soon; Recruitment - As a result of appointing a head of Children's Department for a year, there was a domino effect and now several posts have been filled across the Department at all levels of the organisation;

	- Discussions were held with the Training Unit and the University on the Department's ability to recruit adequate social workers in light of the increased demand and additional funding. It was agreed that the Department would create additional trainee posts working with the Training Unit to ensure support for the prospective trainee; - It was agreed to fund and create a workforce planning job with internal funding (not new funding) to collaborate with the Human Resources Department to develop a plan and implement it; Collaboration with the Education Department - First joint meetings were held between school headteachers and senior managers of the Council's Children's Department; - Management Team (Education and Children Departments) meetings were held on a joint basis for some months and the Assistant Head responsible for the education welfare service will regularly join the Children's Management Team; Responding to requests from the Education Scrutiny Committee - At the request of the Education Scrutiny Committee, a Section 5 inspection was carried out looking at multiple referrals for individuals back to 2020, considering whether those issues were appropriately implemented and if those issues needed to be revisited. That inspection will be reported to the Strategic Safeguarding Panel in early July; - At the request of the Education Scrutiny Committee, an inspection was carried out on arrangements to consider transferable risks from Human Resources and Discipline matters of the education workforce to a Section 5 referral. That inspection will be reported to the Strategic Safeguarding Panel in early July.
4. Challenges faced:	- There was uneasiness in parts of the Children's Department that could mitigate the risk appetite due to the resentful atmosphere seen publicly on social media in general, but that situation seemed to gradually improve; - Similarly, the new management appointments meant that many new officers were gaining their first experiences of managing and leading on higher levels; - Our use of Beam was challenged by the Police and the Health Board, with both organisations stating that they would not be involved in meetings if Beam was used in them. Clearer guidance is expected on this.
5. Next steps / key milestones:	- National communication was received on the new operating systems that will be implemented for Section 5 matters. There will be a need to work to ensure that the Council systems correspond and meet the need of the new statutory guidance; - Using Beam, it is intended to enable the recording of strategy discussions (Section 5) automatically, with the need to check accuracy only by the LADO. This enables the development of a consistent and quality systematic recording system; - It is noted that the Quality Assurance Framework and Section 5 operating systems are coloured grey to show their completion in the table on the next page, but it will be necessary to check that these issues remain operational and effective over time. It is intended to revisit to consider that in 6 months (14 January 2027) with the Children's Department management team to check and provide further assurance of the lasting effects.

6. Risks / Resources:	• While work is underway on workforce planning and creating apprenticeship jobs, there are recognised recruitment challenges that can lead to some positive growth. • There is concern about the intentions of a television production company that has expressed an interest in the story surrounding Friars School and the <i>Our Courage Brought Justice</i> report. The Council is seeking to establish further details about this.
7. Communication Considerations	• With the press narrative on other historical cases suggesting shortcomings in the Council's safeguarding methods, a plan will be required to give public assurance, especially through the work of the Response Board, external inspectors and collaboration with the Government on providing assurance of effective services. • The possible intentions of the television production company could reignite public attention and create challenges for the Council, as well as affect workforce confidence in its safeguarding work.

8. Timelines:	Number	Priority	What?	Timetable	
	18	1	Ensure that the Section 5 referral form will be easy to find and easy to use.	To be confirmed	
	25	1	Quality of Strategy Discussion recording (Part 5)	September-2026	
	14	3	Welsh Government to develop a Low-level Concerns Policy	Awaiting implementation by WG	
	11	3	Welsh Government to note that the Voice of the Child needs to be heard following the Section 5 referral	Awaiting a copy from WG	
	12	3	Regional Safeguarding Board to scrutinise arrangements for dealing with Welsh Government allegations	Awaiting confirmation from the RSB	
	20	3	Welsh Government to review the Section 5 procedures	Awaiting a copy from WG	
	21	3	Welsh Government to publish the 10-Year Strategy on preventing the sexual abuse of children	Published	
	13	4	Collaborate with schools on any safeguarding issues that arise following the ESTYN inspections	Ongoing	
	15	4	Safeguarding (Section 5) decisions being made on a multi-agency basis, and not by the LADO alone	Arrangements being implemented and refined	
	16	4	Consider historical safeguarding information on a child's records	Completed	
	17	4	Section 5 and Quality Assurance Framework implementation arrangements	Framework completed	
	19	4	A transparent and open culture of dealing with referrals	Ongoing	
	22	4	Establish a Schools Safeguarding and Well-being Service	Continuous Review	
	23	4	Improve the relationship between the children's teams and schools	Ongoing	
	24	4	Strengthen collaboration / Communication between the Children and Education Departments	Ongoing	
Gray = Delay until a national / regional change is implemented Green = Completed (monitoring)					
Measures (Impact)					

Staff confidence and experiences of Section 5 referrals and dealing with safeguarding concerns	Update: We are considering whether something can be done as part of the internal investigation of the awareness of the safeguarding workforce (internal audit). We are delaying before conducting an internal audit on the workforce's awareness in order to give time for the materials produced by the Corporate Safeguarding Promoter to take root. The application is being submitted to the Strategic Safeguarding Panel in July for consideration.	Timetable: Awaiting the decision of the Strategic Safeguarding Panel. To be reported by the Board meeting in October 2026.
Attendance of the Chair of Governors or deputy at a Section 5 strategy meeting if there is an allegation about a member of a school's workforce.	Update: This is regularly monitored as part of the Section 5 Strategy meetings. There are challenges in terms of reporting on the data through the current system (WCCIS), and there is currently a need to undertake manual administrative work to count the information. Further work is ongoing to examine ways of simplifying the process and facilitating the work of data reporting in future.	Timetable: October 2026 Board.
Estyn inspection reports: numbers who comply with safeguarding culture	Update: 18/19 schools comply with safeguarding culture according to ESTYN findings - one school needs to follow Safeguarding recruitment arrangements more accurately	Timetable: Reported quarterly

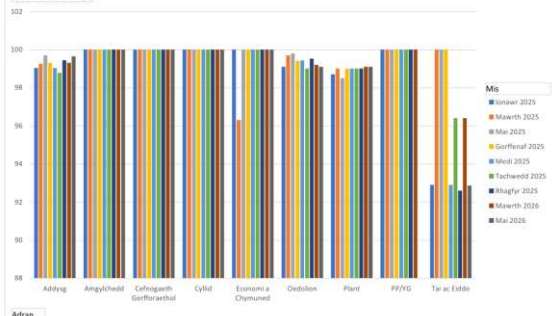
Outputs to date

 Managers from the Children's and Education Departments meet regularly to strengthen collaboration.	 No safeguarding decisions are made by one employee alone.	 Historical information and records are checked each time a Safeguarding Referral is made (Section 5).	 The form for referring allegations of abuse is easier to find on the Council's website and on the Schools' "hub" website.
 "Magic Notes" is being piloted to facilitate the recording of safeguarding meetings (Section 5).	 The Quality Assurance Framework has been completed to help ensure the Children's Department works effectively and consistently.	 We have appointed a Quality Assurance Manager to ensure that the correct procedures are followed in the Children's Department.	

THEME 3 - TRAINING AND POLICIES Reporting Officer: Ian Jones	
1. Theme Aim:	Ensure that staff are trained to "think the unthinkable" and understand that "it could happen here".
2. Guidance sought from the Board:	We ask the Board to; - Challenge and scrutinise the progress - Offer any further guidance on the next steps.
3. Progress to date:	Safeguarding Training - The percentage of Council staff who have completed the mandatory Safeguarding training - 76.6% - The collective training for workers (via video) who do not have access to the Council's digital system has commenced. The feedback has been very positive with a positive response in terms of the form of the training and the discussion among staff has been very good. 67 workers have received the training in this format so far. - The new intranet site is also up and running in terms of promoting and offering guidance and if you have access to the site, here is the link for your convenience: Safeguarding - It's everyone's responsibility. - A video has also been produced to promote that safeguarding is the responsibility of everyone in the workforce. A copy of the video can be viewed as an attachment. - The work of identifying cohorts of staff who require the specialist training on Safeguarding continues and is being monitored by the Strategic Safeguarding Panel. Review of the Safeguarding Policy - The Cabinet adopted a revised Safeguarding Policy at its meeting on 7 July, following a comprehensive review undertaken between January and June 2026: Safeguarding Policy (June 2026). - The Policy was strengthened by making the process for raising safeguarding concerns more prominent at the beginning of the document, clarifying roles, responsibilities and accountability at all levels, and introducing clearer safeguarding responsibilities when commissioning services. - New governance measures were introduced to strengthen oversight, including monitoring safeguarding training completion rates through the Performance Challenge process, establishing safeguarding as a standing agenda item for the Corporate Management Team and departmental management teams, and continuing the annual reporting arrangements to the Care Scrutiny Committee, Cabinet and Full Council. Grooming Training - Following several questions raised at the Board meeting in April, a briefing note has been prepared to explain the scope of the grooming training and to provide a clearer timetable for delivery. (See the Briefing Paper that explains the changes in detail) Whistle-blowing - The new Whistle-blowing Policy has now been adopted by the Council and a further amendment was approved by the Full Council on 2 July. This

	was done in order to extend the reportable complaints to include complaints about sexual harassment in light of a legislation change. • The new E-module in terms of the policy has now been developed and it is anticipated that we will release it to all Council staff before the end of July. In addition, approximately 120 Council managers have received a presentation on the new policy as part of the recent managers' network meetings. • As a result of the collaboration with the Protect organisation, specialist training on whistle-blowing will be introduced in October this year and it is anticipated that this will lead to further similar sessions in future. • For information alone, the Whistle-blowing Policy for Members was also adopted by the Full Council at its meeting on 2 July.
4. Challenges faced:	The Safeguarding Promotion Officer had to be absent from work recently due to surgery, therefore, there was a slippage of a few weeks in terms of presenting the video to others. This is expected to change soon so that the momentum can continue.
5. Next steps / key milestones:	1. Continue to hold collective training sessions on safeguarding for staff who do not have access to the Council's digital systems. 2. Complete and introduce a new E-module on the Whistle-blowing Policy for all Council staff. 3. Identify alternative ways in terms of presenting the Whistle-blowing training for those staff who do not have access to the Council's digital systems.
4. Risks / Resources:	
5. Communication Considerations:	

6. Timelines:	Number	Priority	What?	Timetable
	32	1	Whistle-blowing Policy	Completed
	35	1	Training on keeping safeguarding records	September 2026
	30	1	Grooming Training	September 2026
	38	1	Safeguarding Training - higher levels and training	To be confirmed
	34	2	Supervision of Designated Safeguarding Persons by social workers	To be confirmed
	29	3	Welsh Government to Commission a Training Resource	To be confirmed by WG
	31	3	Assurance for the Regional Safeguarding Board of the grooming training that will be held	To be confirmed
	33	3	Regional Safeguarding Boards have assurances that the LADO has received training	To be confirmed by the RSB
	36	4	Departmental safeguarding/VAWDASV training level	Completed - ongoing monitoring
	37	4	Review the schools safeguarding training package	Ongoing
	40	4	Review the Corporate Safeguarding Policy every two years	Ongoing
	41	4	Review the Safeguarding Policy (Schools) every year	Ongoing
	42	4	Internal audit: The workforce's awareness of safeguarding	Completed
	43	4	Monitor DBS compliance	Ongoing
	44	4	Visits to monitor safeguarding arrangements in schools (Safeguarding and Welfare Team)	Ongoing
	45	4	Safeguarding Scrutiny Investigation	Completed
	Gray = Delay until a national / regional change is implemented			
	Green = Completed (monitoring)			
Measures (Impact)				

DBS rates for staff	Siem e Carran DBS (%)  Update: Compliance rates remain high across the departments, with every department higher than 90%. The main reasons for any DBS that has not been renewed include maternity leave, long-term sickness leave and waiting for the renewal process to be completed.	Timetable: This is a measure that is reported regularly to the Corporate Performance Challenge meeting. The figures per department are also scrutinised through the Safeguarding Operational Group.
Completing mandatory safeguarding training	Update: 76.6% of all Council staff have now completed the Safeguarding training. 67 workers have received the training in video form so far.	Timetable: This data is scrutinised at the Safeguarding Operational Group. The data is now also included in the performance challenge of every Department.
Number and percentage of school quality check visits	Update: Since January 2026, until the end of May 2026, 52 schools (55%) have received a quality monitoring visit. 13 other visits have been arranged for the summer term. This means that 65 schools (70%) will have received a monitoring visit in a term in two school terms from the calendar year. The remaining 29 schools will receive a visit in the 14 school weeks between September and December. The Service is on track to visit every school at least once in a calendar year. As well as the monitoring visits, the service holds additional support visits in response to requests or need.	Timetable: This is a measure that is reported regularly to the Education Performance Challenge arrangements.

Compliance with school safeguarding policies	Update: The Education Department provides a model policy for schools annually. The annual Safeguarding survey confirms that every school has adopted the model safeguarding policy. In addition, annual quality visits verify that the policy has been adopted and that it has not been changed.	Timetable: This is a measure that is reported regularly to the Education Performance Challenge arrangements.
% of staff completed training on sex offenders and grooming	Update: As a result of the delay to secure bilingual materials, the data will now be collected from September 2026 onwards.	Timetable: The intention is to start reporting on this data at the Board's meeting in October 2026.
Staff and members' confidence in the Council's Whistleblowing arrangements	Update: Further work is needed between April and July in order to raise awareness of the in-house arrangements.	Timetable: Aiming to start reporting on this measure to the Board in September 2026.

Outputs to date



The Council has added information about "grooming" to the safeguarding training that is presented to all schools.



We are now looking at how many staff have completed Safeguarding training as part of the performance monitoring arrangements of each Department.



The Cabinet has adopted a new Whistleblowing Policy for Council staff.



Appointed a Corporate Safeguarding Champion to raise awareness of safeguarding across the Council.



A new Education Safeguarding and Wellbeing Team was established in 2024.



The Education Safeguarding and Welfare Team visits each school once a year to check that the correct rules are being followed.



The capacity of the Education Safeguarding and Wellbeing Team was increased - 4 members of staff now work for the team.



A video has been produced to deliver safeguarding training to frontline staff.



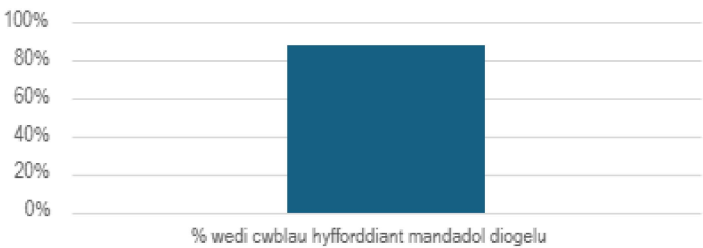
The Council has adopted a revised Corporate Safeguarding Policy.



The Scrutiny Investigation into safeguarding in schools has been completed. We will look at implementing its recommendations.

THEME 4 - GOVERNANCE	
Reporting Officer: Alison Halliday	
1. Theme Aim:	• Ensure that school governors understand their roles and responsibilities to keep children safe. • Ensure that systems are in place which measure the wider health and culture of schools.
2. Guidance sought from the Board:	We ask the Board to; – Challenge and scrutinise the progress – Offer any further guidance on the next steps
3. Progress to date:	Governance Support Officer The Governance Support Officer has now commenced in her post and has familiarised with her new duties successfully. The officer has attended several meetings with similar officers on a regional and national basis, and has also created a questionnaire to gather the opinions of governing bodies about their confidence when carrying out their role as a critical friend and further training needs. Questionnaire for Gwynedd School Governors A questionnaire to measure the impact of training on the culture and confidence of members to act as a critical friend has been distributed. To date, we have received 23 responses, which is equivalent to 26% of our governing bodies. Early findings offer a useful insight into the running of bodies and has been the basis of creating a draft training programme to meet needs and empower our governing bodies from September 2026 onwards. Safeguarding Training for Governors Mandatory Safeguarding training for Chairs and Designated Safeguarding Governors who failed to attend during the year is held on 7 July. Training for Clerks Training was presented to clerks at the end of April 2026. 23 clerks attended the training which represents 46% of our governing bodies. Positive feedback was received from 19 clerks. We will hold the training again at the beginning of September 2026. We intend to establish a Clerks Forum to meet every term and regularly share good practice. Governance Review - Welsh Government The Education Department has offered comments formally to the review. A Welsh Government representative will attend the Gwynedd Governors Forum on 8 July to gather opinions and input on the governance challenges of smaller and rural schools.
4. Challenges faced:	• Dependence - awaiting further guidance from the Welsh Government following its review of governance arrangements within schools. • Lack of representation from every governing body on the clerking training. • The professional clerk post had been re-advertised due to a lack of interest.

5. Next steps / key milestones:	• Appoint a professional clerk to add capacity to the Governance Support Department and to ensure that we meet the demand for clerks from amongst our schools. By September 2026. • Analyse the data from the Governors Survey to report on the confidence of our Governing Bodies when carrying out their role as a Critical Friend at our meeting in September 2026. Use the findings to steer our training programme for Governors for 2026-27. • Draw up a comprehensive Training programme for Governing Bodies that ensures that new Chairs and Vice-chairs complete mandatory training within statutory deadlines, namely 6 months from commencing in their role. • Establish a Clerks Forum to ensure that regular training is offered to clerks and an opportunity to regularly share good practice. September 2026 onwards • Establish a Chairs Forum to share regular updates about specific aspects e.g. policies.																																
6. Risks / Resources:	Risk • Adapt the Authority's arrangements in terms of excessive governance before receiving national guidance following the review. • Failure to appoint to the role of professional clerk and, as a result, failure to meet the needs and requirements of schools for a clerk from September onwards. • Overload our governors with training. It must be ensured that our training programme has been rationalised over time.																																
7. Communication Considerations:	• Any change in our expectations will need to be communicated clearly and unambiguously so that the Chair and governors understand that there is a deadline to complete any mandatory training.																																
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% of school governing bodies reporting that all members have completed mandatory training	Diogelu - % Llywodraethwyr Gwynedd wedi cwblhau'r hyfforddiant mandadol diogelu  % wedi cwblhau hyfforddiant mandadol diogelu	Timetable: Reported Annually - This information is collected during the Autumn Term by means of the Annual Safeguarding Questionnaire.
The Governing Body's confidence in their ability to be a Critical Friend of the school.	Update: To be introduced in September 2026.	Timetable: Information being collected before the end of the summer term in order to be able to report to the Board at the beginning of the new term (September 2026).
Outputs to date		
 A new Governor's Handbook has been created and shared with all Gwynedd School Governors.	 A new Officer has been appointed to support School Governors.	 A training program for clerks is available to all School Governing bodies.

THEME 5 - RESTRICTIVE PRACTICES	
Reporting Officer: Llion Williams	
1. Theme Aim:	Evaluate the early intervention training policy and structure and update guidance to schools about filming physical intervention.
2. Guidance sought from the Board:	We ask the Board to; - Challenge and scrutinise the progress - Offer any further guidance on the next steps.
3. Progress to date:	An external company has been commissioned to: - Evaluate the current policy against national guidelines - Analyse the strengths and weaknesses of the policy. - Recommend practical improvement steps which ensure full compliance and integrate restorative approaches and conversations. - Recommend clear implementation arrangements with roles, accountability and restorative approach embedded in daily practice. - Evaluate the training plan for staff in policy requirements and restorative conversations. - Establish clear reporting arrangements for incidents, concerns and outcomes of restorative conversations. The findings of the external evaluation noted: The review confirms that the Authority has a sound policy basis, based on the principles of human rights, prevention and a pupil-focused approach. The current model policy corresponds appropriately with the Reducing Restrictive Practices Framework (Wales, 2022), and effectively reflects the statutory duties noted in relevant legislation. However, although the policy basis is strong, the review reaches a consistent conclusion, namely: - that the lack of operational system development, monitoring and evaluation limits the effectiveness of the existing arrangements. - This identifies the need to shift the strategic focus from further policy development to strengthening the system of implementation and accountability that underpins its operation. Legislative Framework and Policy Current arrangements include several substantial strengths, including: - clear commitment to human rights principles, dignity and well-being of pupils - strong emphasis on prevention, de-escalation and early intervention - firm understanding of the legal framework regarding the use of reasonable force The reviews have noted several key gaps that hinder effectiveness: Governance; Roles, responsibilities and accountability mechanisms are not clearly defined across the system. Using Data; Although data is gathered, it is not analysed or used systematically to steer strategic decisions. Consistency of Practice; There is variation between schools in terms of interpreting and implementing the policy. Training; There is no authority-wide framework to ensure continued competence or to monitor training. Quality of Recording; There is a lack of clarity in some records regarding the rationale and risk of harm that justifies the use of force.

	Action: The evidence shows that the matters highlighted mainly involve the implementation of systems rather than shortcomings in the policy itself. Practically, this means that the strategic challenge includes: • shifting from a policy-focused approach to an implementation-focused approach • converting theoretical principles into regular and measurable practice • ensuring that every school operates within general and consistent expectations The strategic response seeks to establish an integrated system of implementation that enables the Education Department to monitor, challenge and improve practice in a systematic manner. Action Areas: • Governance and Supervision A clear Governance structure will be established that defines roles and responsibilities on a School, Authority and Strategic level. • Using Data A central data system has been developed to enable the Education Department to collect and analyse information from each School in a consistent manner to be able to identify patterns and trends, identify inconsistencies between Schools and target training and support and any further preventive work. A working group has been established which includes representation from the Safeguarding, Health and Safety and Inclusion Team to analyse and evaluate the reports on a monthly basis. In addition to the early intervention data, cross-referencing will occur with Health and Safety reports and school exclusions. • Amending the Policy The current policy will be updated to strengthen operational elements, including: ○ clarity on Governance and monitoring pathways ○ specific requirements for logic and risk recording ○ clear guidance on thresholds for intervention specific guidance on recording (including prohibiting the use of personal devices) • Workforce Training and Development An Education Department training strategy will be established, based on a three-level model: ○ awareness level for each staff member ○ practice level for key staff ○ specialist level for leaders and trainers An action plan has been drawn up by the working group with clear actions, outcomes, completion timetable and responsibilities with the principle of implementing in three steps: Short Term: amending policy, establishing Governance structures Medium Term: developing a data system and implementing training Long Term: evaluating impact and ensuring consistency across the Authority
4. Challenges faced:	• A slippage in the timetable to complete the external evaluation has led to the extension of the implementation timetable. • The need to report on incidents via the HS11 system and to the Education Department is a risk that one report is submitted instead of two. Reporting

	requirements and method for the Education Department has been mitigated to respond to this.																														
5. Next steps / key milestones:	- Establish an action plan following the evaluation - March 2026 - Establish and implement monitoring and compliance with policy procedure - March 2026 - Review the training strategy and plan - Operational by September 2026. - Strengthen the reporting and monitoring of school reports data arrangements - June 2026																														
6. Risks / Resources:	Schools' continuous compliance - Monitoring system established to respond to this																														
7. Communication Considerations:	-																														
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% of school staff completing training on restrictive practices	Update: Over 300 staff in 85 Gwynedd schools have received training over the past 3 years. This includes refresher training. The training programme is being managed and monitored by the inclusion team. Currently, training is being held on the grounds of need, applications or recommendations by the inclusion service. It is expected that this procedure will be refined following the findings of the evaluation. Further work needs to be completed in order to collect the data more effectively. The new training strategy will be operational from September 2026 onwards. In addition, it will be included in the annual safeguarding training and Safeguarding Designated Person (Group C) training.		Timetable: Refine the collection arrangements following the evaluation by the external company September 2026																												

% of schools complying with the restrictive practice model policy.	Update: Every school that has responded to the annual safeguarding questionnaire (October 2025) confirm that they have adopted the lead policy of the Education Department. During the new cycle of Safeguarding quality visits, the 62 schools (66% of Gwynedd schools have received a visit so far) confirm that they have adopted and that they comply with the Education Department's lead policy (100%). The Safeguarding Quality Visits verify that the school has adopted the Education Department's model policy and a discussion is held about implementation and compliance. It will be possible to report on this data when the new reporting method is implemented in September 2026	Timetable: Data being collected through the annual safeguarding questionnaire / visits of the Safeguarding and Welfare Team and the reporting system.
Reporting on the following two measures in performance challenge meetings: - Number of reports of use of restrictive practices by schools. - % of reports that have received the child's voice as part of the report	Update: As part of the response strategy, a system has been established for the Safeguarding, Health and Safety Team and the Inclusion Team to evaluate reports on a monthly basis. This data will be reported to the Assistant Head of Additional Learning Needs and Inclusion and then discussed at the Education Management Team meetings.	Timetable: Operational from September 2026 onwards

Outputs to date



The standard **Restrictive Practices Policy** has been adopted by all schools in Gwynedd.



An **independent review of restrictive practices** has been completed, with some recommendations identified

THEME 6 - CRISIS PLANNING AND CRISIS RESPONSE				
Reporting Officer: Catrin Love				
1. Theme Aim:	Ensure that a clear, strategic and co-ordinated plan is in place in an emergency			
2. Guidance sought from the Board:	We ask the Board to; - Challenge and scrutinise the progress - Offer any further guidance on the next steps.			
3. Progress to date:	A final (operational) Crisis Plan is in place. This follows a consultation with a group of School Headteachers and Trade Unions to include Education Unions. All comments have been incorporated. The Plan is ready to be shared and communicated with schools and governors with a plan in place to do so at the beginning of September. This is in order to reach new Headteachers/new Chairs of Governors at the start of the new term rather than at the end of this term when there is a natural turnover. Work is being undertaken to review our strategic arrangements to correspond with this to ensure that all elements have been included within the Strategic Emergency Plan that already exists.			
4. Challenges faced:				
5. Next steps / key milestones:	- Present the Plan to schools in September and then consult with school Headteachers on the exact level of support they will need. - As a minimum, this is likely to include a series of workshops with school leaders. - Engage with chairs of Governors (via the Chairs forum) to present the Plan and ensure that all bodies are aware of the Plan's importance. - Ensure that arrangements fit into wider monitoring arrangements in moving forward e.g. annual safeguarding questionnaire along with health and safety site checks etc.			
6. Risks / Resources:	Additional resource approved and arrangements underway for appointment to temporary post			
7. Communication Considerations:				
8. Timelines:	Number	Priority	What?	Timetable
	54	2	Review the strategic serious incidents plan	Consultation period 31/3/26. Training Programme Summer Term 2026
	57	2	Arrange a secondment for a social worker to work with the Police (in accordance with the need)	September 2026
	55	5	Official protocol to share information	Completed
	56	5	Plan in force which sets out steps to obtain swift support during a traumatic event	Completed
	Gray = Delay until a national / regional change is implemented Green = Completed (monitoring)			

Measures (Impact)		
Number of schools / staff / Governors in each school who have received Emergency / Crisis Plan training.	Timetable: Training to be scheduled Training expected in September 2026	Update: Reporting on this continues to be premature as there is a need to update and consult on the Plan before putting appropriate training in place.
Number of satisfactory emergency plans on the Council's sites	Timetable: A programme of annual inspections to commence from September 2026.	Update: Reporting on this continues to be premature as there is a need to offer appropriate training and for it to be in place before establishing a monitoring programme.
Outputs to date		
 There is an agreement to collaborate with the Police in an emergency. This may involve a social worker being seconded to work with the Police for a period of time.		

Our Bravery Brought Justice - Cyngor Gwynedd's Response Plan

Progress Report

15.07.2026

Theme 7 - Ysgol Friars Reporting Officer: Margaret Davies	
1. Theme Aim:	Supporting Ysgol Friars
2. Guidance sought from the Board:	We ask the Board to; - Challenge and scrutinise the progress - Offer any further guidance on the next steps.
3. Progress to date:	Review the Governing Body's ability to implement the recommendations that will result from the CPR, realistically assessing what steps are beyond its capacity. - Governance arrangements for wellbeing and safeguarding continue to strengthen. Governors demonstrate confidence in evaluating the wellbeing and safeguarding report, and a structured programme of support and challenge meetings between the Designated Safeguarding Person (DSP) and the Safeguarding Governor takes place each term. There is clear evidence of a developing data pack, shaped in response to governor feedback—for example, termly attendance comparisons—which is improving the quality of strategic oversight. - The termly report to GB continues to provide governors with data in relation to safeguarding referrals, child protection and looked after children - The school has established a wellbeing sub-committee that meets regularly to share information on high level data, patterns and actions/ responses school is taking on concerns - The governing body scrutinises the safeguarding policies prior to ratification at full GB meeting. These are ratified annually. - The school is working closely with local authority named safeguarding officers and an external specialist. The local authority is supporting the Governors as they develop their critical friend role. - Safeguarding SER is now completed annually and presented to full Governing Body - The governing body have been briefed on the potential recommendations from the Child Practice Review and will be working closely with school leaders to ensure that all recommendations pertinent to school have been completed in a timely manner

- The Authority's Safeguarding Officer continues to attend the governing body and Wellbeing and Safeguarding sub-committee to provide constructive support and challenge, and ensure regular feedback to the Authority regarding progress against the recommendations, and strengthen the working relationship between the school and the Authority.
- The Safeguarding Lead meets with the Head/Designated Safeguarding Lead every three weeks and attends Governing Body meetings.

Strengthen training and support for governors in the areas of safeguarding, strategic accountability, and performance monitoring.

- All governors have completed the NSPCC training,
- A special meeting of the Governing Body was held on 1 December to focus on Safeguarding as follows:
 - Self-evaluation form for Safeguarding and Child Protection – Estyn
 - Local Authority Audit
 - Comfortable Environment Protocol: Pre and Post Bereavement Support Protocol for Ysgol Friars Pupils
 - Safeguarding Training - Staff and Governors
 - Programme Board - Child Practice Review Outcome
 - Role and responsibilities of the Well-being and Safeguarding Sub-Committee
- The termly report to GB continues to provide governors with data in relation to safeguarding referrals, child protection and looked after children

Support the interim Headteacher, Deputy and the two new Assistant Headteachers as they develop as a strong management team.

- The SIA visited during the CPR publication and in preparation for the Estyn inspection. SIA continues to visit as needed during the year to discuss improvements to the school.
- 'Safe space' - half termly sessions have been arranged for all members of the leadership team by 'trauma informed schools'.
- There is monthly supervision of the Designated Person by an independent consultant to support pressure on DSP at this time.
- Cross-School collaboration – the school is continuing to work the A55 alliance which focus on literacy skills, and also with Ysgol Syr Hugh Owen, Ysgol Brynrefail and Ysgol Dyffryn Ogwen in relation to the Gwynedd. A formal agreement has been developed between four schools and the first focus is inclusion.

Support the recruitment and transition to a permanent Headteacher during 2026, reassuring staff and parents that robust arrangements are in place Cyngor Gwynedd

- Permanent Headteacher appointed for 1 September 2026 start.

Strengthen middle leadership and ensure that school management processes are operational and transparent.

- Link Governors have been appointed and 'School Guidance for Supportive Visits by Governors' has been adopted by the Governing Body. Meetings have taken place with the faculties and are ongoing. General overview record form following a supportive visit to the school by a member of the Governing Body is sent to the Headteacher and Head of Faculty.
- A first round of quality assurance has been completed, and a report of whole school-findings has been presented to the Governing Body. Whole school areas for further improvement have been included in the Schools Development Plan.
- The Governing Body has adopted the PDR Policy. There has been a pause in national leadership development programmes this year, but they will be starting in September. The PL needs of staff currently being collated following their initial PDR meetings.

Pupil Voice

- Leaders and governors place a high value on pupil voice, and this commitment is increasingly evident in the school's developing structures and processes. A designated governor now attends school council meetings regularly, providing an effective link between pupils and the governing body and ensuring that learners' perspectives inform strategic discussions. Head pupils meet routinely with the headteacher to raise important issues, and this dialogue is beginning to shape aspects of school development in a meaningful way. As a result, pupils feel that their views are listened to and that they can influence change within the school. However, leaders recognise that pupil voice is stronger at whole-school level than within tutor groups and year groups, where opportunities for consultation and participation remain inconsistent. Strengthening these layers of pupil voice, alongside establishing purposeful sub-committees to support the wide-ranging work of the school council, is therefore a clear next step. Initial training planned with the Children's Commissioner for Wales is a timely and positive development that is expected to further enhance pupils' confidence, advocacy skills, and the overall impact of pupil voice across the school community.

Review and strengthen counselling and emotional support arrangements, ensuring sustainable and high quality provision for children and young people.

Wellbeing centre

The School Based Counselling (SBC) team is based in the Wellbeing centre and offers:

- An opportunity to speak to an independent person
- Help to deal with emotional problems
- Help to develop self-awareness
- Help to understand and deal with negative emotions
- A source of personal empowerment and resourcefulness

There are currently 5 school-based counsellors, and a total of 60 students have been referred during the period 31.01.26 – 06.07.26.

- KS3-40 students
- KS4-12 students
- KS5- 8 students

During the exam period there have been drop in sessions available after morning exam sessions for students who require additional support.

Meetings with the school based counselling team

The Schools Safeguarding officer is the link between the service and school. A phone has been installed in the wellbeing centre so that absences can be communicated and there will be a check in with students to determine reason of absence by the Safeguarding officer. Actions since last report:

- Self-referral process
- GCSE and AS/A level key dates for counsellor to be on site.
- Exam student check in sessions for students after exams.
- Continued dialogue about the services that can be offered apart from 1-2-1 sessions.
- DSP to continue to promote the Counselling Service during year group morning assembly.
- Feedback from SBC Team meeting shared.

The rooms in the wellbeing centre are used regularly by a number of additional support services as follows:

The School Nursing Service is based in the Centre and offers support and advice to children, young people and their families or carers to help ensure that they reach their full potential during their school aged years and beyond. Confidential advice and support can be offered for a wide range of issues.

Be' Di'r Sgôr - The Gwynedd and Anglesey Young People's Drug and Alcohol Abuse Service. The service is available to any young person up to the age of 25 who is or has been affected by drugs or alcohol, directly or through someone else. They work

confidentially with young people to offer one to one support and advice, drop-in sessions in the community, education and prevention resources, and Guidance for families and professionals. Two members of the team have set up a weekly clinic at Ysgol Friars. This work includes:

- Holding targeted one to one or group sessions with pupils
- Offering advice and support sessions to staff, if it is useful

Development of CAMHS Hub

This has developed into fortnightly meetings focusing on a multi-agency approach to supporting young people. This is early intervention prevention and promotion services to identify mental health difficulties, refer and intervene early within the school environment. The attendees to the hub can be any of the following:

- Pastoral staff
- ALNCO
- Heads of year
- Family engagement workers
- Educational welfare officers
- School nursing
- Youth service

School counselling service are also now invited to join these meetings. Action for Children have attended all CAMHS hub meetings and this has led to several referrals to support some of our young carers at Ysgol Friars. The development of the CAMHS hub has led to further conversations about supporting mental health within the pastoral team. CAMHS early intervention team have offered MHFA (Mental Health First Aid) training for all of the pastoral team and this has taken place during July.

Multi-agency work- Supporting attendance - The wellbeing centre is also being used to support students in returning to school following lengthy periods of absence. Agencies who are supporting students with long term absences have started to schedule sessions in the wellbeing centre to bridge the gap between home and school. This is currently taking place with two student in Year 9 who have not attending school this academic year. The wellbeing centre is also used for meetings with social workers, support workers, police interviews and parent meetings.

New services using the wellbeing centre:

Intuitive Thinking

The aim is to provide credible skills which enable people to become truly independent. The service “empower people through education to take back control of their lives”, using a unique

approach to developing knowledge and thinking tools. They see people's lived experience as an asset, a place where people draw experience, knowledge, strength and skills and properly redirected become highly resourceful problem solving tools. They work effectively across sectors including criminal justice, drugs and alcohol, employment, domestic abuse and homelessness.

Communication and interaction team

The team provides specialist advisory support and training for children and adults with speech, language, and social communication difficulties. The wellbeing centre is also used for meetings with social workers, support workers, police interviews and parent meetings.

Support staff to build a culture of safety, trust and respect, providing additional training where necessary.

Strengthening safeguarding and child protection processes at Ysgol Friars continues to be a priority, ensuring all adults understand and fulfil their responsibilities, and that pupils feel safe, supported and confident their voices are heard.

Since 2023, the school reviewed its training model for safeguarding and child protection. In line with Gwynedd Council, the school is compliant with the Group A, B and C training.

Specialist safeguarding training completed:

- Group C compliant Safeguarding Training
- Gwynedd DSP Training
- HSB (Harmful Sexualised Behaviours)
- Brook training delivered by Tim Emrallt
- Adult at Risk Safeguarding Training (Introduction)
- BCUHB WEST Child & Adolescent Mental Health (CAMH) School In-Reach Service
- Youth Mental Health First Aid training
- NSPCC training course Masterclass: Tackling misogyny

We will continue to review this training model based on feedback from staff and local authority officers.

The school have also commissioned an independent trainer to work closely with our designated safeguarding person to support, challenge and improve our safeguarding and child protection arrangements. This is an ongoing support Service for our DSP and safeguarding team on a monthly basis.

The school maintains records and ensures that all staff are appropriately trained child protection and safeguarding, prevent and sexual violence. All staff are aware of different levels aware of

	children's needs and aware on how to respond to their needs in different situations. The school has moved towards a designated safeguarding team that can respond in an appropriate and timely manner to ensure that support is available at the time of need and referrals are made in a timely manner. As of June 2025, all new staff are provided with safeguarding training as part of their induction. This is facilitated by our designated safeguarding person. The local authority designated safeguarding lead meets with the school safeguarding team monthly to discuss trends and support. Training for safeguarding and child protection is a priority at Ysgol Friars. The school is compliant with the local authority policy in providing Group A and Group B training. Designated and deputy designated persons are trained to Group C. This team approach ensures that there are robust arrangements in place to provide guidance to staff and liaises with Gwynedd County Council to ensure that we are up-to-date and compliant. To carry out regular safeguarding audits and provide ongoing assurance to the Authority and the Programme Board. • Estyn's safeguarding self-evaluation and Gwynedd audit presented to governors. • A school audit is in place and feeds into the action plan. • LA safeguarding visit completed • Termly reports are presented to governors in relation to child protection / safeguarding and staff roles. Communication and Transparency • Parental communication remains an area for development. Plans for the creation of dedicated focus groups next term provide a clear route forward and offer the potential for more meaningful parental engagement in safeguarding and wellbeing conversations.
4. Challenges faced:	Continue to clerk the Governing Body until sustainable arrangements are in place. • The school has advertised numerous times for the role of the Clerk to the Governing Body but have been unsuccessful in appointing. Moving forward, the school has committed to the Local Authority's SLA for the provision of a Clerk to Governors service. Strengthen training and support for governors in the areas of safeguarding, strategic accountability, and performance monitoring.

	Waiting to hear how compulsory training will change nationally before detailing further in line with the findings of Welsh Government Review of School Governing Bodies.
5. Next steps / key milestones:	- To further embed pupil voice by working closely with the children's commissioner's team - To ensure that recommendations in our Estyn report are incorporated into whole school planning - To further develop our graduated response to social emotional and challenging behaviour
6. Risks / Resources:	Ensure that the role of the temporary additional Safeguarding Officer is effectively integrated, with a clear framework in terms of accountability and oversight.
7. Communication Considerations	Communication and Transparency Parental communication remains an area for development.
8. Timelines:	

Theme 1 - Voice of the Child and Supporting Victims																
No.	Task Ref	Theme	Recommendation / Objective	Action	Can CG implement	Relevant to:	Responsibility - Cyngor Gwynedd	Timetable	RAG	Priority	Task / Ongoing	Task completed	Measure	Resources	What has already changed?	What still needs to be done?
1		Theme 1 - Voice of the Child and Supporting Victims	All organisations working with children must ensure that their policies in relation to listening to the voice of the child are revised, implemented in full and reflect what has been learned from this Review See also that a recent (November 2025) Estyn / CIW report set out the recommendation Establish a corporate policy on the voice of the child and rectify arrangements to listen to the voice of the child under the Safeguarding Procedures for Wales to ensure consistency across the education and children and families departments; using messages from children and young people's forums to directly influence strategic planning	The Council will develop a policy on listening to the voice of the child and ensuring that it is implemented effectively.	Yes	All organisations	Gwern Ap Rhisiart	TBC - after discussion with the Youth Forum (not before July 2026)		1	Task		YES	YES	A first draft of the strategy has been produced which will form the basis for discussion with our Children and Young People's Forum moving forward. Two things are needed really, a clear strategy that addresses all the requirements and responds to the statutory requirements along with something simple and clear that will signal our clear commitment to ensuring the voice of the child in our every day work. This draft was submitted to the Board in March 2026. We have moved from using the word policy to using the word strategy. There are 5 parts to the strategy. Headings: The voice of Children and Young People in the safeguarding procedure The voice of Children and Young People in education The voice of Children and Young People across Council Services Influence on Corporate Processes Impact The Strategy has now been completed, and the following draft appendices are also in place: The Voice of the Child in Children's Services The Voice of the Learner in Education Children and Young People's Voice Forums Strategic Integration and Governance of the Voice of the Child	Input from the Children and Young People's Forum is still required. Due to the examination timetable and other commitments, there has been a delay in holding this discussion. A full-day session with the Forum has been scheduled for 16 July. A child-friendly version of the Strategy will need to be developed following receipt of the Forum's feedback.
2	1.1	*	-	Establish a Task and Finish Group across the Education and Children Departments	Yes	Cyngor Gwynedd	Sharron Carter	Tach-25			Task	yes				
	1.2	*	-	Carry out a scoping exercise to examine the practices and approaches used by other councils.	Yes	Cyngor Gwynedd	Sharron Carter	Dec- 25			Task	yes				
	1.3	*	-	Task Group to undertake an audit of the current practices of the Education and Children's Departments – including statutory processes	Yes	Cyngor Gwynedd	Sharron Carter / Gwern ap Rhisiart	Dec-25			Task	yes				
	1.4	*	-	Draft of the written strategy	Yes	Cyngor Gwynedd	Gwern Ap Rhisiart	Feb-26			Task	yes			A first draft of the strategy has been produced which will form the basis for discussion with our Children and Young People's Forum moving forward.	
	1.5	*	-	Present the draft policy and the measures to relevant stakeholders e.g. Response Board	Yes	Cyngor Gwynedd	Gwern Ap Rhisiart	Feb-26			Task	yes			The first draft was presented to the board on the 2nd of March.	
	1.6	*	-	Submit the draft strategy to the Leadership Team	Yes	Cyngor Gwynedd	Gwern Ap Rhisiart	TBC			Task	no			Delayed because there is a need to discuss and engage with Young People before taking it through the governance of the Council.	
	1.7	*	-	Submit the draft strategy to Cabinet for final approval	Yes	Cyngor Gwynedd	Gwern Ap Rhisiart	TBC			Task	no				
	1.8	*	-	While the Strategy is being developed, any good practice that has been identified at a regional level could be incorporated.	Yes	Cyngor Gwynedd / Regional Safeguarding Board	Gwern Ap Rhisiart	TBC			Ongoing	no				
	1.9	*	-	Monitor and review the policy	Yes	Cyngor Gwynedd	Gwern Ap Rhisiart	TBC			Ongoing	no				
2		Theme 1 - Voice of the Child and Supporting Victims	Organisations must be able to show evidence to their professional Board and Regulators that they have a process in place for listening to children and that it is embedded and operational in the organisation	Cyngor Gwynedd will need to establish and evidence systems for listening to children, with clear measures in place and regular reporting to the relevant professional boards and regulators.	Yes	All organisations / Regulators	Gwern ap Rhisiart / Dylan Owen	TBC		1	Ongoing		YES	YES	The measures will be developed in conjunction with the Voice of the Child Strategy (appendix: Strategic Integration and Governance of the Voice of the Child) and the Children's Department's Quality Assurance Framework.	The Voice of The Child Strategy now needs to be formally adopted (see above number 1). We will work with the Regional Safeguarding Board and relevant regulators to ensure that the agreed measures are embedded within their reporting, monitoring and assurance arrangements.
4		Theme 1 - Voice of the Child and Supporting Victims	In schools, these changes must be recorded on an electronic data management system	Record any behavioural changes that may be indicative of grooming on an electronic data management system	Yes	Schools	Gwern ap Rhisiart	To be confirmed		1	Ongoing			The system has been purchased from a budget we already had.	All schools are now in a position to record changes in behaviour, concerns, or other relevant information digitally, either through Bromcom or via existing systems such as MyConcern.	Continue to provide training to schools on the use of the Bromcom system for recording changes in children's behaviour. Secondary schools will be prioritised for the transition to Bromcom.
4	4.1	*	-	Purchase the new system (Bromcom) to replace "My Concern"	Yes	Cyngor Gwynedd	Gwern ap Rhisiart	January 2026			Task			The system has been purchased from a budget we already had.	Every primary school is now using an electronic recording system to note incidents of concern with those who did not have a system (5 small schools) now using Bromcom.	
	4.2	*	-	Introducing Bromcom to every School in Gwynedd	Yes	Cyngor Gwynedd	Gwern ap Rhisiart	September 2027			Task				The system will be fully rolled out by September 2027.	
	4.3	*	-	Training and awareness raising about the new way of recording any behaviours/incidents on the system.	Yes	Cyngor Gwynedd	Gwern Ap Rhisiart	Medi-27			Task			Depending on timeframes, we may need to purchase additional training capacity.	Provide a training plan as the system is rolled out. The Safeguarding Team has been involved in the purchase of Bromcom and has been involved in discussing the training requirements.	This is not been done yet. We will need to focus on getting the secondary over to Bromcom before working on the training pack.
	4.4	*	-	Review the effectiveness of the system	Yes	Cyngor Gwynedd / Regulators	Gwern ap Rhisiart	To be confirmed			Ongoing		YES			
6		Theme 1 - Voice of the Child and Supporting Victims	LA1 should consult with pupils to identify the best way to enable them to access an individual/service outside school to report concerns. Contact details should be prominently displayed in all schools	Cyngor Gwynedd should consult with pupils to identify the best way to enable them to access an individual/service outside school to report concerns. Contact details should then be prominently displayed in each school.	Yes	Cyngor Gwynedd	Gwern ap Rhisiart	To be confirmed		1	Task			Possible - depending on feedback from the Youth Forum	There has been a presentation to heads and as part of this we have reiterated the need to ensure that external contact details are available in convenient places for children. An initial response received from over 1000 young people, this was a questionnaire produced by the Forum. Over 14% are not confident to talk to someone if they are concerned about something, this is high and contrary to what we would normally see in questionnaires at school or authority level. Unfortunately the questionnaire did not ask why they felt this way, it was the young people who had completed the questionnaire. We've only just received this response so there's work to be done to better understand the project.	We will now consider the recommendations of the Scrutiny Committee investigation in more detail, now that it has been completed.
6	6.1	*	-	Remind all Headteachers of the need to display posters with NSPCC contact details in prominent places across the school.	Yes	Cyngor Gwynedd	Gwern Ap Rhisiart	September 2025			Task			No	Reminders have been sent out during this academic year. The Quality Assurance visit has identified a lack of appropriate materials in prominent places across the schools.	We will continue to remind all schools on a regular basis. Officers from across the Education Department will be looking for these posters during other visits to add another level of reassurance.
	6.2	*	-	Consult pupils about the possibility of having an individual outside school to report concerns to	Yes	Cyngor Gwynedd	Gwern Ap Rhisiart	September 2025 - January 2026			Task			No	The Coordinator of the Young People's Forum will have designed a workshop to present to secondary school council members in Gwynedd. Holding these sessions with individual schools is expected to provide more detailed, stronger feedback and a clearer overall picture across the county. The workshop will focus on key safeguarding questions and pupils' voices, exploring how learners feel, how well schools are listening to concerns, and what improvements could be made. A further meeting will be arranged shortly to finalise the content of the workshop and the approach to gathering responses, with the current proposal being a questionnaire to summarise findings from each visit. It was intended to start visiting schools in early autumn but we have received a number of requests to consult pupils on the same issue, and this included the scrutiny committee and Estyn. We believe that some sessions may take place before the end of this term with the rest to follow in January.	The sessions need to be delivered and the findings gathered.
	6.3	*	-	Identify the best option moving forward and any resources that may be needed	Yes	Cyngor Gwynedd	Gwern Ap Rhisiart	Medi-26			Ongoing			The department has secured funding to continue the role of the Young People's Forum Co-ordinator	We are committed to continuing with the role of Young People's Forum Coordinator.	
	8	Theme 1 - Voice of the Child and Supporting Victims	Local Authorities should show evidence of how they support and advocate for victims of trauma, on a case-by-case basis, where their ability to access education has been limited due to their experiences. This would include ensuring that victims have access to further and higher education, and the funding needed to do so, when the requirements for grades and attendance have not been met due to the trauma they have been through	Supporting trauma victims and tailoring support to match the individual's needs.	Yes	All Local Authorities	Gwern ap Rhisiart	Ongoing		1	Ongoing			Yes	An apology and an offer to meet have been extended to everyone involved. Support has been offered directly through partner organisations, and the Council has also supported requests for specialist therapeutic services. A letter has been sent to the boys who were victims. Individual discussions have now taken place with the Independent Sexual Violence Advisers (ISVAs) to develop tailored support packages. In addition, one-to-one contact is taking place with some of the victims, either face-to-face or via Microsoft Teams, depending on the individual's preference, to discuss their needs at both an individual and family level. One of the greatest challenges is identifying specialist therapeutic services and interventions for victims within the local area. Agreement has been reached to map the availability of therapeutic services both locally and across the region.	Continue meetings with the victims' advocates, with ongoing discussions about the level of support available and any additional support required, including the needs of both the individual and their family.
8	8.1	*	-	Continue to work closely with RASAC North Wales to ensure that suitable and bespoke personal support plans are in place for victims. This is regularly discussed in the Victim Support Panel and Mappa3.	Yes	Cyngor Gwynedd	Sharron Carter	Ongoing			Ongoing			YES		
	8.2	*	-	Wider Support - Counselling and emotional/well-being support for victims and survivors, pupils and staff	Yes	Cyngor Gwynedd	Sharron Carter/Gwern Ap Rhisiart	Ongoing			Ongoing			YES		
	8.3	*	-	Identify potential packages of support for other victims who may come forward in the future	Yes	Cyngor Gwynedd	Sharron Carter/Gwern Ap Rhisiart	Ongoing			Ongoing			YES		
	8.4	*	-	Establish a procedure of quarterly meetings with advocates, such as ISVAs and SARC (Victim Support Group), to gather feedback.	Yes	Cyngor Gwynedd	Sharron Carter	Gorff-26			Ongoing				The Head of Children's Services will continue to meet with the victims' advocates, with ongoing discussions about the level of support available and any additional support required, including the needs of both the individual and their family. Four of the five victims are currently in contact with either an Independent Sexual Violence Adviser (ISVA) or Children's Social Services.	
9		Theme 1 - Voice of the Child and Supporting Victims	Dealing with claims for compensation - Resolving outstanding cases in a timely manner	Process claims for compensation and resolve ongoing cases promptly.	Yes	Cyngor Gwynedd	Nia Grisdale	Ongoing		1	Task	yes			Any issues received are now in the hands of expert lawyers, who will work towards a timely resolution, supported by the Council's legal department.	There is a procedure in place to work with the solicitors when a claim is received.
	9.1	*	-	Any issues received are now in the hands of expert lawyers, who will work towards a timely resolution, supported by the Council's legal department.		Cyngor Gwynedd	Nia Grisdale	Ongoing			Task					

10		Theme 1 - Voice of the Child and Supporting Victims	Voice and Experience of Children and Young People In addition to the content of the CPR report, ongoing work is being done with: - Supporting the growth and confidence of the County Youth Forum - School Councils - Child Friendly County Initiatives - Promoting children's rights - Trauma Informed County training programme	Co-ordinate a strategic, cross-Council approach to the Voice and Experiences of Children and Young People (Children's Rights Approach), embedding a strong child-centred culture across all services.	Yes	Cyngor Gwynedd	Catrin Thomas	Ongoing		1	Task	YES	Possible - training costs	Trauma-Informed and Child-Friendly A work programme has been developed which focuses on: a) developing Gwynedd as a child-friendly county, placing children's rights at the heart of decision-making; and b) progressing towards becoming a trauma-informed, compassionate and empathetic organisation. The programme focuses on delivering long-term cultural change through: A corporate and specialist training programme; Reviews of policies and procedures; Self-assessment; Monitoring and evaluation of impact. The Action Plan and its implementation will continue under the Caring Gwynedd Priority Area and through the cross-departmental Supporting People Working Group, to embed a whole-Council approach to these themes. To date, the Adverse Childhood Experiences (ACEs) e-learning module has been promoted to all Council staff, with Heads of Service encouraged to raise awareness of it within their departments. Elected Members are also being encouraged to complete the module.	The Action Plan and its delivery will continue under the Caring Gwynedd Priority Area and through the cross-departmental Supporting People Working Group, to embed a whole-Council approach to these themes. Over the coming months, the intention is to: - Deliver a full-day Trauma-Informed Schools (TIS) training session for Cabinet Members, the Corporate Management Team, and Assistant Heads of Service.	
	10.1	"	"	Create a baseline picture of what is already happening across the Council in relation to the voice if the child, participation and rights.	Yes	Cyngor Gwynedd	Dylan Owen	November 2025			Task	yes				
	10.2	"	"	Liaise with UNICEF (Child Friendly Cities) and the Children's Commissioner for Wales to gather guidance and frameworks that can inform the Council's approach.	Yes	Cyngor Gwynedd	Dylan Owen	November 2026			Task	yes			UNICEF UK does no longer offers support for the accreditation. However, the Children's Commissioner is implementing a "The Right Way" scheme which focuses on the way organisations embed Children's Rights. The work programme will therefore focus on working with the Office of the Commissioner rather than looking at UNICEF's accreditation.	
	10.3	"	"	Children's Rights Workshop arranged for Board Members (February 2026)	Yes	Cyngor Gwynedd	Dylan Owen	February 2026			Task	yes				
	10.4	"	"	Present a report to the Council's Leadership Team for approval of the corporate direction	Yes	Cyngor Gwynedd	Catrin Thomas	Maw-26			Task	yes				
	10.4	"	"	Present the Action Plan to the Board for information	Yes	Cyngor Gwynedd	Catrin Thomas	Maw-26			Task				The Board will continue to receive and update on the output of the trauma informed work programme, however, it is being driven by the Supporting People Cross-Department Working Group	
7		Theme 1 - Voice of the Child and Supporting Victims	Welsh Government to develop the curriculum to ensure pupils have the knowledge to understand grooming behaviour by adults and know how to report this safely to an adult	Curriculum changes to ensure pupils understand and report the behaviours of adults who groom and report this	Yes	Welsh Government	Gwern ap Rhisiart	Medi-26		3	Ongoing	NO	None at the moment		Cyngor Gwynedd is following the National Curriculum and is keen to introduce any changes made by the Welsh Government after they have fully considered the matter. The Government has indicated its intention to do this by September 2026.	

Theme 2 - Managing Allegations and Concerns About Adults Working with Children																
No.	Task Ref	Theme	Recommendation / Objective	Action	Can CG implement :	Relevant to:	Responsibility - Cyngor Gwynedd	Timetable	RAG	Priority	Task / Ongoing	Task completed	Measure	Resources	What has already changed?	What still needs to be done?
18		Theme 2 - Managing Allegations and Concerns About Adults Working with Children	Ensure that the referral form is easy to access and not difficult to complete	Ensure that the public are aware of the referral process, and that the referral form for professionals is accessible and simple to complete.	Yes	Cyngor Gwynedd	Dylan Owen	To be confirmed		1	Task		Yes		Accessibility of the Referral Form Feedback suggested that the general referral form for professionals was difficult to locate. In response, the referral pathways have been made clearer on the public website and the staff intranet. It is now being made more explicit that the process for members of the public is to contact the Duty and Assessment Team to raise a concern or make a referral by telephone, whereas only professionals are required to use the referral form. This form is not solely for safeguarding referrals under Part 5; it is used for all referrals and requests for services for children and families made by professionals. The professional referral form has also been circulated to all schools, and a Word version that can be completed easily is available on the Hwb platform for all school staff. Development of the Referral Form The current referral form is a regional form used by all North Wales local authorities and the Health Board. Due to the high number of referrals received from the Police, it has been agreed that they will continue to use the OD16 (Combined Assessment and Referral Form) for submitting referrals. Any changes to this process would need to be led by the Regional Safeguarding Board. A new national referral form has been developed and is being introduced gradually by the National Safeguarding Board. As noted above, this is not solely a form for safeguarding referrals under Part 5, but a form that will be used for all referrals and requests for services for children and families. Gwynedd has expressed an interest in acting as a pilot site for its introduction through the North Wales Regional Safeguarding Board. There is no intention to wait for the new MOSAIC system, and the aim is to introduce the form as soon as possible. However, there is currently no confirmed date for the introduction of the National Referral Form.	We are awaiting confirmation regarding the national development of the referral form and whether Gwynedd Council will be included as part of the pilot to test its implementation.
	18.1 *	*	*	Ensure that the form is easy to access under Child Abuse, Children and Supporting Families and Keeping Pupils Safe on the Council's website.	Yes	Cyngor Gwynedd	Sharon Carter	Nov-25			Task					
	18.2 *	*	*	E-mail all schools in Gwynedd to raise awareness of the amended form, and ensure that a copy goes on the schools' hub.	Yes	Cyngor Gwynedd	Sharon Carter	Nov-25			Task					
	18.3			Apply to be part of a National Pilot for a new referral form.	Yes	Cyngor Gwynedd	Dylan Owen	March-26			Task					
	18.4 *	*	*	Transition to the new MOSAIC System for Social Services	Yes	Cyngor Gwynedd	Sharon Carter	March-27			Task				There have been delays, and the transition to the MOSAIC data system will not take place until March 2027.	
	18.5 *	*	*	Developing a new digital form. (Depending on the direction of the national form)	Yes	Cyngor Gwynedd	Sharon Carter	tbc			Task				There is currently no confirmation as to whether the pilot will proceed or whether the Council will be included, as of July 2026.	
25		Theme 2 - Managing Allegations and Concerns About Adults Working with Children	Ensure that Strategy Discussions are recorded clearly and clearly regarding the decisions made at these meetings	Introduce Magic Notes across the workforce to support the effective and consistent recording of meetings.	Yes	Cyngor Gwynedd	Sharon Carter	Ongoing		1	Ongoing		Yes	Yes - Magic Notes costs	The pilot to trial Magic Notes for recording Strategy Meetings within the Children's Department has commenced. Initial feedback has been very positive, and it is likely that the service will be purchased on a permanent basis. The Quality Assurance Framework states: "Audit activity will be undertaken regularly by team managers through the scrutiny of case files created by social workers, to ensure that case records are up to date and comply with statutory and local requirements." An evaluation of the Magic Notes pilot has identified that it is a valuable tool for staff and the wider workforce. We have now signed an agreement with Beam, and the software is being rolled out across the Council, with Social Services being prioritised.	Training continues to be provided to Beam Notes users, and includes a specific section on recording safeguarding matters to ensure consistent and effective record-keeping. A challenge has arisen as neither the Police nor the Health Board are willing to participate in meetings where Beam Notes is used. This will be explored further, as the current position presents a significant barrier to effective multi-agency collaboration. In the longer term, consideration will need to be given to how the use of Beam Notes could be expanded or integrated with the MOSAIC system. It is not anticipated that this will be possible before March 2027.

Theme 3 - Training and Policies																
No.	Task Ref	Theme	Recommendation / Objective	Action	Can CG implement	Relevant to:	Responsibility - Cyngor Gwynedd	Timetable	RAG	Priority	Task / Ongoing	Task completed	Measure	Resources	What has already changed?	What still needs to be done?
30		Theme 3 - Training and Policies	All agencies must ensure that their staff are trained to detect and record a change in a child's behaviour that may indicate that adults are grooming them and/or that they are being abused That all staff, volunteers (including administrative and facilities officers) and school Governors receive training on sex offenders' modus operandi and their methods of grooming using the Finkelhor model. See also that a recent report (November 2025) by Edyn / CWN stated in the recommendations that it is necessary to: Strengthen safeguarding training for all staff and governors, ensuring it is fit for purpose and includes information on exploitation as well as establishing robust processes to evaluate the impact of training on practice.	Ensure that all staff, volunteers (including administrative and facilities officers) and school Governors receive training on sex offenders' modus operandi and their methods of grooming using the Finkelhor model.	Yes	All Schools	Ian Jones / Sharon Carter / Llion Williams	Sept 2026		1	Ongoing				The Education Department has already incorporated information on grooming into its safeguarding training package for schools for the start of the 2025 academic year. The procurement process for external grooming training has now been completed, and the NSPCC has been commissioned to develop and deliver the training package. The programme will comprise two elements: 1. An online masterclass for up to 5,000 participants across the Council, aimed at raising awareness of grooming, recognising the signs, and understanding how to respond appropriately. This will be available to the wider workforce, including general staff, Elected Members and School Governors. 2. Face-to-face training for 20 officers per session. Five sessions have been commissioned, providing training for up to 100 frontline practitioners in total. This element is specifically targeted at frontline staff, including Social Workers, Designated Safeguarding Persons (DSPs) in schools, and Headteachers.	July 2026 - A second meeting was held with the NSPCC to review the webinar content and agree any further amendments. Summer 2026 - The NSPCC will develop and produce the Welsh language version of the webinar. September 2026 - The webinar is expected to be launched and promoted, with work commencing on the development of Part 2 of the training programme. There has been some slippage against the original timetable, which identified June 2026 as the target date for completion of the bilingual webinar and mid-July 2026 for the specialist training. This has primarily been due to the requirement to produce a fully Welsh-language version of the webinar, as the NSPCC had originally assumed that Welsh subtitles would be sufficient.
	30.1	+	+	Review existing training within the Children's Department	Yes	Cyngor Gwynedd	Sharon Carter	September 2025			Task	yes				
	30.2	+	+	Include information about grooming in school safeguarding packs	Yes	Cyngor Gwynedd	Geiryn Ap Rhisiart	September 2025			Task	yes		If we are required to move more quickly than the Welsh Government in terms of training materials we will need to commission this.	Cross-departmental work has been undertaken to commission an appropriate training resource for the Council's workforce at two levels. Providers have applied for the work with one meeting the criteria.	Further work to be done before the resource is operational through the central training system and in schools.
	30.3	+	+	Investigate the range of training and resources offered by external providers.	Yes	Cyngor Gwynedd	Sharon Carter	October 2025			Task	yes				
	30.4	+	+	Deciding on a training pack for 2026/27	Yes	Cyngor Gwynedd	Sharon Carter	December 2025			Task					
	30.5			Commission the NSPCC to provide a 2-layer training package	Yes	Cyngor Gwynedd	Sharon Carter	March 2026			Task					
	30.6			Receive a draft of the training webinar NSPCC	Yes	Cyngor Gwynedd	Sharon Carter	July 26			Task					
	30.7			Translation of the webinar	Yes	Cyngor Gwynedd	Sharon Carter	Aug 26			Task					
	30.8			Training ready to share and monitor	Yes	Cyngor Gwynedd	Sharon Carter	Oct 26			Task					
	30.5	+	+	The North Wales Safeguarding Board has also announced its intention to develop a regional training programme for the safeguarding workforce across Children's Services and Education, which is a welcome benefit.	Not directly.	Regional Safeguarding Board	Dylan Owen (as the representative on the Safeguarding Board)	Tbc			Ongoing					
32		Theme 3 - Training and Policies	That the Safeguarding Board is reassured that Local Authorities have clear Whistleblowing policies, and that attention is drawn to them and that all staff can use them safely	Cyngor Gwynedd's Whistleblowing Policy has been addressed and can be used safely by all staff.	Yes	Regional Safeguarding Board	Ian Jones	April 2026		1	Ongoing	Yes	?		<u>Corporate (staff)</u> The Whistleblowing Policy is already in place and the Council has undertaken an Internal Audit on the awareness of it in June 2024. A Task and Finish Group was established in July 2025 and a work programme is in place to review the Corporate Whistleblowing Policy and the Model Policy for Schools. This includes inviting external experts (PROTECT) to provide views and ensure that the policy is fit for purpose and undertaking a consultation process with Unions. The revised Whistleblowing Policy was approved by Cabinet in January 2026. Work is also underway to promote the Policy, including through the Managers' Network and the Council's weekly staff bulletin. <u>Elected Members</u> To complete a review of the existing arrangements to enable Councillors to raise concerns, including independently where necessary, and that the review is carried out in partnership with the Protect organisation and in consultation with Councillors. <u>Education/Schools</u> The Task and Finish Group has made a comparison with the Welsh Government's policy in terms of schools and at present does not consider it necessary to introduce a new policy for Gwynedd schools. Rather, it is recommended that all schools move to adopt Government policy as soon as possible.	Monitor the delivery of the awareness-raising programme and the rollout of training for Heads of Service, Assistant Heads of Service, Managers, Team Leaders and staff.
	32.1	+		Internal audit of staff awareness of the Whistleblowing Policy	Yes	Cyngor Gwynedd	Ian Jones	June 2025			Task	yes			Completed	
	32.2	+		Establish a Task and Finish Group	Yes	Cyngor Gwynedd	Ian Jones	July 2025			Task	yes			Completed	
	32.3	+		Task and Finish Group to review the Corporate Whistleblowing Policy and the Model Policy for Schools. This includes inviting external experts (PROTECT) to give their opinion and ensure that the policy is fit for purpose and undertake a consultation process with Unions	Yes	Cyngor Gwynedd	Ian Jones	End of November 2025			Task	yes			Completed	
	32.4	+		Present to Cabinet for approval of the new Policy	Yes	Cyngor Gwynedd	Ian Jones	January 2026			Task	yes			Completed	
	32.5	+		Present to the Full Council to adopt the revised Policy.	Yes	Cyngor Gwynedd	Ian Jones	5 March 2025			Task					
	32.6	+		Commission a new recording and monitoring system in order to implement the Policy	Yes	Cyngor Gwynedd	Ian Jones	End of January 2026			Task				In progress	
	32.7	+		A programme to raise awareness and undertake training for Heads of Department, Assistant Heads, Managers, Team Leaders and staff	Yes	Cyngor Gwynedd	Ian Jones	January - April 2026			Task / Ongoing	Yes	Yes			
	32.8	+		Review the effectiveness of the policy every 3 years	Yes	Cyngor Gwynedd	Ian Jones	December 2028			Ongoing					
	32.9	+		All schools to move to adopt Government policy as soon as possible. Raising awareness and training.	Yes	Cyngor Gwynedd	Geiryn ap Rhisiart	Ongoing item on audit programme of schools annual policies			Ongoing	Yes			Government to provide a revised model policy.	
		Theme 3 - Training and Policies	Barister's Report - Recommendation C1: Introduce additional training for staff on record keeping procedures and ensuring that staff are trained to an adequate standard	Add additional safeguarding record keeping training to the existing e-module.	Yes	Cyngor Gwynedd	Ian Jones/Dylan Owen	Sept 2026 onwards		1	Task				An options appraisal has been completed for the delivery of this training. A key constraint is that we are unable to amend the core training content ourselves, as it is a standard national Social Care Wales e-learning module. It was originally thought that additional information could be included on the module's landing page; however, following further consideration, it was concluded that this content would appear before the core safeguarding training and therefore would not be appropriate. Our intention was to ask Social Care Wales to incorporate additional wording into the online e-learning module, but we did not receive a response to our request. We have therefore proceeded with the development of an appendix to accompany the Corporate Safeguarding Policy, setting out clear expectations for recording information, including what was heard, observed and any other relevant information that should be documented. The appendix was formally adopted as part of the Corporate Safeguarding Policy by Cabinet in July. Specific training on recording practice continues to be delivered regularly to social workers and care staff through the Training Unit. More recently, additional training on recording standards has been provided to Children's Services staff as part of the Bean Notes training programme, reinforcing the importance of accurate, timely and effective record-keeping.	Further work to raise awareness of the appendix (e.g. QR Code) and refinement following any feedback from the workforce. This will happen through the Corporate Safeguarding Champion.
	35.1	+		Assess the possible options for updating or reviewing the e-module.	Yes	Cyngor Gwynedd	Ian Jones	September 2025				yes		?	Completed	
	35.2	+		Contact Social Care Wales - awaiting confirmation of their response.	Yes	Cyngor Gwynedd	Dylan Owen	November 2025				yes				
	35.3	+		Draft wording shared with safeguarding and training staff for feedback.	Yes	Cyngor Gwynedd	Dylan Owen	November 2026				yes				
	35.4	+		Refine and complete wording.	Yes	Cyngor Gwynedd	Dylan Owen	December 2025								
	35.5	+		Include safeguarding record keeping training in the existing e-module.	Yes	Cyngor Gwynedd	Dylan Owen	Chwef 26							We did not receive a response to our request from Social Care Wales. We have therefore decided to create an appendix to the Corporate Safeguarding Policy, and arrangements will be made through the Corporate Safeguarding Champion to raise awareness of what should be recorded (What did you see? What did you hear etc)	
	35.6			Produce an appendix to the Corporate Safeguarding Policy.	Yes	Cyngor Gwynedd	Dylan Owen	Maw 26							The appendix forms part of the Corporate Safeguarding Policy, which was formally adopted by Cabinet in July.	
	35.7			Promote the "What to record" appendix more widely	Yes	Cyngor Gwynedd	Dylan Owen	Sept 26 onwards								
38		Theme 3 - Training and Policies	Barister's Report - Recommendation D: Ensure that all staff who may be involved in safeguarding decision making have completed the mandatory minimum level of safeguarding training (including advanced training for specific staff who need it)		Yes	Cyngor Gwynedd	Ian Jones			1	Ongoing	Yes			We have successfully recruited a Safeguarding Champion, and positive work is underway to increase training completion rates and promote safeguarding training across the Council. The Safeguarding Operational Group agreed that further work is required to map the level of safeguarding training required for different roles across the organisation. The original intention was for the Learning and Development Team, with the support of the Director of Social Services, to commission an external provider to undertake this work. The Recruitment and Selection Policy has also been revised to reflect the requirement for mandatory safeguarding training on commencement of employment. Work has now commenced with the Director of Social Services to review and map the current training levels. Attempts were made to commission an external provider to undertake this work; however, this was not possible. As a result, it has been agreed that the exercise will instead be undertaken collaboratively with the Designated Safeguarding Persons from each Department during the autumn.	We will complete the mapping exercise to identify the level of safeguarding training required for each role across the organisation. Further work is also required to address access to email accounts for staff, particularly frontline staff, to enable them to complete mandatory training. A significant funding bid has been submitted through the Council's 2026/27 and future budget-setting process to improve these arrangements.
	38.1	+		Data Correction - significant work on cleaning and correcting data is underway to give a full picture of the Council's reach.		Cyngor Gwynedd	Ian Jones	End of October 2025				yes			Completed	
	38.2	+		Adapt the Recruitment and Selection Policy to reflect the need to complete Mandatory Training at the commencement of employment		Cyngor Gwynedd	Ian Jones	End of September 2025			Ongoing	yes			Draft has been created but dependent on availability of IT equipment	
	38.3			Mapping safeguarding training levels (groups A to F) across the Council		Cyngor Gwynedd	Ian Jones	Nov-26			Task		Yes - an external provider to undertake mapping work		It was not possible to commission an external provider to undertake this work; as a result, the exercise will now need to be completed in-house.	
	38.4	+		Email accounts - a high percentage of the Council's workforce do not have an official email account which is a significant obstacle in trying to ensure that training is available in a timely and convenient manner for all members of staff.		Cyngor Gwynedd	Ian Jones	December, 2026			Ongoing		Yes - IT equipment			
34		Theme 3 - Training and Policies	That the Welsh Government undertake a review of governance arrangements in schools across Wales, which: Ensure that the Designated Safeguarding Persons and their deputies are subject to external supervision by qualified Social Workers from the relevant local authority	Ensure that the Designated Safeguarding Persons and their deputies receive external supervision from qualified Social Workers.	Yes	Welsh Government	Geiryn ap Rhisiart / Sharon Carter	To be confirmed		2	Ongoing	Yes	Yes - corporate bid approved		Interim arrangements are in place for the provision of support, advice and assistance to Designated School Safeguarding Persons through the Education Safeguarding and Well-being Team. This arrangement is unique to the county and the Team Manager is in constant contact with the Gwynedd child protection team. If the Designated Safeguarding Persons in schools express a desire for more specialist supervision, this could be arranged as needed.	With nearly one hundred designated persons in schools, additional resources will need to be secured to effectively implement this recommendation. A corporate bid has been confirmed and the money will be used to create a new position to support the implementation of this recommendation. While research on similar job descriptions has been done, these did not meet the requirement. It will therefore be necessary to create and appraise a new post - with the hope of being able to advertise before the end of May. A national update on this recommendation is also expected as the Welsh Government completes the review of governance arrangements in schools across Wales.
29		Theme 3 - Training and Policies	That Welsh Government commission a training resource based on the findings of this Review, for use by all schools in Wales. It should be adaptable so that other agencies working with children can use it		No	Welsh Government	Ian Jones / Llion Williams / Sharon Carter	To be confirmed by WG		3	Ongoing					The Council fully supports this recommendation and is keen to implement or pilot such training, once the Welsh Government has considered the matter.
31		Theme 3 - Training and Policies	That assurances are given to Safeguarding Boards that this training is delivered to Local Authority Education, Children and Human Resources Services officers, who lead on managing concerns or responding to concerns about adults working with children	That the Safeguarding Board be assured that all staff, volunteers (including administrative and facilities officers), HR staff and school Governors receive training on sex offenders' modus operandi and their methods of grooming using the Finkelhor model.	Yes	Regional Safeguarding Board	Geiryn ap Rhisiart / Dylan Owen / Ian Jones	To be confirmed (see CPR-18)		3	Ongoing		YES	Yes	See Number 30	See Number 30
33		Theme 3 - Training and Policies	Safeguarding Boards are assured that their area's LADO officers receive regular training and supervision		No	Regional Safeguarding Board	Dylan Owen / Sharon Carter	To be confirmed		3	Ongoing					Waiting for confirmation about what is needed. The North Wales Safeguarding Board's Workforce Development and Safeguarding Training sub-group will be requesting updates in relation to compliance on this action.

36	Theme 3 - Training and Policies	The Safeguarding Executive Group scrutinises levels of safeguarding and VAWDASV training in each Department and reports to the Corporate Safeguarding Strategic Panel on a quarterly basis;	Safeguarding Executive Group scrutinises levels of safeguarding and VAWDASV training in each Department and reports to the Corporate Safeguarding Strategic Panel on a quarterly basis;	Yes	Cyngor Gwynedd	Ian Jones/Dylan Owen	Ongoing		4	Ongoing		Yes	The Safeguarding Champion role was funded through a corporate bid.	There is a significant scope to increase the number of Council staff who have completed safeguarding and VAWDASV training. The Safeguarding Champion role was established in September 2025, with the individual appointed taking up the post in early November 2025. The Safeguarding Champion also works closely with the Safeguarding Panel and the Operational Group. Safeguarding training statistics are included in each department's Performance Challenge reports from September 2025 onwards. The Chief Executive has asked all Heads of Department to prioritise the promotion of safeguarding training, and arrangements have been made to ensure that staff who do not have access to work computers can attend face-to-face training sessions.	The Safeguarding Champion has now been in post for a year and chairs a promotional sub-group that meets regularly to drive the safeguarding agenda forward. Training compliance is monitored on an ongoing basis at departmental level through performance challenge and reporting to both the Safeguarding Panel and the Safeguarding Group, helping to ensure compliance and identify any areas requiring further attention.
37	Theme 3 - Training and Policies	Support and advice for schools on safeguarding arrangements: Ongoing review of school safeguarding training pack		Yes	Cyngor Gwynedd	Gwem ap Rhisiart	Completed		4	Ongoing	yes		Additional resources are needed to ensure that the team can visit all the schools. This has been delivered through a WG grant.	The School Training Pack has been updated. This is something that used to happen but a certain part of the pack that has been introduced this year has been on grooming at the request of schools (see CPK-3) A group of Designated Persons at North Wales Authority level has been established. Training packs are on the agenda. The curriculum for schools is standardised and in line with national expectations. Self-evaluation and monitoring arrangements are in place. Annual visits are held by the Safeguarding and Well-being team. We wish to improve the self-evaluation process completed by schools. This will give us a better idea of the issues we need to address and help us measure impact. We intend to strengthen the way schools evaluate, protect and use this information to give us a better idea of the impact of our work to support them. As part of the department's response plan to the Ectyn report we are looking at the way schools evaluate their work in safeguarding. Schools will be required in addition to evaluate in much more detail with a focus on impact. A business meeting has given us a glimpse of this and highlighted the importance of a culture of safeguarding in schools.	Ongoing review of the school safeguarding training package.
40	Theme 3 - Training and Policies	Periodic review of Cyngor Gwynedd's Corporate Safeguarding Policy		Yes	Cyngor Gwynedd	Dylan Owen	Ongoing (biennial)		4	Ongoing	yes	No	No	The Corporate Safeguarding Policy was reviewed in the second half of 2023 and adopted by Cabinet in February 2024, with the approval of the Full Council in March 2024. The Policy is subject to an ongoing review every two years. A sub-group has met during January and February 2026, with a draft Policy already in place. The Policy is scheduled to be presented to the Cabinet meeting in September 2026 for formal adoption. It will then be presented as an item for information to the Full Council in October 2026. We will continue to review the Policy every two years.	The 2026 Policy Review was adopted by Cabinet in July 2026. Further work will be undertaken over the coming months to promote the revised Policy and support its implementation.
41	Theme 3 - Training and Policies	Periodic review of Schools Safeguarding Policy and review of procedures to highlight where individual schools have significantly modified the content of the model policies		Yes	Cyngor Gwynedd	Gwem ap Rhisiart	Ongoing - annual		4	Ongoing	yes	No	Additional resources are needed to ensure that the team can visit all the schools. This has been delivered through a WG grant.	We review the policy annually during the summer. We are now continually reviewing the policy and will update schools on any changes within the year. We are also continuing to look at good practice across Wales in policy terms. An additional Officer has started in the Safeguarding and Well-being Team on 1 February.	Annual review and ongoing monitoring will continue.
42	Theme 3 - Training and Policies	Internal audit into the Cyngor Gwynedd workforce's awareness of safeguarding arrangements;		Yes	Cyngor Gwynedd	Dylan Owen	June 2026		4	Ongoing	yes	Oes		Internal audit completed June 2025 and reported to the Strategic Safeguarding Panel. This audit is intended to be repeated annually. Following the suggestion of the audit a Corporate Safeguarding Champion was appointed to raise awareness of the Policy and procedures and promote the training. A full report was presented at the last meeting of the Response Board (15/09/25)	The Safeguarding Strategic Panel will be asked to commission a repeat of the internal audit during 2026, specifically following the rollout of the redesigned safeguarding training.
43	Theme 3 - Training and Policies	Safeguarding Executive Group scrutinises workforce percentages in each Department within the Council who have a current DBS, where necessary and report to the Corporate Safeguarding Strategic Panel on a quarterly basis.	Monitoring departmental DBS compliance and reporting quarterly to the Corporate Protection Strategic Panel.	Yes	Cyngor Gwynedd	Dylan Owen	Completed - ongoing monitoring		4	Ongoing	yes	Yes		DBS compliance rates across all departments are very high. Most are at 100%, with a few at around 99.5% (usually due to staff being on maternity leave or long-term absence). These statistics are incorporated into the Response Board's performance measures. This is regularly monitored as a regular agenda item at the meetings of the Safeguarding Executive Group, and each department's designated safeguarding lead is responsible for tracking their own figures. All schools have received a Monitoring Visit within the last two years, with an annual visit schedule in place from January 2025. Of the 45 schools that have received a visit up to July, 43 met the safeguarding requirements well or better. Two schools required a second visit or additional support to address specific issues such as recording attendance/absence and displaying safeguarding posters. Both schools are now receiving regular support visits to ensure actions are being implemented. An update was reported at the Response Board meeting on 20/10/2025. An annual monitoring procedure is in place. An ongoing issue that will be addressed in the measures submitted to the Response Board and performance challenge meetings of the Education Department.	Monitoring is undertaken on an ongoing basis through the Safeguarding Operational Group.
44	Theme 3 - Training and Policies	Visits to monitor and support safeguarding arrangements for individual schools annually	Visits to monitor and support safeguarding arrangements for individual schools annually	Yes	Cyngor Gwynedd	Gwem ap Rhisiart	Completed - Ongoing		4	Ongoing	yes	YES	Additional resources are needed to ensure that the team can visit all the schools. This has been delivered through a WG grant.		On track to visit every school within the year.

Theme 4 - School Governance																	
No.	Task Ref	Theme	Recommendation / Objective	Can CG implement:	Relevant to:	Responsibility - Cyngor Gwynedd	Timetable	RAG	Prioritising	Task / Ongoing	Task completed	Measure	Resources	What has already changed?	What still needs to be done?		
46		Theme 4 - School Governance	That the Welsh Government undertake a review of governance arrangements in schools across Wales, which: Clearly outline what the <u>responsibilities of Governors are</u> to switch from a focus primarily on financial management and outcomes to a position where safeguarding, health and well-being are accepted as the appropriate foundation to learn and thrive	Yes	Welsh Government	Alison Halliday	This will take between 6 and 9 months according to WG.		1					The Education Department has formally submitted its views to the School Governance Review. A representative from the Welsh Government will attend the Gwynedd Governors' Forum on 8 July to gather views and feedback on the governance challenges faced by smaller and rural schools. The Governance Support Officer has now commenced in post and has successfully settled into the role. The officer has attended a number of regional and national meetings with counterparts and has developed a questionnaire to gather the views of governing bodies on their confidence in fulfilling their role as a critical friend, as well as to identify any further training needs.	The Education Department will develop and circulate a specific agenda for Gwynedd's school governing bodies, which will focus on safeguarding and well-being matters, as well as providing the appropriate data to help them assess the situation of schools (e.g. the number of exclusions).		
	46.1		*	Arrange a conversation with someone from the Government to understand where their work programme is / be able to co-plan a timetable moving forward		Cyngor Gwynedd	Alison Halliday	Feb-26			Task/Ongoing			Request for a meeting with Welsh Government to understand more about the review.	There will also be an opportunity to ask further questions at a School Improvement Workshop – March 2026.		
	46.2		*	Appoint an additional assistant officer to support work relating to governance and complaints		Cyngor Gwynedd	Alison Halliday	February - April 2026			Task		Resource received	Job description appraised and advertised	Awaiting job applications. Appointment by Easter 2026		
47	46.3	*	Revise the Annual Meeting Programme to ensure that there is a specific focus on the Voice of the Child, Well-being and Inclusion		Cyngor Gwynedd	Alison Halliday	Feb-26			Task/Ongoing				The year's meeting agendas have been revised to ensure there is a continued focus on learner well-being and safeguarding	These changes will need to be presented to the clerks, chairs and heads		
	46.4	*	Review and revision of annual timetable for Governing Bodies following receipt of Welsh Government Governance Review recommendations		Cyngor Gwynedd	Alison Halliday	Sept-26			Task				We have reviewed the current meeting agendas and will share them with the clerks and chairs before April 2026.	We will have to wait to see the recommendations of the WG Governance Review		
	46.5	*	Conduct Training for Clerks to share the revised Meeting Agendas and Timetable within the Governors' Handbook		Cyngor Gwynedd	Alison Halliday	March-26			Task				Training date shared with all clerks in the county. March 16, 2026			
	46.6	*	Ensure that a new governor's handbook is in place and shared with all governors and on the Gwynedd Website		Cyngor Gwynedd	BMH/AH	Nov-25			Task				The Handbook has been completed and shared on the Cyngor Gwynedd website. The Handbook was shared with Governors in the form of an electronic link on 3 November 2025. The revised Handbook provides an overview of the responsibilities and duties of the Governing Body	Reference will need to be made to the handbook in all Induction training for Governors and Chairs from now on		
	46.7	*	Ensure that all Chairs and Designated Safeguarding Governors have completed Safeguarding training within a term of their election to their role.		Cyngor Gwynedd	BMH/AH	Easter 2026			Task / Ongoing				We are already providing mandatory safeguarding training to all Chairs Designated Safeguarding Governors. We have also made it mandatory for all Governors to complete basic safeguarding training. We also ensure that all Governors have a DBS. We have created a new Handbook for Governors and this has been shared with all Governors.	It will be necessary to ensure that all Chairs and Designated Safeguarding Governors are aware of the need to complete the Safeguarding training within a term of their election. This message will be shared at the xxxxxxx meeting		
	46.8	*	Make it mandatory for Governors to complete basic safeguarding training		Cyngor Gwynedd	BMH	Oct-2025			Task / Ongoing				All Governors are required to complete Group A Safeguarding and Prevent/ATAL training in their own time annually from September 2025. It is expected that the Head shares the school's Safeguarding arrangements during the First Meeting of the Year.	Ensure that the school's Safeguarding Arrangements is a standing item on the Agenda of the first Meeting of the year.		
	46.9	*	Training for governing bodies to ensure that the voice of the child is appropriately addressed on meeting agendas - Voice of the Child Designated Governor on governing bodies		Cyngor Gwynedd	Alison Halliday	Sept-26			Ongoing							
	46.10	*	Consider that there is a clear procedure in place to identify training that Governors receive and certificates are shared with a Clerk as a matter of order		Cyngor Gwynedd	AH/BMH	May-26			Task			Additional resources will be required to establish a professional clerking model.				
	46.11	*	Grooming training module for governors as part of the Safeguarding training		Cyngor Gwynedd	Alison Halliday	Sept-26			Task							
	46.12	*	Ensure that all members understand and accept all elements of the Code of Conduct		Cyngor Gwynedd	AH/BMH	Sept-26			Task / Ongoing							
	46.13	*	Reform and empower 'critical friend' training module		Cyngor Gwynedd	Alison Halliday	April-July 2026			Task				We offer this training to schools at the request of the head and for those schools that fall within a statutory category.	A programme will be drawn up to present the information to all the governing bodies of the Authority		
	46.14	*	Ensure that all members of governing bodies understand their role as a critical friend of the school and feel confident to carry out this role.		Cyngor Gwynedd	Alison Halliday	June -July 2026			Ongoing							
	46.15	*	Ensure training for Headteachers on effective governance with a focus on developing the Body's role as a Critical Friend		Cyngor Gwynedd	Alison Halliday	June-July 2026			Task/Ongoing							
	46.16	*	Feedback from Governors to ensure that the programme is reviewed regularly in line with Welsh Government requirements.		Cyngor Gwynedd	Alison Halliday	April-July 2026			Ongoing			We will need to compile a questionnaire to seek the views of governors				
			Theme 4 - School Governance	That the Welsh Government undertake a review of governance arrangements in schools across Wales, which: Supporting the development and implementation of a <u>dashboard</u> which is easy-to-understand that provides simple information about the health and wider culture of the school.	Yes	Welsh Government	Alison Halliday	No timetable has been provided by the Government.		1				We would need resources to create a dashboard that would facilitate the collection of such data.	See explanation at 50 - CPR-21	Cyngor Gwynedd will provide the appropriate data to the governing bodies.	
	47.1	*		Research into different types of dashboards to understand how they fit into the needs of Gwynedd		Cyngor Gwynedd	Gwern ap Rhisiart	January 2026			Task			dependent on discussions with the government	An initial meeting has been held with one company and we were given an estimate for the system. Looking at the options of provision in Welsh.		
47.2	*	Ensure that appropriate data is shared to help assess the school's situation including health and wider culture			Cyngor Gwynedd	Alison Halliday	Ongoing			Ongoing				We have started collating the information needed to enable this to happen, and all schools have agreed to share their data. We have faced technical issues but are working to create a school and a site page that would allow Governors to see the school's performance against a range of data including those referred to in the recommendations.			
48		Theme 4 - School Governance	That the Welsh Government undertake a review of governance arrangements in schools across Wales, which: Governors asked to keep <u>accurate records of decisions</u> made in relation to safeguarding matters and report them to the LA, particularly when the decision made does not follow the LA's guidelines.		Welsh Government	Alison Halliday			1					It is believed that the Government should consider strengthening this clause to ensure that the Local Authority has the final say in cases relating to prevention or action in safeguarding matters. At the moment, the decision to suspend is earmarked to the chair of governors, which raises some concerns in terms of clarity and accountability.	We will have to wait to see the recommendations of the WG Governance Review		
48.1	*		Investigate other local authority arrangements to identify best/most effective practice in governance and clerking arrangements		Cyngor Gwynedd	BMH/AH	Ion-26			Task	yes		completed	have received useful information from Wrexham - on that basis have established a set of questions to ask/develop the role of the bodies as a critical friend			
48.2	*		Put together a job description for a full-time clerk position to be evaluated.		Cyngor Gwynedd	BMH	Ion-26			Task			no				
	48.3	*	Advertise the post to run a pilot for up to 10 schools that do not have a clerk at present		Cyngor Gwynedd	Alison Halliday	Maw-26			Task			Yes.				
	48.4	*	Consultation with Chairs on their current clerking arrangements		Cyngor Gwynedd	Alison Halliday	Maw-26			Task							
	48.5	*	Restructure to meet the requirements		Cyngor Gwynedd	Alison Halliday	Mai-26			Task							
49		Theme 4 - School Governance	Clarity on investigation and prevention arrangements for staff in schools – the role of the Chair of Governors in the process		Cyngor Gwynedd	Alison Halliday	Ongoing		1	Ongoing			No	Policies are already in place, developed regionally, which ensure that the process of suspending staff at all levels is clear. The Chair of Governors shall have delegated power to suspend a Head. Support will be available from HR and the education officer to do so. There is a risk assessment that needs to be completed before a member of staff can be suspended.	Raise awareness among Chairs of Governors about the policy and responsibility.		

Theme 5 - Restrictive Practices																
No.	Task Ref	Theme	Recommendation / Objective	Action	Can CG Implement:	Relevant to:	Responsibility - Cyngor Gwynedd	Timetable	RAG	Prioritising	Task / Ongoing	Task completed	Measure	Resources	What has already changed?	What still needs to be done?
53		Theme 5 - Restrictive Practices	That the Welsh Government publish an appendix to the 2022 Framework guidance for reducing restrictive practices involving adults filming events and provide guidance on the retention period of such videos			Welsh Government	Gwern ap Rhisiart	tbc		1					The perpetrator acted contrary to the School's Policy by filming incidents; this is not standard practice. During Quality Assurance visits, we routinely review schools' restrictive practices policies to ensure that they align with the model policy provided by the Authority. Free training is also available through the Inclusion Team. Internal discussions are also taking place regarding the use of reasonable force, particularly as two different training programmes are currently available, each teaching different techniques. The Education Department has officers who are accredited trainers in this area and, therefore, aligning the training approaches would provide a strong starting point for establishing a clear, consistent and safe approach across services. The findings of the independent external review conclude: The review confirms that the Authority has a strong policy framework, underpinned by the principles of human rights, prevention and a child-centred approach. The current model policy aligns appropriately with the Reducing Restrictive Practices Framework (Wales, 2022) and effectively reflects the statutory duties set out in the relevant legislation. However, despite this strong policy foundation, the review reached a consistent conclusion that the lack of an operational system, together with limited monitoring and evaluation arrangements, restricts the effectiveness of the current approach. This highlights the need to shift the strategic focus away from further policy development towards strengthening the operational systems and accountability arrangements that underpin effective implementation.	WG is adding an appendix to the framework which clarifies the situation in relation to staff improperly recording events on their personal mobile phones, or keeping these recordings. The Government aims to complete by summer 2026.
	53.1	*		Establish a sub-group to investigate best practice and how best to respond to the recommendation (CPR-15)	Yes	Cyngor Gwynedd	Llion Williams	Dec-25			Task	yes		no	A sub-group has been set up to evaluate the current action and identify aspects that need attention. A brief has been created for commissioning an outside company to evaluate the arrangements/policy. The actions identified as well as the recommendations of the external evaluation will shape implementation priorities for the sub-group	Development aspects need to be identified via the sub-group and the findings of the external evaluation in order to create a plan and timetable for implementation
	53.2	*		Review of the Council's policy on Restrictive Practices	Yes	Cyngor Gwynedd	Llion Williams	Jan-26			Task	yes		An external company needs to be commissioned to evaluate existing arrangements and align the policy with National guidelines	The current policy is a policy that has been created regionally and is based on the national guidelines	Act on the findings of the external evaluation as well as monitor schools' compliance.
	53.3	*		Ensure that all schools adopt the new model policy and do not go against that	Yes	Cyngor Gwynedd	Llion Williams	Mar-26 onwards			Task	yes		Additional resources are needed to ensure that the team can visit all the schools. This has been delivered through a WG grant.	An appointment has been made to the Safeguarding and Well-being team which will mean that it will be possible to visit all schools annually. This will be part of ensuring that the schools comply with the policy and that the schools do not modify the policy.	Recommendations that will result from the external evaluation need to be followed.
	53.4	*		Provide training to match expectations in the policy	Yes	Cyngor Gwynedd	Llion Williams	tbc			Task/Ongoing	no		The Inclusion Team will continue to provide free training to schools. Following an external evaluation, the timetable and training procedure will be adjusted	Schools still need to receive training in this area	Respond to any recommendations following external evaluation
	53.5	*		Monitoring schools' use of the policy and continue to review the policy to ensure good practice	Yes	Cyngor Gwynedd	Llion Williams	tbc			Ongoing	no		The Inclusion Team will continue to provide free training to schools. Following an external evaluation, the timetable and training procedure will be adjusted		Safeguarding and Well-being Team to continue to include monitoring school use as part of the annual visits as well as confirming compliance and policy adoption through the annual Safeguarding Questionnaire

THEME 6 - CRISIS PLANNING AND CRISIS RESPONSE																
No.	Task Ref	Theme	Recommendation / Objective	Action	Can CG implement:	Relevant to:	Responsibility - Cyngor Gwynedd	Timetable	RAG	Prioritising	Task / Ongoing	Task completed	Measure	Resources	What has already changed?	What still needs to be done?
54		THEME 6 - CRISIS PLANNING AND CRISIS RESPONSE	That the Welsh Government ensures that each Local Authority has a strategic serious incidents plan which sets out the procedures to be followed in order to respond in an immediate and collective multi-agency manner. a. That the plan includes arrangements for caring for the victim, protecting evidence and managing the alleged offender	An internal Task Group established to review current plans in place at a strategic and operational level to respond to serious incidents. The work will draw on regional and national good practice		Welsh Government / All Local Authorities	Catrin Love	Sept-26		1	Task				An internal task group was established to review the current strategic and operational arrangements in place for responding to critical incidents. The work has drawn on regional and national good practice. The task group includes representatives from the Children's Department, Education Department, Health, Safety and Well-being Service, and the Regional Emergency Planning Service, which has led the coordination and drafting of the Plan. The consultation process has now been completed, including engagement with Trade Unions and a group of Headteachers, and the Crisis Plan is ready to be shared. It was agreed to delay publication until after the summer, with the intention of launching the Plan at the start of the new school term in September. Once the Plan is in place, it will be kept under review and updated, as necessary, in line with any guidance issued by the Welsh Government.	Share and raise awareness of the Crisis Plan. Implement a comprehensive and robust training programme to ensure that all key stakeholders are aware of the Plan and receive appropriate training, as required, on how to implement it within their settings.
	54.1	*		Gathering examples of best practice from across Wales and beyond.	Yes	Cyngor Gwynedd	Catrin Love	01/12/2025			Task			A task group consisting of a Health and Safety Officer and an Emergency Planning Officer together with an Assistant Head of Department and a Regional Emergency Planning manager as required	Contact has been made with resilience partners to gather plans and establish best practice. Conversations have also been held	Consider the content of the material received alongside best practice and work arrangements in Gwynedd in order to draw up Crisis Plans
	54.2	*		Understand the experience of school staff on the day of the arrest and also that of the remaining school staff		Cyngor Gwynedd	Catrin Love	December / January 2026			Task / Ongoing				A conversation has taken place with the Detective Inspector who was part of the Police arrest team on the day and walked through the day. A request has been made to the Education Department for a similar conversation with school staff.	A conversation with relevant school staff
	54.3	*		Coordinate all relevant existing documentation to ensure that a new Scheme is intertwined		Cyngor Gwynedd	Catrin Love	January 20206			Task / Ongoing					
	54.4	*		Submit the draft template to the Headteacher Forum for final approval	Yes	Cyngor Gwynedd	Catrin Love	Maw-26			Task					Timetable slipped in order to get a fuller understanding of what is required
	54.5	*		Implement a rapid and robust training programme so that all key stakeholders are aware of the plan and receive on-demand training on how to implement it on their sites.	Yes	Cyngor Gwynedd	Catrin Love	Feb - June 2026			Task					
56		THEME 6 - CRISIS PLANNING AND CRISIS RESPONSE	That the Welsh Government ensures that each Local Authority has a strategic serious incidents plan which sets out the procedures to be followed in order to respond in an immediate and collective multi-agency manner. c. That a strategic plan is in place to have easy-to-access on-site support for children and adults in institutions where there has been a significant traumatic incident	Research into on-site rapid support steps for children and adults and clearly outline contact details in the plan.	Yes	Welsh Government / All Local Authorities	Catrin Love	January 2026		1	Task	yes	No	No	Information on organisations that can offer support to children and adults has been collected and included in the draft Plan.	
57		THEME 6 - CRISIS PLANNING AND CRISIS RESPONSE	That the Welsh Government ensures that each Local Authority has a strategic serious incidents plan which sets out the procedures to be followed in order to respond in an immediate and collective multi-agency manner. d. In a serious incident such as this, consider moving a social worker to work on secondment with the Police investigations team to ensure that the evidence and information are considered from a safeguarding as well as a criminal perspective	Discuss the possibilities and mechanism to put this into practice.		Welsh Government / All Local Authorities	Catrin Love	April 2026		4	Task	yes	No	Should there be an emergency, then secondment of a resource at the time would need to be considered	There has been a discussion with Police Officers who favour a more flexible solution.	Draft a formal agreement document in relation to collaboration between the Police and the Council on safeguarding issues based on a flexible working model which as a minimum includes open access to Police cases to a designated Social Worker.
55		THEME 6 - CRISIS PLANNING AND CRISIS RESPONSE	That the Welsh Government ensures that each Local Authority has a strategic serious incidents plan which sets out the procedures to be followed in order to respond in an immediate and collective multi-agency manner. b. That the plan includes an official protocol for sharing information with other Local Authorities who may be affected	The plan will be drafted in conjunction with resilience partners across North Wales and include a formal protocol for information sharing	Yes	Welsh Government / All Local Authorities	Catrin Love	July-26		4	Task	yes	No	No	There are already two WASPI protocols in place. One for sharing safeguarding information, and one for sharing information of vulnerable people in crisis. There are also very clear ICO guidelines on information sharing in an emergency. It is therefore a matter of including clear and unambiguous guidance in the Crisis Plan to share relevant information without delay and this has been done in the draft.	

What has changed so far following the *Our Bravery Brought Justice* report?

July 2026

School Safeguarding and Wellbeing



A new **Education Safeguarding and Wellbeing Team** was established in 2024.



The **Education Safeguarding and Welfare Team** visits each school once a year to check that the correct rules are being followed.



The **capacity of the Education Safeguarding and Wellbeing Team** was increased in March 2026 - 4 members of staff now work for the team.



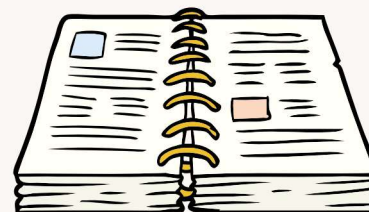
The Council has added information about **"grooming"** to the safeguarding training that is presented to all schools.



The **Scrutiny Investigation into safeguarding in schools** has been completed. We will look at implementing its recommendations.



A **training program for clerks** is available to all School Governing bodies.



A new **Governor's Handbook** has been created and shared with all Gwynedd School Governors.



A new **Officer** has been appointed to support School Governors.

What has changed so far following the *Our Bravery Brought Justice* report?

July 2026

School Safeguarding and Wellbeing (continued)



Managers from the Children's and Education Departments meet regularly to strengthen collaboration.

Stabilising the School



There is a **new Headteacher and Leadership Team** at Ysgol Friars.

Part 5 Safeguarding Arrangements (Concerns about Practitioners and Those in a Position of Trust)



No safeguarding decisions are made by one employee alone.



Historical information and records are checked each time a Safeguarding Referral is made (Section 5).



The **form for referring allegations of abuse** is easier to find on the Council's website and on the Schools' "hub" website.



"**Magic Notes**" is being piloted to facilitate the recording of safeguarding meetings (Section 5).



The **Quality Assurance Framework** has been completed to help ensure the Children's Department works effectively and consistently.



We have **appointed a Quality Assurance Manager** to ensure that the correct procedures are followed in the Children's Department.

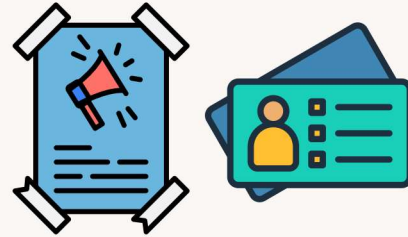
What has changed so far following the *Our Bravery Brought Justice* report?

July 2026

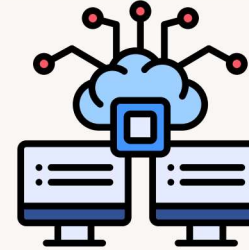
Voice of the Child



A **social worker** makes a **proactive effort** to hear the **voice of every child** subject to a Safeguarding Referral (Section 5)



All schools display **information about an independent person** that pupils can talk to if they have safeguarding concerns.



All schools have access to an **electronic data management system** so that changes in a child's behavior can be recorded.



A special role has been appointed to help develop the **Gwynedd Youth Forum**.



The Council works together with partners in order to offer **ongoing support to the victims**.

Restrictive Practice



The standard **Restrictive Practices Policy** has been adopted by all schools in Gwynedd.



An **independent review of restrictive practices** has been completed, with some recommendations identified

What has changed so far following the *Our Bravery Brought Justice* report?

July 2026

Corporate Arrangements, Policy and Training



We are now looking at **how many staff have completed Safeguarding training** as part of the performance monitoring arrangements of each Department.



The Cabinet has adopted a **new Whistleblowing Policy** for Council staff.



Appointed a **Corporate Safeguarding Champion** to raise awareness of safeguarding across the Council.



A video has been produced to deliver **safeguarding training** to frontline staff.



The Council has adopted a revised **Corporate Safeguarding Policy**.

Crisis Plan



There is an **agreement to collaborate with the Police in an emergency**. This may involve a social worker being seconded to work with the Police for a period of time.

What still needs to be done following the *Our Bravery Brought Justice?*

By January 2027.

Voice of the Child



We will launch and implement the **Voice of the Child Strategy**.



We will **recruit an additional worker** to ensure more children and young people - such as those in care and those with disabilities - are listened to.

School Safeguarding and Wellbeing



We will have **reviewed and strengthened the training program** for School Governors.

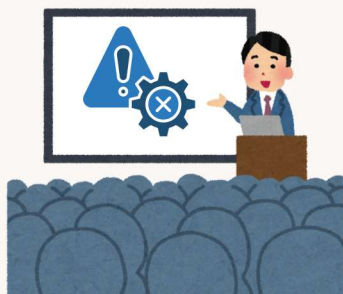


We will have **appointed a Professional Clerk** to support School Governors.

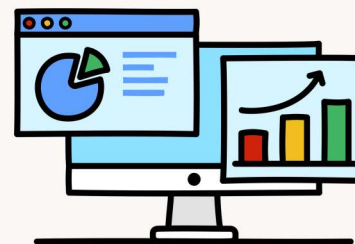
Crisis Plan



We will **launch and promote the new Schools Emergency Plan**.



We will hold **training on the Emergency Plan for all Schools**.



We will have developed a **dashboard to measure the health and wellbeing of schools and pupils**, supporting the work of Governing Bodies.

What still needs to be done following the *Our Bravery Brought Justice?*

By January 2027.

Part 5 Safeguarding Arrangements



We will **strengthen the collaboration with the Police and relevant agencies** when safeguarding issues are referred.

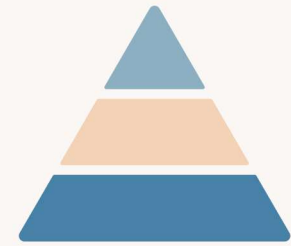


The **referral form will be digitised and made easier to complete**, subject to national developments.

Policy and Training

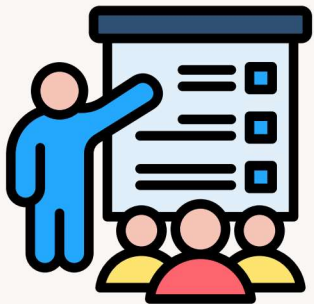


We will deliver **targeted training on recognising the signs of grooming**.



We will have **mapped appropriate safeguarding training levels to each role** so that staff receive advanced training where required.

Restrictive Practices



We will have **reviewed and implemented restrictive practices training**