

Bwrdd Rhaglen - Cynllun Ymateb

Programme Board – Response Plan

Cyfarfod / Meeting

12:30, Dydd Llun 2 Mawrth 2026 / 12:30, Monday 2 March 2026

Microsoft Teams

AGENDA

Rhif / No	Amser /Time	Eitem / Item																		
1	12:30 – 12:40	Croeso a Chyflwyniadau / <i>Welcome and Introductions</i> <ul style="list-style-type: none"> Datgan Buddiant / <i>Declaration of Interests</i> Cylch Gorchwyl / <i>Terms of Reference</i> 																		
2	12:40-12:50	Diweddariadau – <ul style="list-style-type: none"> Sally Holland, Cadeirydd y Bwrdd / <i>Chair of the Board</i> Cyngor Gwynedd 																		
3	12:50-13:00	Cofnodion a Phwyntiau Gweithredu 08/12/2025 / <i>Minutes and Action Points</i>																		
4	13:00-14:15	Rhaglen Waith / <i>Work Programme;</i> <ol style="list-style-type: none"> Adroddiad Cynnydd / <i>Overview Report</i> Rhaglen Waith / <i>Work Programme</i> Mesurau/<i>Measures</i> 																		
		<table border="1"> <thead> <tr> <th></th> <th>Thema / <i>Theme</i></th> <th>Arweinydd Thema / <i>Theme Leader</i></th> </tr> </thead> <tbody> <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> <tr> <td>Thema 5</td> <td>Arferion Cyfyngol</td> <td>Llion Williams</td> </tr> </tbody> </table>		Thema / <i>Theme</i>	Arweinydd Thema / <i>Theme Leader</i>	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	Thema 5	Arferion Cyfyngol	Llion Williams
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			<i>Restrictive Practices</i>	
		Thema 6	Cynllunio ac Ymateb i Argyfwng <i>Emergency Planning and Response</i>	Catrin Love
5	14:15- 14:35	Eitem Penodol / <i>Specific Item</i> : <ul style="list-style-type: none"> Sicwydd Ansawdd / <i>Quality Assurance</i> 		
6	14:35- 14:55	Eitem Penodol / <i>Specific Item</i> : <ul style="list-style-type: none"> Strategaeth Llais y Plentyn / <i>Voice of the Child Strategy</i> 		
7	14:55- 15:00	UFA / AOB		
Dogfennau atodol er gwybodaeth yn unig / <i>Additional documents for information only</i> <ul style="list-style-type: none"> Cofrestr Risg / <i>Risk Register</i> Crynodeb – Beth sydd wedi newid? / <i>Summary – What has changed?</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.
- Status of minutes and information shared at the meeting: ~~confidential until in the public domain~~ **documents to be shared publicly unless there are exempted items.**
- 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
- ~~Geraint Owen (Corporate Director) – Leadership Team~~
- Gwern Ap Rhisiart (Head of Education) – Education Department
- Ian Jones (Head of Corporate Services) – Corporate Services Department

- Nia Gridale (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
- ~~Sara Jermin, Children’s Commissioner~~
- ~~Rachel Thomas, 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

10:00, Monday 8 December 2025

Microsoft Teams

Present: **Chair:**
Sally Holland (SH)

External:
Geraint Davies - North Wales Safeguarding Children Board (GD), Rocio Cifuentes - Children's Commissioner (RC), Lina Liu - Children's Commissioner (LL), Dyfrig Ellis - Estyn (DE), Sian Roberts – Care Inspectorate Wales (SR), Nicola Edwards - Welsh Government (NE), Taryn Stephens – Welsh Government (TS)

Councillors:
Cllr Nia Jeffreys (NJ), Cllr Menna Trenholme (MT), Cllr Dewi Jones (DJ), Cllr Llio Elenid Owen (LEO),

Representatives of the Secondary Sector:
Margaret Davies (MD), Cllr Elin Walker Jones (EWJ), Kathy Sion (KS), Rhian Parry Jones (RPJ)

Officers:
Dafydd Gibbard (DG), Nia Grisdale (NG), Ian Jones (IJ), Sion Gwynfryn Williams (SGW), Sarah Marion Jones (SMJ), Gwern Ap Rhisiart (GAPRh), Dylan Owen (DO), Sharron Williams Carter (SWC), Iwan Evans (IGE), Catrin Love (CL)
Eleri Jones, Ffion Mai Jones, Lois Owens, Bethan Mair Evans (Translator)

NOTES FOR ACTION

	ACTION	BY WHOM?	BY WHEN?
1	Welcome and Introductions		
	Everyone was welcomed to the meeting and everyone introduced themselves and stated their roles. Sara Jermin and Rachel Thomas were thanked for their contribution as		

	ACTION	BY WHOM?	BY WHEN?
	independent observers and were wished well in their new roles.		
2	Declaration of Interest		
	There were no declarations of interest in relation to the agenda items by the Board members.		
3.	Terms of Reference		
	<p>NWJ - Raised the matter of the transparency of documents submitted to the Board. These continued to be marked a confidential and possibly fed into the misconception of lack of openness? It was asked whether it was possible to publish on the website to ensure transparency.</p> <ul style="list-style-type: none"> • Discussion outside this meeting on the possibility of doing this and providing information on the status of papers before the next meeting. <p>NWJ - Was there a need to ensure that the victims' voice was heard on the Board? (e.g. the body that represented victims or a sub-group to feed in). SH responded;</p> <ul style="list-style-type: none"> - It was intended to invite SARC North Wales (advocates who were in contact with individual victims) to attend one of the group's next meetings to provide guidance on the best way of addressing this. - Members of the youth forum would be invited to the Voice of the Child Workshop in February - this was another way of obtaining input from children and young people - There will be a meeting next week between SH and Jan Pickles who was in contact with some of the victims (including those who were not in contact with SARC) - could provide a further opinion on the best way to get their input. <ul style="list-style-type: none"> • Invite representation from SARC to the next meeting of the Board to obtain input on the victims' voice. <p>DO - Noted there was a need to review the purpose of the current Terms of Reference as it referred to '4 work streams'. There was also a need to ensure that the membership was reviewed as there had been a further change.</p> <ul style="list-style-type: none"> • Look into the Terms of Reference including a review of the membership noted. 	<p>SH/DG</p> <p>SH/DG</p> <p>EJ</p>	

	ACTION	BY WHOM?	BY WHEN?
	<p>EWJ - Kathy Sion as vice-chair of the governors was present due to concerns that EWJ would not be able to attend. Also agreed there was a need to ensure that the victims' voices were fed into the Board. It had been raised at a meeting of the Ysgol Friars Governing Body that there was a need to emphasise the parents and families' voices as well.</p> <ul style="list-style-type: none"> • Ensure that representing the voice of parents and families is discussed further at the next meeting. <p>TS - Need awareness of the voices that were part of the discussion. Not everyone would wish to take part and there would be a need to ensure a cycle for reporting back to other victims and survivors also (i.e. those who did not wish to participate).</p> <ul style="list-style-type: none"> • Ensuring a reporting cycle on feedback for victims who do not wish to participate to be discussed further at the next meeting. <p>SH - Asked for opinions on how long the Board would last (the terms of reference referred to reviewing this following the publication of the CPR) and the frequency of meetings.</p> <ul style="list-style-type: none"> - SH anticipated that scrutiny arrangements would strengthen within the local authority's usual scrutiny processes moving forward and that the Board's role would step back. She had also observed that more time was needed between meetings to enable action - DO - difficult to provide a specific date in terms of the length of time for the Board's existence and clear measures were needed for the Board to be satisfied with the procedures in place - DG – appreciate the support of the Board at the moment, it was possible that we would be more confident in the new year and it was a matter to be reviewed. - TS - agree with the need for measures and that clear processes were incorporated in the Council's arrangements - it was a matter for the Cabinet and scrutiny arrangements to consider when the Board should be brought to an end. - NWJ - agree that it would be better to have less frequent meetings but for a period longer than two hours with a break in the middle. • Extend meetings to beyond every six weeks and extend the duration of the meetings. • Review the matter of the Board's lifespan at future meetings. 	<p>SH</p> <p>SH</p> <p>EJ</p> <p>SH</p> <p>DG</p>	

	ACTION	BY WHOM?	BY WHE N?
	<p>NWJ - Needed to look at the timetable for scrutiny meetings for the coming year. Needed some beyond January to give members assurance that the work would be followed up.</p> <ul style="list-style-type: none"> • Consider arrangements for special meetings (Scrutiny) beyond January 		
4.	Updates		
	<p>Dafydd Gibbard (Chief Executive, Cyngor Gwynedd)</p> <ul style="list-style-type: none"> • Work had focused on moving from the old plan to the new plan with the new documents explaining the transfer process. • Had been working with the Ministerial Assurance Group and officers had fed into the recent Estyn/CIW review. • Last week's Full Council meeting had discussed some matters - proposed that the Cabinet needed to consider what further investigations should be conducted. • Extraordinary Scrutiny Committees and Governance and Audit Committee to be held in January where there would be an opportunity for members to delve deeper and ask questions about the amended Response Plan. <p>Nia Jeffreys (Leader of Cyngor Gwynedd)</p> <ul style="list-style-type: none"> • The first meeting of the Ministerial Assurance Group had been held, and everyone seemed to be on the same page. I.e. wished for assurance that things would change, ensure that the voice of the victims (and the broader community) were heard, transparency, importance of prioritisation. • NWJ felt that communication needed to remain a priority - clear messages to stakeholders including Members and the public. • DO - noted that the purpose of the Assurance Group was to provide Ministers with the assurance that action was being taken. There was no intention of duplicating work, and we would report back regularly. • NE - from the Government's side also agreed with the matters that had been noted as main priorities for the Assurance Group. The Group's intention was to provide assurance not only to the Government but also to the Local Authority as a critical friend and as support. The Government needed to ensure that Gwynedd had 		

	ACTION	BY WHOM?	BY WHEN?
	<p>the capacity and the resources to deliver. It was possible to invite SH to the Assurance Group should this be needed in the future.</p> <p>Sian Roberts / Dyfrig Ellis (CIW/Estyn Inspection)</p> <ul style="list-style-type: none"> • A joint CIW/Estyn Inspection had been conducted recently on safeguarding arrangements across Education and Children Services in Gwynedd. The Local Authority had engaged fully with the visit. • The Inspection was held under 4 areas, namely; the voice of the child, multi-agency working, governance and leadership, training and support. • There had been several sources for the work including discussions with members of the Safeguarding Board, Response Board, Managers, Governors, Members and Chairs of Scrutiny Committees, had visited six schools, discussions with the Youth Forum. A sample of 24 individuals' files had been reviewed for the period between September 2024 and September 2025. • Could not provide details of the inspection outcomes but that it noted strengths and areas to improve across the four areas in question. • Important steps have been taken to strengthen safeguarding arrangements and clear corporate commitment but room to reconcile and strengthen evaluation arrangements, training and ensuring evidence and cross-departmental alignment on matters. • It was anticipated that the report would be published 12 January, 2026. • SR emphasised that the Council had invited CIW/Estyn to conduct the exercise but that this had already been the intention of both inspection bodies therefore the request was timely and coincided with CIW/Estyn's wishes. The Authority was thanked for the preparatory work and its commitment during the visit. <p>Nicola Edwards, Welsh Government (Review of school governing bodies)</p> <ul style="list-style-type: none"> • The Government was considering the necessary arrangements for the time being - looking to send invites out to various representatives soon. • The first meeting of the officers would be on 21 January 2026. • Looking to build on previous reviews and seeing if they were still 		

	ACTION	BY WHOM?	BY WHEN?
	<p>current, an overview of where we were, where we needed to be in the future.</p> <ul style="list-style-type: none"> • Needed to keep an eye on what could be delivered and the priorities in moving forward. • Targeted workshops for specific groups • Report back to the Ministerial Group in the summer but the publishing timetable could possibly be affected by the forthcoming Senedd election. <p>Taryn Stephens, Welsh Government (<i>Reviewing governance and accountability procedures for safeguarding children and adults in Wales</i>)</p> <ul style="list-style-type: none"> • Review chaired by Jan Pickles with support from Government officers. • Terms of Reference to be circulated when finalised and ready to be published (action point from the previous meeting) • Concentrate on the role of regional and national safeguarding boards, chairs part of the initial engagement period. • Report expected to be published in Spring 2026 - publishing may be subject to the elections. <p>Sally Holland, Chair of the Board</p> <ul style="list-style-type: none"> • Meetings held with different stakeholders - including Board members e.g. Ysgol Friars Management Team and chair of Governors, Cabinet Members. A meeting had also been held with SARC's Chief Executive Officer. • A workshop to be held on 2 February to incorporate the children's rights approach in Gwynedd. This would be jointly with officers from the Children's Commissioner for Wales' Office. All members of the Board were invited. Purpose of the workshop: <ol style="list-style-type: none"> 1. To ensure that every member of the board has knowledge and understanding of children's rights. 2. To provide information to all members about incorporating the children's rights approach across the Council, and support board members to consider the strengths and gaps in Gwynedd in relation to this. 3. To analyse the impact of the Response Plan on children's rights and develop the plan further if needed. 		

	ACTION	BY WHOM?	BY WHE N?
5.	Minutes and Action Points – 15092025		
	<p>Everyone was happy with the content of the minutes with the following action points to be carried over to the next meeting;</p> <p>4. <i>The terms of reference and scope to be circulated by TS when it is ready (The Welsh Government - Review of Governance and Accountability Procedures).</i></p> <p>10. SWC to give a presentation on quality assurance in services to a meeting in the future. This should include: how to support through our systems, learn from processes, mapping - specific examples. This will take place at the next meeting of the Board.</p> <p>11. GApRh to ensure that the Chair of the Governing body also receives a direct copy of safeguarding monitoring visits reports, rather than the Headteacher only.</p> <p>12. GApRh to collect good safeguarding practices across schools and beyond, following safeguarding monitoring visits.</p>	<p>TS</p> <p>SWC</p> <p>GApRh</p> <p>GApRh</p>	
6.	Update - Work Programme		
	<p>A. Overview Report</p> <ul style="list-style-type: none"> • DG – the work plan was now very broad and could not discuss everything at these meetings. The overview report was an attempt to support the Board to make the best use of time. Asked for the Board's guidance; <ul style="list-style-type: none"> a. To confirm that all relevant recommendations had been included b. To note the main priorities for immediate action c. To advise on dealing with dependencies (e.g. waiting for regional or national recommendations) and mitigating potential risks • It was explained that the seven themes coincided with the seven themes of the CPR report - included recommendations from the CPR, original work plan, and new ones. • Could refer to detail if needed but intended to include an overview of every theme with specific leaders reporting on individual themes. • Resource had been identified, and officers were supporting in the background to try to achieve momentum in moving the work forward. <p>B. Amended Response Plan</p>		

	ACTION	BY WHOM?	BY WHEN?
	<ul style="list-style-type: none"> • The Board's opinion was sought on this style of reporting on information to the Board? <i>Further observations-</i> • NE - Although appreciating the information, draw attention to the fact there was a need to consider capacity - the more plans you had, the more plans that needed updating. • DG - was there anything happening within the Government or nationally to look at the CPR's recommendations? Uncertain as to where the discussion needed to be and what we should / should not move on with. • NE responded that there was no official plan on this level, but several letters had been sent out on specific matters, e.g. Section 5 arrangements. Unlikely that a national plan would be published at this point. Looking to work with the 'Dysgu' establishment and others to look at national leadership in the field of Education to drive matters e.g. training on grooming. • Need to address the reference when referring to a timetable in the progress report, e.g. "CPR-1" otherwise there is a need to cross-reference. <p>Theme 1 - Voice of the Child and Supporting Victims Reporting Officer: Gwern ap Rhisiart</p> <ul style="list-style-type: none"> • A verbal update was provided on the progress, challenges faced, risks/resources and key milestones. • Emphasis on engaging with the Youth Forum and creating a practical action plan that identified priorities, responsibilities and clear timetables for incorporating a child-centred culture across all services. • SWC noted that a corporate bid had been submitted to secure additional staff to support action on CPR-6 (ensure that Children's Social Care always speak directly with the child, even if the child has not made a disclosure). Officers were already working on the matter when looking at Section 5 referrals. • Grooming training - the standard safeguarding training level had already been amended but the recommendation talked about a higher level of training for the Education and Social Services workforce. This had been addressed in Education, but work was 	EJ	

	ACTION	BY WHOM?	BY WHEN?
	<p>ongoing for the Children's Department to review the options of providing advanced relevant training.</p> <ul style="list-style-type: none"> Guidance was sought as to whether the Council should proceed to develop the advanced training ourselves on grooming or wait for the Government? <p><i>Further observations-</i></p> <ul style="list-style-type: none"> SH - RASAC did not support all victims and survivors therefore it was important to include SARC in discussions also. NWJ - suggested developing our own materials on grooming to be at the forefront with this. NWJ - Needed to include boys when referring to victims also? Was there contact with them and support for them and their families? E.g. A letter offering a personal apology had gone from the Leader/Chief Executive, but this was not done for the boys in question. GApRh confirmed there had been no contact with the boys in question and that only 1 of the 4 boys was still a pupil, the other 3 had left school. GApRh to offer to meet with the four individuals to offer an apology on behalf of the Council and ensure they are receiving the support they need. <p>Theme 2 - Managing Allegations and Concerns about Adults working with Children Reporting Officer: Dylan Owen</p> <ul style="list-style-type: none"> A verbal update was provided on the progress, challenges faced, risks/resources and key milestones. Had reviewed and introduced several changes to the method of looking at Section 5 arrangements e.g. ensured that matters were determined on a team level rather than LADO only, looking at the referral form. In-house decision 18.11.25 to wait until the Government published national guidance on the Low-Level Concerns Policy - due to the complexity of the matter and the risk of acting contrary as a County. Continue to raise the matter with the Ministerial Assurance Group. Files had been reviewed looking back over two years with every 	GApRh	

	ACTION	BY WHOM?	BY WHEN?
	<p>section 5 referral deriving from that period, further attention given to see whether there were further referrals looking back over a broader period (as far back as records went). Estyn/AGC had also looked at 24 section 5 files as a second tier of assurance. The Board members' opinions on the sample method were sought and was this sufficient?</p> <p><i>Further observations-</i></p> <ul style="list-style-type: none"> • DWJ - If there was a system to record allegations that existed in 2012 but had come to an end during lock down, how and why did this happen? Had already raised the matter but needed to ensure robust arrangements and confidence that these would not slip back over time. DO - this was related to ensuring robust measures that would continue to be addressed under internal performance challenging and supporting arrangements and scrutiny arrangements. • DWJ - disappointed that the Government did not have an inclusive programme demonstrating the national response to this. Important that the Board kept an eye on this and raised the matter with the Ministerial Assurance Group or wrote to them directly. Also needed a better understanding of what had happened with the 'Clywch' report recommendations and that matters were still being addressed. • NWJ - Low Level Decisions needed to be a priority in moving forward, recognise there were complexities, but it had to be escalated on the list. • NWJ and DO to raise the matters of Low Level Concerns' policy and the Government's programme of response to the CPR national recommendations at the next Ministerial Assurance Group meeting <p>Theme 3 - Training and Policies Reporting Officer: Ian Jones</p> <ul style="list-style-type: none"> • A verbal update was provided on the progress, challenges faced, risks/resources and key milestones. • The Whistleblowing Policy had been amended and a copy circulated for the Board's comments (next item), the appointment of a 	<p>NWJ/DO</p> <p>SH</p>	

	ACTION	BY WHOM?	BY WHEN?
	<p>Safeguarding Promoter with exciting plans in the pipeline. Increase in the number who had completed mandatory safeguarding training.</p> <ul style="list-style-type: none"> • There had been slippage in the scrutiny timetable due to a company that had been appointed reconsidering the matter which had therefore held the matter back <p><i>Further observations-</i></p> <ul style="list-style-type: none"> • SH - offered to check with Jan Pickles around the grooming policy /finklehor model for further advice on potential training provision. <p>Theme 4 - Governance Reporting Officer: Gwern ap Rhisiart</p> <ul style="list-style-type: none"> • A verbal update was provided on the progress, challenges faced, risks/resources and key milestones. • It was explained that this was a complex field with a lot of work happening already, e.g. mandatory safeguarding training for governors. • Challenges getting schools to share data with the authority at times - publish and share within schools but work to be done to collate and share this with the governors and the authority. Work with IT to create a dashboard for governors to assist with this. • Further work to secure a standing agenda for governing bodies that included a discussion on the voice of the child and safeguarding matters. • 1 officer supporting governors across the County. Looking to add to this capacity. • Reference was made to a live review the Welsh Government had - Gwynedd would include a clear opinion of the impact in Gwynedd. <p><i>Further observations-</i></p> <ul style="list-style-type: none"> • NWJ – there were around 1000 governors across Gwynedd and was it true there was only one officer to support all of these? -GApRh noted yes, there was more than one officer in the team, but one officer supported the clerks and supported school governance. Funding from Welsh Government to help fund an additional job in moving forward. 		

	ACTION	BY WHOM?	BY WHEN?
	<ul style="list-style-type: none"> NWJ - Councillors were governors also very often and were influential. Was there a way of working specifically on training them to apply best practice in these bodies? GApRh noted that governors came from a number of different backgrounds and their roles were not confined therefore had to provide training that was consistent for all so that everyone had the same foundation. <p>Theme 5 - Restrictive Practices Reporting Officer: Gwern ap Rhisiart</p> <ul style="list-style-type: none"> A verbal update was provided on the progress, challenges faced, risks/resources and key milestones. A new piece of work had been added to the Response Plan. The policy already existed and there were quality assurance processes in place to ensure that this was adopted within our schools. Work to review the policy further and seek external opinion on this to assess whether there were further lessons to be learnt and further amendments needing to be addressed. <i>No further observations.</i> <p>Theme 6 - Crisis Planning and Crisis Response Reporting Officer: Catrin Love</p> <ul style="list-style-type: none"> A verbal update was provided on the progress, challenges faced, risks/resources and key milestones. A new piece of work had been added to the Response Plan. The Authority had emergency plans but no safeguarding lens had been part of that until now. Needed to review all arrangements to check that safeguarding matters were being incorporated. A Task Group had been established to address this to implement an action plan that responded to the recommendations. Look at good practice among other authorities - a number had responded showing an interest in knowing more about these conclusions and to work together in the future to create a single regional template and strategic plan. Highlighted the need to share information and work with multiagency partners to create a single simple strategic document that everyone understood. Significant work after this to raise awareness across the 	CL	

	ACTION	BY WHOM?	BY WHEN?
	<p>establishment, training and mapping.</p> <ul style="list-style-type: none"> • <i>Further observations-</i> • SH - Need to check whether April 2026 should be changed to April 2027 in the English version. <p>Theme 7 - Ysgol Friars Reporting Officer: Margaret Davies</p> <ul style="list-style-type: none"> • The publication had been difficult with several staff receiving support from the Authority during that time and the support continued. Continued to look at the well-being of pupils and young people. • Pleased to report that every member of staff had been in work which was vastly different to this time last year when there had been 17 off work. Much more stability for the children. • Governors were seeking more representation from the community as this was currently a weakness. • The Governing Body Clerk role was difficult to recruit - currently on the third advertisement • The work programme needed further revision to address elements within the CPR - including children's inclusion and ALN. • The challenges were similar to those of a number of other schools - a lot of change all the time and looking at potential redundancies with the number of pupils decreasing. • <i>No further observations</i> <p>D. Amended Work Programme</p> <ul style="list-style-type: none"> • The detailed work programme was referred to for information • <i>No further observations</i> <p>E. Measures</p> <ul style="list-style-type: none"> • Reference was made to the revised measures for information. <p><i>Further observations-</i></p> <ul style="list-style-type: none"> • SH - Explained that further work was needed on these and a clear timetable in place. • NWJ - Needed clarity on how these would be fed back into the Council's self-evaluation and performance measuring 	<p>DG</p> <p>EJ</p>	

	ACTION	BY WHOM?	BY WHE N?
	<p>arrangements in general, they needed to be incorporated.</p> <ul style="list-style-type: none"> • Ensure that further attention is given to the measures and identify a timetable by the next meeting. <p>F. Risk Register</p> <ul style="list-style-type: none"> • Reference was made to the revised risk register, and the changes had been highlighted - mainly to add a comment on the impact of the risk and its owner. <p><i>Further observations-</i></p> <ul style="list-style-type: none"> • NWJ - point 6 - political, needed to amend the wording as she supports a public inquiry and has done so from the start. • NWJ - point 7 - reputation - the press's intense interest is a matter to be welcomed therefore needed to reword this. • Ensure that the amendments to the risk register have been addressed before the next meeting. 		
7.	Whistleblowing Policy		
	<ul style="list-style-type: none"> • The revised Whistleblowing Policy was submitted • The Board's observations on the Policy were sought. • Had commenced discussions with the Trade Unions who had welcomed the changes. <p><i>Further observations-</i></p> <ul style="list-style-type: none"> • NWJ - An explanation needed of who could whistleblow? Did this include governors and councillors? IJ - reported there was a national policy in place for Governors and had made a side-by-side comparison of it with this policy. There was no need for governors to adopt a different one but there was a need to ensure that schools did adopt and comply with it. • NWJ - needed to look at the timetable for introducing a procedure for members as a matter of priority. • SH - do you have to report on the number of whistleblowing concerns that the authority receives every year? IJ noted that he was not certain but would look into this and collect information as good practice. • SH - it would be good to receive clear examples in the training / supplementary documents how and where people could raise different types of concerns (e.g. the difference between a complaint, employee grievance such as bullying, and 		

	ACTION	BY WHOM?	BY WHEN?
	<p>whistleblowing) highlight what can be done not just what could not be done.</p> <ul style="list-style-type: none"> • IJ offered to look at a measure including schools' compliance with the Policy. • IJ/IGE to look further into similar arrangements for members to be able to raise whistleblowing matters and suggest a timetable. • IJ to look into reporting on information on whistleblowing concerns every year as good practice. • IJ to look at case studies/examples as part of the whistleblowing training and the supplementary documents 	<p>IJ</p> <p>IJ/IGE</p> <p>IJ</p> <p>IJ</p>	
8.	Communication Plan		
	<ul style="list-style-type: none"> • An amended communication plan was submitted providing an overview of the learning from the CPR publication and the plans in looking ahead. • There had been considerable press interest in the days following the publication - at least 13 reports derived from this. • Next step - move on to a new period, reporting on progress and good practice • Note the observations from the discussion and the need to communicate them in simple language. Think about stakeholders and broader audiences. • Guidance was sought about how to time this? <p><i>Further observations:</i></p> <ul style="list-style-type: none"> • MH - concerned that we were slow, things not being done therefore it was important to communicate and demonstrate progress as soon as possible. • SH - suggested that something before the scrutiny committee would be a good idea • DG - agree with the observation about the rush, a number of observations at the full council had highlighted that not everyone knew what was going on. • NWJ - The title of the report needed attention 'Our Bravery Brought Justice' - every document needed to use the children's important words in moving forward. • DG - to work with SGW/SMJ on a specific communication plan and an easy read version of the response plan 	<p>DG/SGW /SMJ</p>	

Next meeting: 25 February, 9.30, Microsoft Teams

Summary: Action Points - RPMB Meeting held on 08/12/2025

	Who	Action - General Matters	Implemented <input checked="" type="checkbox"/> <input type="checkbox"/>	Further observations
Terms of Reference				
1.	SH/DG	Discuss outside this meeting the possibility of doing this and providing information on the status of papers before the next meeting.	<input checked="" type="checkbox"/>	Public documents apart from exempt items
2.	SH/DG	Invite representation from SARC to the next meeting of the Board to obtain input on the victims' voice.	<input checked="" type="checkbox"/>	
3.	EJ	Look into the Terms of Reference including a review of the membership noted.	<input checked="" type="checkbox"/>	
4.	SH	Ensure that representing the voice of parents and families is discussed further at the next meeting.		SH suggests that this is addressed and incorporated into the impact measures
5.	SH	Ensure a reporting cycle on feedback for victims who do not wish to participate to be discussed further at the next meeting.		Receive input from SARC on how to do this at a future Board meeting.
6.	EJ	Extend meetings to beyond every six weeks and extend the length of the meetings.	<input checked="" type="checkbox"/>	
7.	SH	Review the matter of the lifespan of the Board at future meetings.	<input checked="" type="checkbox"/>	Ongoing matter
8.	DG	Consider arrangements for special meetings (Scrutiny) beyond January	<input checked="" type="checkbox"/>	Feedback from scrutiny committees suggests reconvening in 6 months.
Minutes and Action Points - 15092025 (matters carried over)				
9.	TS	<i>4. The terms of reference and scope to be circulated by TS when ready (The Welsh Government - Review of Governance and Accountability Procedures).</i>	<input checked="" type="checkbox"/>	Written Statement: Review of school governing bodies (21 October 2025) GOV.WALES
10.	SWC	10. SWC to give a presentation on quality assurance in services to a meeting in the future. This should include: how to support through our systems, learn from processes,	<input checked="" type="checkbox"/>	SWC to lead on this instead of DO.

		<i>mapping - specific examples. This will take place at the next meeting of the Board.</i>		
11.	GApRh	11. GApRh to ensure that the Chair of the Governing body also receives a direct copy of safeguarding monitoring visits reports, rather than the Headteacher only.	<input checked="" type="checkbox"/>	<p>Intention to introduce the new system in the next cycle - assurance that the Headteacher shares with the governors.</p> <p>This was discussed further and it was decided that an instruction would be given to the Headteacher to share the report with the Chair of Governors. A clause will be added to the end of the report highlighting the need for it to be presented to the Full Body. There will need to be a period of verifying the accuracy of the report before obtaining a final copy as well, the details of chair are not known to the Service until the end of October until Schools have established their Governing Body for the year.</p>
12.	GApRh	12. GApRh to gather good safeguarding practices across schools and beyond, following safeguarding monitoring visits.	<input checked="" type="checkbox"/>	In progress – introduce the new procedure at the end of term.
Update - Work Programme				
13.	FMJ/Everyone	The Board members' observations are requested by the end of the week to incorporate them before going to the Extraordinary Scrutiny Committee meeting.	<input checked="" type="checkbox"/>	
14.	FMJ/SMJ/SGW	FMJ/SGW/SMJ to consider the proposed amendments to the Response Plan and any easy read versions.	<input checked="" type="checkbox"/>	Website materials and an easy read Response Plan being developed.

15.	DO	DO to consider whether the audit period for historical section 5 referrals over a two year period is sufficient or should it go back further.	<input checked="" type="checkbox"/>	Audit of duplicate/repeat S5 referrals was extended to cover 5 years (back to 2020). 4 individuals in a position of trust were found to have been referred more than once during the additional period audited. These 4 are now being reviewed by the LADO and team in order to assure the service that no theme or similarities exist between them that could have been considered 'red flags'.
16.	EJ	Need to use the reference when referring to timetable in the progress report, e.g. "CPR-1" otherwise there is a need to cross-reference.	<input checked="" type="checkbox"/>	
17.	GApRh	GApRh to offer to meet with the four individuals (boys) to offer an apology on behalf of the Council and ensure they are receiving the support they need.	<input checked="" type="checkbox"/>	With regard to the four boys where their experience of being restrained by NF has been highlighted in the report, the Head of Education has written to them personally offering an apology, a face to face meeting and any support they wish to receive. One parent has contacted back to date.
18.	NWJ/DO	NWJ and DO to raise the matter of Low Level Concerns' policy and the Government's programme of response to the CPR national recommendations at the next Ministerial Assurance Group meeting.	<input checked="" type="checkbox"/>	
19.	SH	SH - offered to check with Jan Pickles around the grooming policy /finklehor model for further advice on potential training provision.	<input checked="" type="checkbox"/>	
20.	CL	Need to check whether April 2026 should be changed to April 2027 in the English version.	<input checked="" type="checkbox"/>	

21.	DG	Ensure that further attention is given to the measures and identify a timetable by the next meeting.	<input checked="" type="checkbox"/>	
22.	EJ	Ensure that the amendments to the risk register have been addressed before the next meeting.	<input checked="" type="checkbox"/>	Updated risk register included with Board documents.
Whistleblowing Policy				
23.	IJ	IJ offered to look at a measure including schools' compliance with the Policy.		Education Department to include regular audit of policy adoption per school as part of wider safeguarding reviews.
24.	IJ/IGE	IJ/IGE to look further into similar arrangements for members to be able to raise whistleblowing matters and suggest a timetable.		Similar whistleblowing arrangements for members are not permissible under current legislation. However, work on developing a process for Members to raise concerns are being developed.
25.	IJ	IJ to look into reporting on information on whistleblowing concerns every year as good practice.	<input checked="" type="checkbox"/>	Ongoing – awaiting advice from PROTECT
26.	IJ	IJ to look at case studies/examples as part of the whistleblowing training and the supplementary documents		Regular meetings with Protect are in place and requests for external case studies have been made. These will be integrated into the training module being developed.
Communications Plan				
27.	DG	DG - to work with SGW/SMJ on a specific communications plan and an easy read version of the response plan.	<input checked="" type="checkbox"/>	Incorporated into Theme updates

Our Bravery Brought Justice - Cyngor Gwynedd's Response Plan Progress Report

02.03.2026

Theme 1 - Voice of the Child and Supporting Victims <i>Reporting Officer: Gwern ap Rhisiart</i>	
1. Theme Aim:	<ul style="list-style-type: none"> • 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:	<p>We ask the Board to;</p> <ul style="list-style-type: none"> - Challenge and scrutinise the progress - Offer any further guidance on the next steps.
3. Progress to date:	<ul style="list-style-type: none"> • Initial discussion has been held on creating a practical action plan which states the priorities, responsibilities and clear timeframes to incorporate a culture which is child-focused across all services - by April 2026. The discussion has led to the intention of introducing a Voice of Children and Young People Strategy in an attempt to capture everything in one co-ordinated plan. • The strategy will highlight 5 main things; <ul style="list-style-type: none"> ○ 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 • Draft strategy drawn up and discussion with the Youth Forum has been arranged to ensure the voice of children and young people in the strategy itself. • The Children's Service has presented an initial draft of a voice of the child policy • The Education Department has commenced the work of drawing up guidance of the very best practice in terms of the voice of learners within education, drawing on national best practice and guidance. • A workshop with Sally Holland and the Children's Commissioner team has been held with representatives of the Youth Forum, service heads, Cabinet members and representatives of scrutiny committees present.

	<ul style="list-style-type: none"> • 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. • Cross-departmental work has been undertaken to identify appropriate training in Grooming for Council and school staff. A cross-departmental panel has considered packs from two national providers. • Contact has been made with the boys who had been identified in the report as victims. Assistance has been offered to them. 																		
4. Challenges faced:	<ul style="list-style-type: none"> • Quite a lot going on, and therefore there is a risk of us duplicating work. Creating a Strategy will ensure coherence and consistency. Also a focus on impact so that we do not do anything without considering the impact from the very beginning. • A wish for us to move to be a Child-Friendly Authority. This has now been removed from this theme but is going ahead under the guidance of the Children's Services. 																		
5. Next steps / key milestones:	<ul style="list-style-type: none"> • The intention is to develop a charter on listening to the voice of the child and child-friendly versions of the strategy with a completion date of by April 2026. • Implement training for staff to identify and document behavioural changes in children which could be a sign of grooming or abuse - by March 2026. • Supporting the victims of trauma and tailor support to align with the needs of the individual - Ongoing • Introduce the new Bromcom system across all Gwynedd schools, alongside a training and awareness raising campaign - by September 2027 • Include the County Youth Forum and seek approval in terms of the content of our Voice of Children and Young People Strategy -March 2026 																		
6. Risks / Resources:	<p>Resources:</p> <ul style="list-style-type: none"> • Ensure that we are able to hear the voice and opinion of specific cohorts of children and young people who are harder to hear. Have had new resources to target this work. • Awaiting further guidance: • Regional and national guidance on grooming training 																		
7. Communication Considerations	<ul style="list-style-type: none"> • 																		
8. Timelines:	<table border="1"> <tr> <td>CPR - 1 (1)</td> <td>Listen to the voice of the child</td> <td>April 2026</td> </tr> <tr> <td>CPR - 2 (2)</td> <td>Systems / measures / reporting - the voice of the child</td> <td>April 2026</td> </tr> <tr> <td>CPR - 3 (3)</td> <td>Training - identify change in behaviour</td> <td>March 2026</td> </tr> <tr> <td>CPR - 4 (4)</td> <td>Recording - change in behaviour</td> <td>September 2027</td> </tr> <tr> <td>CPR - 6 (5)</td> <td>Speak with the child - Part 5</td> <td></td> </tr> <tr> <td>CPR - 7 (6)</td> <td>Contact outside school (reporting concerns)</td> <td>January 2026</td> </tr> </table>	CPR - 1 (1)	Listen to the voice of the child	April 2026	CPR - 2 (2)	Systems / measures / reporting - the voice of the child	April 2026	CPR - 3 (3)	Training - identify change in behaviour	March 2026	CPR - 4 (4)	Recording - change in behaviour	September 2027	CPR - 6 (5)	Speak with the child - Part 5		CPR - 7 (6)	Contact outside school (reporting concerns)	January 2026
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	CPR - 8 (7)	Curriculum changes	September 2026
	CPR - 9 (8) RP - A4 RP - A1	Supporting the victims	Ongoing
	RP- A5 (9)	Compensation claims	Ongoing
	NEWYDD – 1 (10)	Embed a culture of listening to the voice and experiences of children / young people	March 2026

Theme 2 - Managing Allegations and Concerns about Adults working with Children
Reporting Officer: Dylan Owen

1. Theme Aim:	<ul style="list-style-type: none"> Protect children by ensuring that concerns are taken seriously and acted upon quickly. Ensure that Part 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:	<p>We ask the Board to:</p> <ul style="list-style-type: none"> Challenge and scrutinise the progress Offer any further guidance on the next steps. <p>Specific guidance:</p> <ul style="list-style-type: none"> Highlight risk in terms of speaking with every child who is the subject of a P5 referral. Ensure agreement on the decision regarding the work on Low-Level Concerns Policies (No. 14). Draw attention to the fact that some of the recommendations in the work programme have been merged, as they are a part of the quality assurance and audit programme work of the Children's Department. Also draw attention to the fact that recommendations stemming from the ESTYN / CIW report (November 2025) have been added to the work programme.

<p>3. Progress to date:</p>	<p><u>Part 5 referrals:</u></p> <ul style="list-style-type: none"> • The discussion and strategy meetings templates have been adapted and they are being used to ensure that previous safeguarding information is being checked. • A social worker speaks with <u>every</u> child that is the subject of Part 5. • Threshold decisions are not made by only one person (Referrals Team Leader / LADO and/or DOS every time). • The referral form for professional adults has been highlighted on the website. It can be seen here: Child abuse. We have asked about the arrangements and timeframe for the proposed national changes to the referral form. There are also plans to look at how MOSAIC could support creating a digital form when the system goes live in the autumn. • A decision has been made to trial the use of Magic Notes during the strategy meetings. Piloting to begin in the next month after confirming with the company. <p><u>Schools Safeguarding and Well-being Team</u></p> <ul style="list-style-type: none"> • Welsh Government funding has been used to recruit and appoint an additional officer for the safeguarding team. The officer will begin before the end of February. <p><u>Quality Assurance Framework</u></p> <ul style="list-style-type: none"> • An initial draft of the Framework was prepared and presented to the Ministerial Assurance Group. • The intention is to present the draft to the Board meeting on 25.2.26.
<p>4. Challenges faced:</p>	<p><u>Speak with Children who are the subject of a P5 Referral</u> Some parents feel very uncomfortable about a social worker speaking with their child and, consequently, refuse permission. Such complaints are logged and will be monitored continually. Initial discussions have also been held with a legal expert in order to review the rights of parents and children in accordance with safeguarding procedures.</p> <p><u>Low-level Concerns Policy.</u> Following the last Response Board meeting and the need for guidance from Welsh Government on the "Low-level Concerns Policy" matter, and we have now received confirmation: <i>That the Government is giving consideration to introducing a Concerns Policy regarding the Behaviour of Adults (similar to the Low-level Concerns Policy in England) in schools, as part of the work to review the guidance on school staff disciplinary and dismissal procedures. This will be done alongside Keeping Learners Safe, the intention is to consult on it following the Senedd elections.</i></p> <p>During a meeting of the Task and Finish Group on 4 February the options that could be considered to be carried out internally were discussed.</p>

	<p>In terms of creating a Low-level Concerns Policy, following confirmation from Welsh Government of its intentions, the Council will not implement or proceed with new arrangements until the relevant guidance is published by Welsh Government.</p> <p>In terms of reviewing the internal central list:</p> <ul style="list-style-type: none"> • The IT service (via the Head of Corporate Services) will make arrangements to provide access to the Children's Department Safeguarding Officer to the names on the current staff database, which has not been used since COVID. As this list is not being used for any checking purposes, there is no basis to keep the data. • The Children's Department Safeguarding Officer will check and cross-reference the individual records on the list in order to ensure that all relevant information is transferred to WCCIS. They will also check if any relevant safeguarding records involve the Adults Department, and these will be passed on to the appropriate team as and when necessary. • Social Services are currently preparing to transfer to a new data capture system (MOSAIC) which will allow us to see immediately if there are previous allegations/referrals and check that against the name and details of the person. • With two new systems being introduced (MOSAIC and the new Human Resources system) it is possible that further solutions will come in terms flagging matters, automation and case management. Those discussions will continue to be held between the Head of Corporate Services, Children's Department Safeguarding Officer and the IT Service. • In terms of informal concerns, the favoured approach is to bring every concern in to a formal process. Rather than holding informal discussions, every concern, including low-level concerns, will be logged on the new MOSAIC system in order to ensure that a clear record is available. Systems such as Magic Notes may also assist to simplify this process. • The Data Protection Officer will also review the guidance created back in 2013 in terms of defining concerns. <p>The decision therefore is to ask for the Board's agreement to close the recommendation formally until system / technology developments are in place (October 2026).</p>
<p>5. Next steps / key milestones:</p>	<ul style="list-style-type: none"> • March/April - Appoint DOS/Quality Assurance Officer • October - transfer to the MOSAIC system
<p>6. Risks / Resources:</p>	<p>Resources:</p> <ul style="list-style-type: none"> • Corporate bid has already been submitted in order to implement the recommendations in Theme 2. <p>Risk: <u>Recruitment risk</u></p>

	<ul style="list-style-type: none"> A corporate bid was submitted for several new jobs in order to increase the capacity in the Children's Department. As recruitment for social work posts is challenging within the current climate, it is possible that alternative methods will have to be considered in order to fill the roles and decide on creative ways of recruiting. 																																			
7. Communication Considerations	<ul style="list-style-type: none"> Any support for recruitment and raising awareness of the new jobs would be appreciated. 																																			
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	RP- B2 (22)	Establish a Schools Safeguarding and Well-being Service	Ongoing
	NEW- 8 (23)	Improve relationship with schools - referrals procedure	Ongoing
	NEW- 9 (24)	Communication between children/education departments	Ongoing
	NEW- 10 (25)	Record Strategy Discussions	Pilot Magic Notes - March 2026 Appointing to post March / April

Theme 3 - Training and Policies	
<i>Reporting Officer: Ian Jones</i>	
1. Theme Aim:	<ul style="list-style-type: none"> Ensure that staff are trained to "think the unthinkable" and understand that "it could happen here".
2. Guidance sought from the Board:	<ul style="list-style-type: none"> We ask the Board to <ul style="list-style-type: none"> Challenge and scrutinise the progress Offer any further guidance on the next steps.
3. Progress to date:	<p>Whistleblowing</p> <ul style="list-style-type: none"> The Cabinet approved the Whistleblowing Policy for Staff at its meeting on 20 January. The policy will be adopted formally as part of the Council's Constitution by the Full Council in March, 2026. The Cabinet asked for urgent work in terms of developing a similar policy for Members as well, and that work has started. As a result of this decision, we will proceed to introduce a draft work programme for communicating and raising awareness amongst all Council staff regarding the content of the Policy. We will present the work programme to the Whistleblowing Task Group at its next meeting. Every school has received a request to adopt a Whistleblowing Policy provided by Welsh Government and we will monitor this into the future. <p>Safeguarding Training</p> <ul style="list-style-type: none"> An Internal Audit was completed on Mandatory Training arrangements within the Council and the actions of that report will be adopted by the Task Group. Work to analyse the training needs of various cohorts of staff in relation to Safeguarding is underway. Work on developing a series of video clips has started in order to assist with the task of reaching every cohort of staff with appropriate messages. That work has

	<p>included making contact with many other councils and organisations in the public sector across Wales in order to identify good practice.</p> <ul style="list-style-type: none"> The percentage of staff who have completed the mandatory training is 75.7% currently. <p>Scrutiny Investigation</p> <ul style="list-style-type: none"> A slippage in the timetable but the final report is expected in the near future. 																		
4. Challenges faced:	<ul style="list-style-type: none"> A request by the Cabinet to develop a similar procedure for Whistleblowing for Members is likely to have a short-term impact on the Task Group's work programme. Access to IT systems for front-line staff continues to be a specific challenge. 																		
5. Next steps / key milestones:	<ul style="list-style-type: none"> Adopting the amended Whistleblowing Policy - Cabinet (January 26), Full Council (March 26) and implement the Policy (April 26) A clear communication plan for all Council staff, ensuring that it meets the needs of front-line teams - March 2026. Sub-group to develop and produce practical equipment to reiterate and promote the importance of safeguarding training across the Council - February 2026. Add training on keeping records of safeguarding in addition to the current e-module with the agreement of the SCW - Completed. Scrutiny Investigation Report (Safeguarding Arrangements) - February 2026 Further review of the Corporate Safeguarding Policy - April 2026 																		
6. Risks / Resources:	<p>Resources</p> <ul style="list-style-type: none"> The appointment of the Human Resources Advisory Service Manager to a post with another Council will have a short-term impact on the resources available for the Whistleblowing Task Group. Recruitment and appointment process has begun and a new manager is expected to be appointed in February. 																		
7. Communication Considerations:	<ul style="list-style-type: none"> 																		
8. Timelines:	<table border="1"> <tr> <td>CPR - 17 (29)</td> <td>WG Review (Training)</td> <td>To be confirmed by WG</td> </tr> <tr> <td>CPR - 18 (30)</td> <td>Grooming Training</td> <td>To be confirmed</td> </tr> <tr> <td>CPR - 19 (31)</td> <td>Assurance of this for the Safeguarding Board.</td> <td>To be confirmed (see CPR-18)</td> </tr> <tr> <td>CPR - 20 (32)</td> <td>Whistleblowing Policy</td> <td>April 2026</td> </tr> <tr> <td>CPR - 13 (33)</td> <td>LADO Officers Training/supervision</td> <td>to be confirmed</td> </tr> <tr> <td>CPR - 24 (34)</td> <td>DSP/Supervision by social workers</td> <td>to be confirmed</td> </tr> </table>	CPR - 17 (29)	WG Review (Training)	To be confirmed by WG	CPR - 18 (30)	Grooming Training	To be confirmed	CPR - 19 (31)	Assurance of this for the Safeguarding Board.	To be confirmed (see CPR-18)	CPR - 20 (32)	Whistleblowing Policy	April 2026	CPR - 13 (33)	LADO Officers Training/supervision	to be confirmed	CPR - 24 (34)	DSP/Supervision by social workers	to be confirmed
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CPR - 13 (33)	LADO Officers Training/supervision	to be confirmed																	
CPR - 24 (34)	DSP/Supervision by social workers	to be confirmed																	

	RP- C2 (35)	Training on keeping safeguarding records.	December 2025
	RP- B1b (36)	Departmental Safeguarding/VAWDASV Training	Ongoing
	RP- B2 (37)	Schools safeguarding training package	Complete
	RP- C2d (38)	Mandatory safeguarding training - safeguarding decisions	Ongoing
	NEWYDD - 11 (39)	"Advanced" Safeguarding Training	to be confirmed
	RP- B1 (40)	Review Safeguarding Policy	April 2026
	RP- B2 (41)	Review Safeguarding Policy (Schools)	to be confirmed
	RP- B1a (42)	Internal audit - safeguarding arrangements	June 2026
	RP- B1c (43)	Monitoring DBS compliance	Complete
	RP- B5 (44)	Monitor safeguarding arrangements in Schools	Complete
	RP- B6 (45)	Scrutiny Investigation - safeguarding	December 2025

Theme 4 - Governance <i>Reporting Officer: Alison Halliday</i>	
1. Theme Aim:	<ul style="list-style-type: none"> • 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:	<p>We ask the Board to;</p> <ul style="list-style-type: none"> - Challenge and scrutinise the progress - Offer any further guidance on the next steps. <p>Specific guidance:</p> <ul style="list-style-type: none"> - Timeframes are a risk at present - it is anticipated that the Welsh Government review will take between 6 and 9 months. Can we proceed more swiftly with some of the recommendations? How?
3. Progress to date:	<ul style="list-style-type: none"> • Mandatory safeguarding training in place for every Chair and Safeguarding Designated Governor in schools. • Make it mandatory for Governors to complete basic safeguarding training • A new governor handbook has been shared with all governors and on the Gwynedd website • Start to collate information to assess the school's situation including health and wider culture • Meetings with neighbouring authorities to identify best practices in terms of clerking and effective and efficient governance arrangements. • Investigate a dashboard to capture all governance information and data in one convenient and manageable place.

<p>4. Challenges faced:</p>	<ul style="list-style-type: none"> • Dependencies - awaiting further guidance from WG following its review of governance arrangements within schools
<p>5. Next steps / key milestones:</p>	<ul style="list-style-type: none"> • Empower the governance arrangements of our schools by ensuring that all Governing Bodies receive professional and high quality clerking support. Consider holding a professional clerk pilot for those schools who do not have a clerk by March 2026. • Review and amend the training programme for Chairs and Governing Bodies in order to respond to current needs. This will include training such as grooming and unconscious bias in line with local requirement. • Ensure training for heads on the basics of effective governance with a continued focus on developing the role of the body as a Critical Friend by establishing a culture of honesty and transparency as central themes. Future Leaders programme / prospective Heads have received a presentation January 2026. New Heads Programme to be introduced by March 2026. • Education Department to develop and circulate a standing agenda for Gwynedd school governing bodies, which will focus on safeguarding and well-being matters, as well as providing appropriate data to help them to assess the schools' situation by March 2026. The work of reviewing and amending meeting agenda will have been completed by January 2026. Training for Clerks and new procedure in place by March 2026. • Respond promptly to and implement all the recommendations of the Welsh Government Review of governance arrangements in schools in Wales - timetable to be specified in accordance with the review • Appoint an additional governance support officer to support schools with all aspects of governance and complaints by April 2026. Job description and person specification confirmed January 2026.
<p>6. Risks / Resources:</p>	<ul style="list-style-type: none"> • Resources: RP-Ch7 (51)- An additional officer will be required to support 94 governing bodies. We currently have one officer. We have received a grant from WG which will allow us to appoint an additional officer. • Resources: CPR-22 (47) - We will require resources to create a dashboard which will facilitate the collection of such data. • Resources: (46.10) Additional resources will be required to establish a professional clerking model.
<p>7. Communication Considerations:</p>	<ul style="list-style-type: none"> •

8. Timelines:	CPR - 21 (46)	Governors' Responsibilities	to be confirmed by WG
	CPR - 22 (47)	Dashboard	to be confirmed by WG
	CPR - 23 (48)	Accurate minutes	May 2026
	NEWYDD-12 (49)	Investigation and prevention procedure	June 2026 / Ongoing
	RP- C3 (50)	ICP Recommendations	Ongoing
	RP- Ch7 (51)	Training	Ongoing
	RP- Ch6 (52)	Compare arrangements	May 2026

Theme 5 - Restrictive Practices	
Reporting Officer: Llion Williams	
1. Theme Aim:	<ul style="list-style-type: none"> Update guidelines on filming restraint in the past by adults, and how filming records should be kept.
2. Guidance sought from the Board:	<p>We ask the Board to;</p> <ul style="list-style-type: none"> Challenge and scrutinise the progress Offer any further guidance on the next steps.
3. Progress to date:	<ul style="list-style-type: none"> The offender's actions were contrary to the Schools Policy by filming cases - this is not standard practice. During Quality Assurance visits we always look at the restrictive practice policy to ensure that it aligns with the exemplar policy provided. Training is provided free of charge via the inclusion team Pupil suspension records highlight training requirements in schools - the inclusion team contact and support schools in addition to the ongoing training schedule. Appoint an additional Safeguarding and Well-being Officer to the Team in order to be able to carry out the annual quality visits A company is commissioned to: <ol style="list-style-type: none"> Evaluate the current policy against national guidelines and statutory requirements Analyse the strengths and weaknesses of the policy, identifying good practices, gaps and risks in terms of compliance and restorative practice. 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.

	<p>7. Implement firm monitoring and intervention arrangements</p> <ul style="list-style-type: none"> An Education/Safeguarding/ALN Working Group has been set up to lead and facilitate the actions that will stem from the evaluation. 		
4. Challenges faced:	<ul style="list-style-type: none"> Welsh Government to implement the recommendation of publishing an appendix to the Framework Guidance in order to reduce restrictive practices. Ensure that all schools are able to release staff in order to keep training current Staff appointments and movements mean that the situation in terms of training varies during the year - department and schools capacity to keep current 		
5. Next steps / key milestones:	<ul style="list-style-type: none"> Establish a Working Group to lead and facilitate action - December 2025 Establish a brief to evaluate the policy and current arrangements - December 2025 Identify and commission an external company to evaluate policy, training arrangements, school support, pupil support, compliance monitoring methods - January 2026 Establish an action plan following the evaluation – March 2026 Establish and implement monitoring and compliance with policy procedure - March 2026 Review strategy and training plan - Tbc Strengthen the reporting and monitoring of school reports data arrangements - Tbc 		
6. Risks / Resources:	<p>Risks:</p> <ul style="list-style-type: none"> The process of commissioning and completing the work to evaluate the policy and arrangements take longer than expected Ongoing compliance of schools <p>Resources:</p> <ul style="list-style-type: none"> Resources and a system will be required to record 53.5 - collaborating with the IT Department to establish a system/Power App to keep data 		
7. Communication Considerations:	<ul style="list-style-type: none"> 		
8. Timelines:	CPR 25 (53)	Appendix to guidance - WG	Waiting for the Government
	53.1	Establish a sub-group - investigating	December - Completed
	53.2	Review the Policy	January 2026
	53.3	Adopt the policy	February and annually
	53.4	Provide training	February 2026
	53.5	Monitoring	March 2026 and annually

Reporting Officer: Catrin Love

1. Theme Aim:	<ul style="list-style-type: none">• Ensure that a clear, strategic and co-ordinated plan is in place in an emergency
2. Guidance sought from the Board:	<p>We ask the Board to;</p> <ul style="list-style-type: none">- Challenge and scrutinise progress- Offer any comment or guidance, and guidance specifically on point 26d
3. Progress to date:	<ul style="list-style-type: none">• Project group established.• Have stepped back of the original intention in order to have a better understanding of the current situation and guidance.• Key conversation has already taken place with a Detective Inspector from the Police's arrest team which has significantly improved understanding and changed the course of the content. Decision not to speak to the staff at the School.• Understand which formal Information Sharing protocols are in place in within safeguarding and emergency planning in order to establish whether this is a matter of raising awareness of them or that new agreements need to be created. WASPI agreements are in place within Safeguarding and for specific aspects of Emergency Planning and the ICO have clear guidance in terms of sharing information in an emergency therefore no need for a new guidance.• An early draft of a Strategic and operational Crisis Plan is in place.• Discussions have been held with the Policy on seconding a Social Worker to the Police in a serious safeguarding case. Favour having a flexible response in order to have the most appropriate arrangements for every individual case. That could be joint victim liaison teams (Police and Social Workers), it could be an open access arrangement for the Police or a formal secondment.
4. Challenges faced:	<ul style="list-style-type: none">• Establishing what is already in place in the fields that overlap here - safeguarding, safety and emergency.• Tie all the documents already in place into one simple and concise document which addresses health and safety, safeguarding, emergency and information.• This is a requirement on all Councils by now as a result of the Government's letter to leaders and therefore there are questions around having standard templates / documents across North Wales counties. It is a statutory requirement but there is no national guidance.• It will be challenging to reach everyone in all schools and the initial work of mapping the training process has started to eliminate any delays once the Plan has been approved.

5. Next steps / key milestones:	<ul style="list-style-type: none"> • Consultation (end of March 2026) • Mapping training and preparing training resources (Summer 2026 school term) • School staff training (To be confirmed) 		
6. Risks / Resources:	<ul style="list-style-type: none"> • Once the work of mapping the training has been completed the resources required will become clearer however a bid for additional resources has been submitted. 		
7. Communication Considerations:	<ul style="list-style-type: none"> • 		
8. Timelines:	CPR - 26a (54)	Review the strategic serious incidents plan	Draft Plan by 31/1/26 Consultation period 31/3/26 Training Programme Summer Term 2026 Recommendation for the Board to agree in order to complete the action.
	CPR - 26b (55)	Official protocol - information sharing	Completed
	CPR – 26c (56)	Plan in place / rapid support steps	Completed
	CPR - 26d (57)	Move a social worker to work on secondment with the Police	April 2026

Measuring Impact

Introduction - Measuring Progress of the Response Plan

This report sets out the arrangements for measuring progress and evaluating the impact of the response plan. In order to ensure a clear and balanced understanding of the implementation of the plan, a multi-tiered approach has been adopted which takes into account not only the activities carried out, but also the operational progress and meaningful changes that have resulted from the work.

Progress will be monitored and reported in three ways;

1. **Outputs** – This refers to the definite changes and activities that have been achieved as a result of the implementation of the plan. These measures focus on evidence of implementation, such as new policies, procedures, training or arrangements that have been put in place. This information will be presented in the form of a concise 'infographic' to provide a clear overview of key developments and achievements.
2. **Progress of workstreams** – Progress across the 7 workstreams will be monitored at a strategic level, providing a high level overview of the status and speed of work. A visual indicator will be used to show the progress of each workstream against the planned actions, enabling a quick understanding of where good progress is being made and where further attention may be needed.
3. **Table of Measures (Impact)** – As well as measuring activity and progress, the report will consider the wider impact of the work on experiences, confidence and practice. This includes qualitative and quantitative measures presented in a table of measures, such as stakeholder feedback, service user experiences and changes in operational practice. Particular attention will be paid to clarifying and standardising the wording of some measures, as well as confirming timescales for data collection and presentation where necessary.

Together, this three-step approach provides a structured framework for assessing the progress of the response plan, ensuring that evidence of implementation, operational progress and the impact of the work are considered in a systematic and transparent manner. This will support accountability, continuous learning and improvement in future arrangements.

1. Outputs – see attachment below

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

February 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.



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.

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



Mae'r ffurflen cyfeirio honiadau o gamdriniaeth yn haws i'w gweld ar wefan y Cyngor ac ar wefan "hwb" yr Ysgolion.



No safeguarding decisions are made by one employee alone.



Historical information on a child's record is checked each time a Safeguarding Referral is made (Section 5).



Historical information is also checked on the record of the professional adult who is the subject of a Section 5 enquiry.

MAKING GWYNEDD A SAFER PLACE FOR CHILDREN AND YOUNG PEOPLE

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

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



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

Stabilising the School



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

Corporate Arrangements



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.

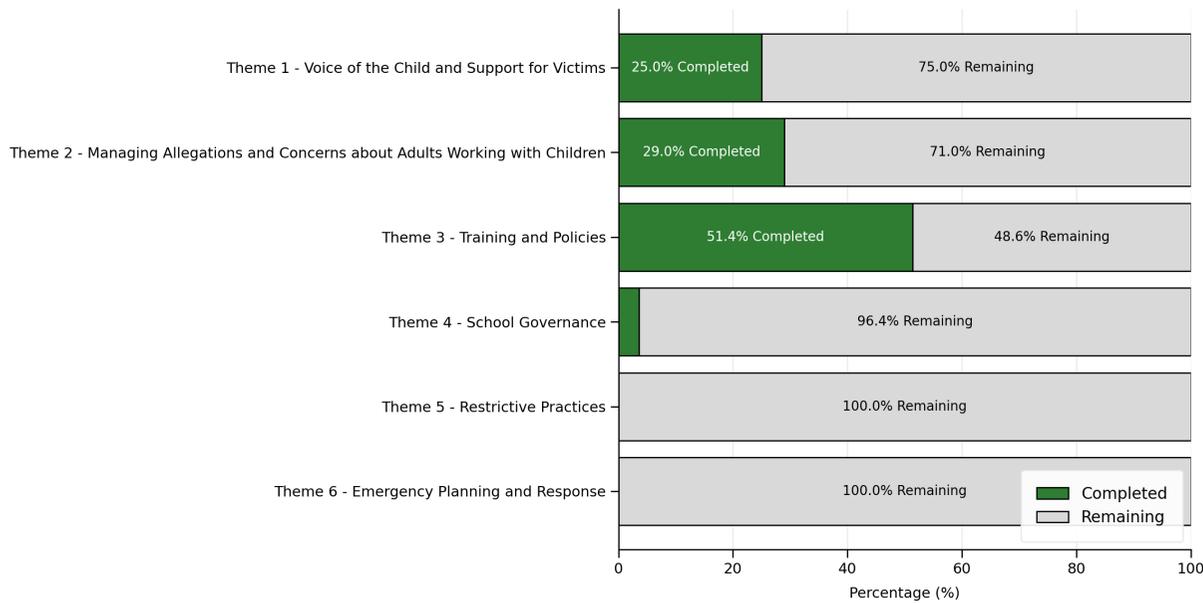
MAKING GWYNEDD A SAFER PLACE FOR CHILDREN AND YOUNG PEOPLE

2. Progress of Workstreams

This section presents a summary of progress to date across the programme's key work streams, highlighting overall trends, completion levels, and the balance between ongoing tasks and activities across each theme.



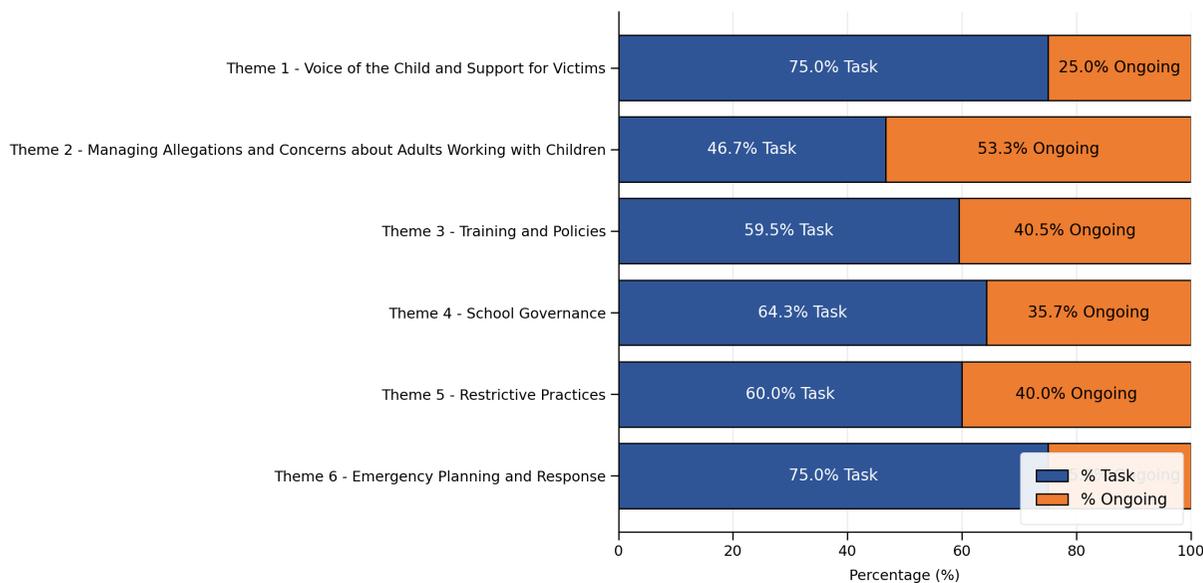
Task Completion by Theme (out of 100%)



This graph shows the progress that has been made since the adoption of the revised Response Plan (December 2025) and the establishment of new actions under the 7 themes.

The biggest progress has been made with Theme 3 (Training and Policies) with 51.4% of actions completed. Theme 4-6 is quite new following the adoption of the new plan and while there is no measurable progress to be seen with these themes yet, progress is being made with preparation, research and planning being essential prior to implementation. Expect to be able to report on further progress soon.

Workstreams: % Task vs % Ongoing (100% Stacked)

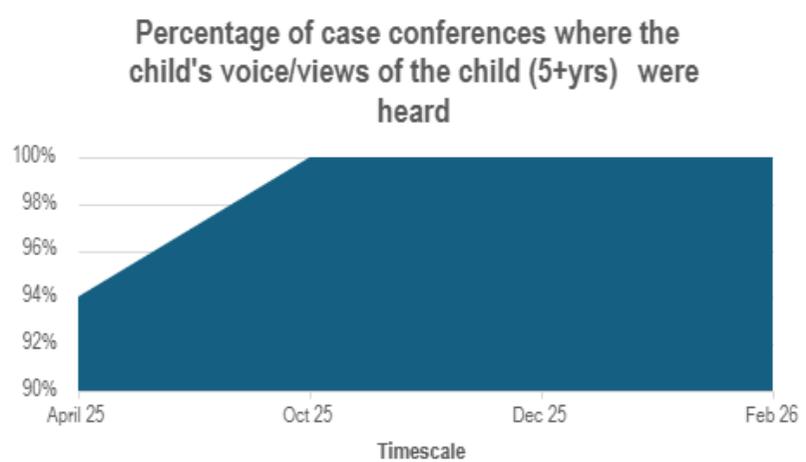


This graph shows the allocation by theme according to the nature of the action (i.e. tasks, ongoing issues). It will be seen that more ongoing issues, for example, where practices need to be embedded over time, form part of some themes (e.g. Theme 2) more prominently than other themes (e.g. Theme 6) where the nature of actions are more 'task and finish'.

Please also note that some of the above actions are dependent on other agencies/establishments to act first and therefore it is not possible to take immediate action on all aspects.

3. Table of Measures (Impact) - February 2026

Theme 1 - Voice of the Child and Supporting Victims Theme Leader: <i>Gwern ap Rhisiart</i>			
Number	Measure	Relevant Information	Update
1.	Regular opportunities for victim/survivor advocates (ISVAs) to provide feedback to Gwynedd Council on the quality and adequacy of the support and information provided by Gwynedd Council	Timetable: To be confirmed - we need further discussion on the matter hoping to be in a position to offer an update to the next Board meeting (April 2026).	Regular 1:1 discussions with advocates (ISVAs) and the Council to discuss the victims' individual needs and care plans in order to ensure correct and timely provision and to ensure this is continuously reviewed. Intention to establish a routine of quarterly meetings with advocates e.g. ISVAs, SARC (Victim Support Group) to receive feedback. There has also been contact with the boys and their families about any requirements in term of support and this continues to be reviewed regularly.
2.	Confidence and experience of safeguarding in schools	Timescale: It will be possible to share data here by the next Board (April 2026).	A questionnaire has been shared and filled out by nearly 2500 secondary pupils about - <ul style="list-style-type: none"> • Can pupils talk to someone at school? • Do they know where to go for help? It is intended to share data on school confidence as part of an alternative

			approach to information gathering that will be in line with the above.										
3.	Health and Wellbeing Gwynedd Schools (School Life)	Timescale: Annual - results will be published around February/March (2 year data can be reported). Intended to report results to the next Board (April 2026).	<p>Comparing the results of the Gwynedd SHiRN survey (school health and wellbeing survey) 2025-6 with national results. In particular, the 'School life' section.</p> <p>Gwynedd's performance is at or slightly above the Welsh average in most respects, particularly in terms of healthy eating and physical activity. However, some indicators are worse than the national average. Overall, the picture is positive but with clear areas for improvement – hope to report on the results of SHiRN to the next Board.</p>										
4.	Percentage of case conferences where the child's voice/views of the child (5+yrs) were heard	 <p>Percentage of case conferences where the child's voice/views of the child (5+yrs) were heard</p> <table border="1"> <thead> <tr> <th>Timescale</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>April 25</td> <td>94%</td> </tr> <tr> <td>Oct 25</td> <td>100%</td> </tr> <tr> <td>Dec 25</td> <td>100%</td> </tr> <tr> <td>Feb 26</td> <td>100%</td> </tr> </tbody> </table>	Timescale	Percentage	April 25	94%	Oct 25	100%	Dec 25	100%	Feb 26	100%	<p>This is already measured in the Children's Performance Challenge meetings – it can be reported on a quarterly basis.</p> <p>Percentage of case conferences where the child's voice/views of the child (5+yrs) were heard April - September - 94% October - November - 100% December - January - 100%</p>
Timescale	Percentage												
April 25	94%												
Oct 25	100%												
Dec 25	100%												
Feb 26	100%												
5.	Percentage of part 5 referrals where a social worker has	This is now done with all part 5 addresses, with a very small number of exceptions, including:	The percentage since the publication of the Our Bravery Brought Justice report is 100%.										

	<p>made a proactive effort to visit and listen to the voice of the child (5+yrs)</p>	<ul style="list-style-type: none"> • Children who cannot speak because of a disability • Children under speaking age (younger than 5 as the measure states) • Children where parents refuse to give consent <p>Note that we have modified the wording of the measure following a discussion with the managers from the Children's Department due to the rare exceptions noted above.</p>	<p>In the 3rd quarter of 2025, 31 part 5 referrals were received. Of those, we failed to hear the voice of the child directly in 5 cases. Of the 31, 8 went on to a strategy meeting and the child's voice was heard in 7 of those (88%). The one they didn't hear from was one of the 5 (of the 31 original referrals).</p>
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Theme 2 - Managing Allegations and Concerns about Adults working with Children

Theme Leader: *Dylan Owen*

Number	Measure	Relevant Information	Update
6.	<p>Staff confidence and experiences of Part 5 referrals and dealing with low-level concerns</p>	<p>Timescale: Annually - Aim to start reporting on this measure to the Board in July 2026</p>	<p>Discuss and check understanding of arrangements relating to low level concerns and allegations against members of staff.</p> <p>Looking at measurement as part of school monitoring checks and also periodic surveys and/or focus groups.</p>
7.	<p>Staff and members' confidence in the Council's Bell Ringing arrangements</p>	<p>Timescale: Aim to start reporting on this bill from the next Board onwards (April 2026).</p>	<p>Premature at this time as we have just adopted the policy but it is anticipated that we will be raising awareness and offering training to the workforce between January – April. We'll collect feedback through that procedure.</p>

Theme 3 - Training and Policies

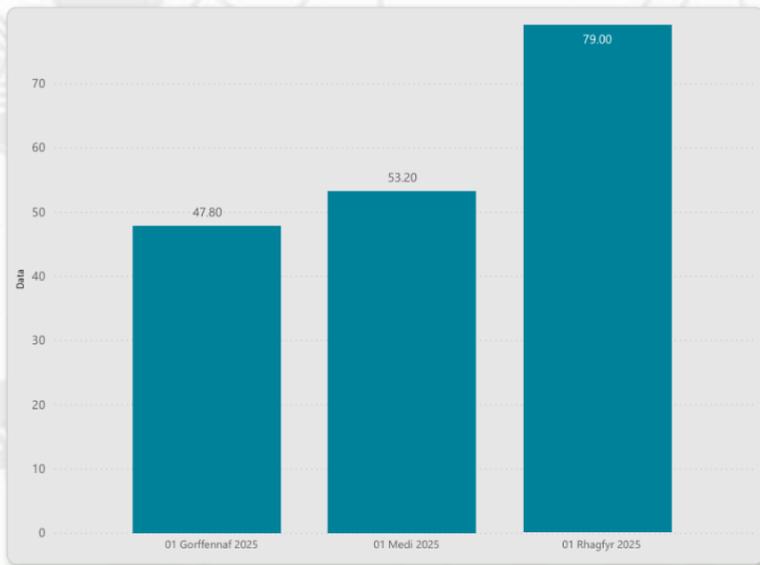
Theme Leader: Ian Jones

Number	Measure	Relevant Information	Update																																				
8.	DBS rates for staff	<p>Percentage of staff who have not renewed DBS on time</p> <table border="1"> <caption>DBS Renewal Rates</caption> <thead> <tr> <th>Month</th> <th>2024-2025 (%)</th> <th>2025-2026 (%)</th> </tr> </thead> <tbody> <tr><td>April</td><td>0.9%</td><td>0.9%</td></tr> <tr><td>May</td><td>0.9%</td><td>0.9%</td></tr> <tr><td>June</td><td>1.0%</td><td>1.0%</td></tr> <tr><td>July</td><td>1.1%</td><td>1.1%</td></tr> <tr><td>August</td><td>1.2%</td><td>1.2%</td></tr> <tr><td>September</td><td>1.2%</td><td>1.2%</td></tr> <tr><td>October</td><td>1.2%</td><td>1.2%</td></tr> <tr><td>November</td><td>0.4%</td><td>1.1%</td></tr> <tr><td>December</td><td>0.4%</td><td>1.0%</td></tr> <tr><td>February</td><td>0.5%</td><td>1.0%</td></tr> <tr><td>March</td><td>0.8%</td><td>1.0%</td></tr> </tbody> </table>	Month	2024-2025 (%)	2025-2026 (%)	April	0.9%	0.9%	May	0.9%	0.9%	June	1.0%	1.0%	July	1.1%	1.1%	August	1.2%	1.2%	September	1.2%	1.2%	October	1.2%	1.2%	November	0.4%	1.1%	December	0.4%	1.0%	February	0.5%	1.0%	March	0.8%	1.0%	<p><i>Data reported to Corporate Services Department Performance Challenge meetings.</i></p> <p>99% of staff who need a DBS check have a current one. Proactive steps are being taken to ensure that the remaining ones complete the check as soon as possible.</p>
Month	2024-2025 (%)	2025-2026 (%)																																					
April	0.9%	0.9%																																					
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March	0.8%	1.0%																																					
9.	Completing mandatory safeguarding training	<p>Mandatory Training - Completed</p> <table border="1"> <caption>Mandatory Training - Completed</caption> <thead> <tr> <th>Date</th> <th>Safeguarding (% completed)</th> <th>Domestic Abuse (% completed)</th> </tr> </thead> <tbody> <tr><td>March 25</td><td>35%</td><td>58%</td></tr> <tr><td>May 25</td><td>48%</td><td>58%</td></tr> <tr><td>July 25</td><td>50%</td><td>60%</td></tr> <tr><td>Sept 25</td><td>65%</td><td>65%</td></tr> <tr><td>Dec 25</td><td>72%</td><td>70%</td></tr> <tr><td>Feb 26</td><td>75%</td><td>72%</td></tr> </tbody> </table>	Date	Safeguarding (% completed)	Domestic Abuse (% completed)	March 25	35%	58%	May 25	48%	58%	July 25	50%	60%	Sept 25	65%	65%	Dec 25	72%	70%	Feb 26	75%	72%	<p><i>Data is reported to Challenge Departmental Performance – % of the Council's workforce has completed mandatory safeguarding training.</i></p> <p>76% of the Council's workforce have completed mandatory training on Safeguarding by 16.02.26 and all Council departments report on this at Challenge and Performance Support meetings. Quality visits/discussions with staff and annual questionnaires contribute to measuring the impact of the training on the operational practice.</p>															
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10.

Number and percentage of school quality check visits

Mesurydd: % o ysgolion sydd wedi derbyn ymweliad monitro yn y flwyddyn (calendr) diwethaf



Since January 2025 the Education Safeguarding and Well-being Team **has visited 80 schools in Gwynedd (85%)**.

Although the cycle started in January, the Team was not fully established until March 2025, so it was not possible to increase the visitation rate until after this point.

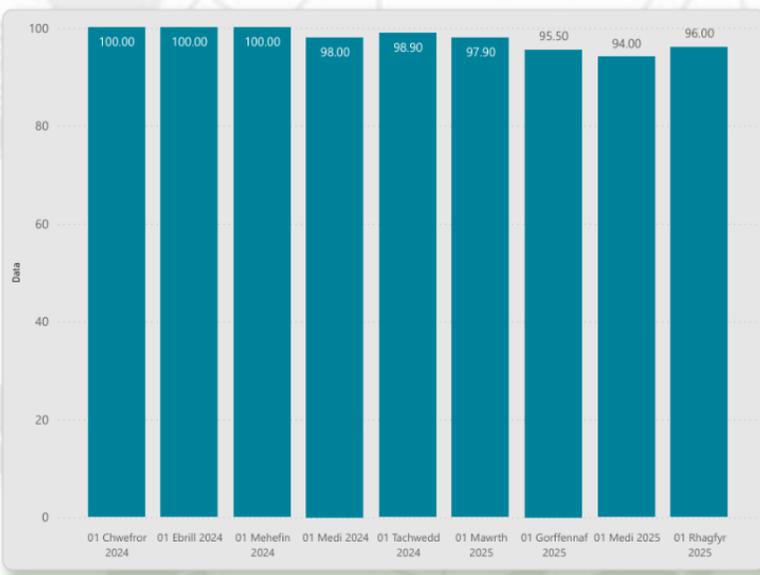
We are working towards visiting all schools by the end of the calendar year.

The new member will join in February, enabling us to increase the number of quality check visits each month, as well as offering additional support and training to schools.

11.

Compliance with school safeguarding policies

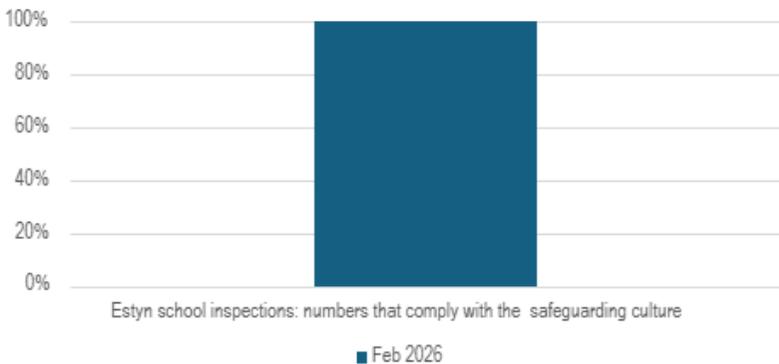
Mesurydd: % o ysgolion sydd wedi derbyn ymweliad monitro ac yn cydymffurfio yn dda neu'n well gyda'r gofynion Diogelu

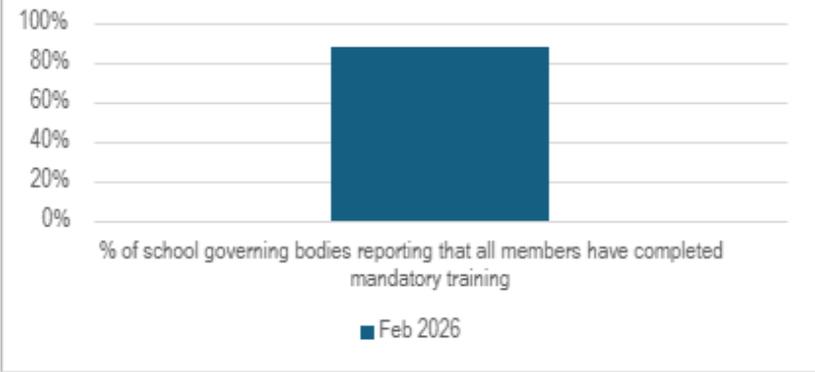


77 of the 80 schools (96%) are in good or better compliance with safeguarding requirements. Three schools are receiving a second visit or further support to check and reinforce certain aspects, such as attendance/absence recording arrangements and ensuring the availability of Safeguarding posters.

These three schools receive additional supportive visits to monitor that actions are being taken promptly. They are fully cooperating and following the recommendations given.

12.	% staff completed training on sex offenders and grooming	Timescale: Information collected between January and April 2026 – can be reported to the July 2026 Board meeting (possibility that some information will be available before then).	No training exists yet. Children and Education Services are in the process of commissioning an external company to provide training to all Council staff as well as Schools and Governors. It is expected that the module will be ready by April/ May 2026. An element of measuring/assessing understanding will be part of the training.
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Theme 4 - School Governance							
Theme Leader: Alison Halliday							
Number	Measure	Relevant Information	Update				
13.	Estyn school inspections: numbers complying with the safeguarding culture	<p data-bbox="770 660 1379 730">Estyn school inspections: numbers that comply with the safeguarding culture</p>  <p>The chart displays a single bar for February 2026, which reaches the 100% mark on the y-axis. The y-axis is labeled from 0% to 100% in 20% increments. The x-axis is labeled 'Estyn school inspections: numbers that comply with the safeguarding culture'.</p> <table border="1"> <thead> <tr> <th>Month</th> <th>Compliance Percentage</th> </tr> </thead> <tbody> <tr> <td>Feb 2026</td> <td>100%</td> </tr> </tbody> </table>	Month	Compliance Percentage	Feb 2026	100%	No school in Gwynedd has received a recommendation for safeguarding culture. One school has received a recommendation for safeguarding arrangements when pupils leave the premises during the school day.
Month	Compliance Percentage						
Feb 2026	100%						

14.	% of school governing bodies reporting that all members have completed mandatory training	<p style="text-align: center;">Safeguarding - % of school governing bodies reporting that all members have completed mandatory training</p>  <p style="text-align: center;">■ Feb 2026</p>	<p>Data from the November Safeguarding Annual Questionnaire indicates that 88% of Gwynedd Governors have completed mandatory safeguarding training. A further 12% indicate that it is being delivered at/by the next full meeting.</p> <p><i>This is not yet reported in Challenging Performance – Chair only at this time. A move is needed to ensure mandatory safeguarding training is all completed within the first term. A mechanism will need to be established to collect this information on a regular basis.</i></p>
15.	The Governing Body's confidence in their ability to be a Critical Friend of the school.	Timescale: Information collected before the end of the Summer term so that we can report to the Board at the start of the new term (September 2026).	<p>Measure this through anonymous questionnaires for all governors – confidence in their role, voice in decisions etc</p> <p>% of schools Estyn reports that a culture of enquiry and being a critical friend exists.</p>

Theme 5 - Restrictive practices

Theme Leader: Llion Williams

Number	Measure	Relevant Information	Update
16.	% of school staff completing training	Timetable: Information almost ready for circulation - February 2026 (<i>information to follow</i>)	The inclusion team analyses % who have received training. The training strategy will be evaluated as part of the external evaluation.

17.	% of schools comply with the restrictive practice model policy.	Timescale: It will be possible to share data here by the next Board (April 2026).	<p>All schools in Gwynedd have adopted the current policy on Restrictive Practices. Any modifications following the external evaluation will be included as an update to the current policy and shared with the schools so that they can adopt the latest policy.</p> <p>It is possible to measure the quality of protection visits that ensure compliance and circulate an annual questionnaire checking if schools have adopted.</p>
18.	Quality Protection – Policy compliance, level of training, reporting and evaluation processes are carried out during the annual visits.	Timetable: This aspect is being added to Quality Protection visits from early February 2026. It will be possible to share data here by the next Board (April 2026).	<p>Measure a record of discussions with the Principal/Governor-designate/Designated Person.</p> <p>This aspect is being added to Quality Protection visits from the beginning of February 2026.</p>
19.	<p>Reporting on the following two measures in performance challenge meetings:</p> <ul style="list-style-type: none"> • Numerous reports of restrictive practices by schools. • % of reports that have received the child's voice as part of the report 	Timescale: It will be possible to share data here by the next Board (April 2026).	<p><i>Data from schools being summarised and presented as part of the Challenge Performance process - quarterly</i></p> <p>This will be implemented following the external evaluation of the existing policy and arrangements.</p>

Theme 6 - Emergency Planning and Crisis Response

Theme Leader: Catrin Love

Number	Measure	Relevant Information	Update
20.	<u>Crisis Plans:</u> Number of schools/staff/Governors in each school who have received Emergency Crisis Plan training.	Timescale: <ul style="list-style-type: none">• Training to be scheduled asap (reporting schedule to the Board to be confirmed).	Report on the numbers receiving the appropriate training. Measuring staff confidence levels before and after training.
21.	<u>Crisis Plans:</u> Number of satisfactory inspections of crisis plans on Council sites	<ul style="list-style-type: none">• Annual audit programme to commence from September 2026 (reporting to the Board thereafter).	A programme of annual inspections to check number is satisfactory