

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.
	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. It is important to note that the majority of schools continue to use MyConcern at present, but there are no longer any schools without access to a suitable electronic recording system. This provides a more consistent basis for record-keeping and reduces the risk of relying on paper-based arrangements or inconsistent processes.	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.
4.1	*	-	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 compiled 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.
6.1	*	-	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' voice, 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.
8.1	*	-	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 of 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																
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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 ODI16 (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																
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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 Estyn / CIW 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	Gwern 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					
30.9	+			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	Gwern ap Rhisiart	Ongoing item on audit programme of schools annual policies			Ongoing	Yes			Government to provide a revised model policy.	
35		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	Gwern ap Rhisiart / Sharon Carter	To be confirmed		2	Ongoing	Yes	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	Gwern 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. An additional Officer has started in the Safeguarding and Well-being Team on 1 February.	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.	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.	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. 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.		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				
	47		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.	