

Theme 1 - Voice of the Child and Supporting Victims

No	Ref	Task ref	Theme	Recommendation / Objective	Action	Can CG take action:	Relevant to:	Responsibility - Cyngor Gwynedd	Timescale	RAG	Task / Ongoing	Task Completed	Measure	Resources	What has already changed?	What still needs to be done?													
1	CPR - 1		Theme 1 - Voice of the Child and Supporting Victims	All organisations that work with children must ensure that their policies on listening to the voice of the child are reviewed, fully implemented and reflect the learning from this Review See also that a recent report (November 2025) by Estyn / CIW has noted a recommendation to establish a corporate policy on the child's voice and rectify arrangements for listening to the child's voice under Welsh Safeguarding Procedures in order to ensure consistency across education and children and families departments; using messages from children and young people's forums to directly influence strategic planning	The Council will develop a policy on listening to the voice of the child and ensure its effective implementation.	Yes	All organisations	Dylan Owen	By April 2026	Yellow	Task		Yes	Yes	A first draft of the strategy has been produced which will form the basis for discussion with our Children and Young People's Forum moving forward. Two things are needed really, a clear strategy that addresses all the requirements and responds to the statutory requirements along with something simple and clear that will signal our clear commitment to ensuring the voice of the child in our every day work. It is intended to compile, possibly and based on the opinion of the forum, a child's voice charter. We have moved from using the word policy to using the word strategy. There are 5 parts to the strategy.	The intention is to develop a charter based on listening to the child's voice and child-friendly versions of the strategy with the completion date by April 2026 . Include the County Youth Forum and seek approval in terms of the content of our Voice of Children and Young People Strategy - March 2026													
		1.1															"	"	Set up a task and finish group across both Education and Children's Departments	le	Cyngor Gwynedd	Sharron Carter	November 2025	Grey	Task	yes			
		1.2															"	"	Conduct a scoping exercise to examine practices and approaches used by other councils.	le	Cyngor Gwynedd	Sharron Carter	December 2025	Grey	Task				
		1.3															"	"	Task group to undertake an audit of the Education and Children's Department current practices - including statutory processes	le	Cyngor Gwynedd	Sharron Carter / Gwern ap Rhisiart	December 2025	Grey	Task				
		1.4															"	"	Draft of the written policy	le	Cyngor Gwynedd	Gwern Ap Rhisiart	February 2026	Grey	Task				A first draft of the strategy has been produced which will form the basis for discussion with our Children and Young People's Forum moving forward.
		1.5															"	"	Present a draft policy and measures to relevant stakeholders, e.g. Reponse Board	le	Cyngor Gwynedd	Gwern Ap Rhisiart	Chwef-26	Yellow	Task				The first draft was submitted to the board on 2 March.
		1.6															"	"	Present the draft policy to Leadership Team	le	Cyngor Gwynedd	Gwern Ap Rhisiart	Tbc	Yellow	Task				
		1.7															"	"	Present the draft policy to Cabinet for final approval	le	Cyngor Gwynedd	Gwern Ap Rhisiart	Tbc	Yellow	Task				
		1.8															"	"	Whilst the Policy is being developed, any good practice identified at a regional level can be incorporated.	le	Cyngor Gwynedd / Regional Safeguarding Board	Dylan Owen / Sharron Carter	Tbc	Yellow	Ongoing				
		1.9															"	"	Monitor and revise policy every 2 years	le	Cyngor Gwynedd	Dylan Owen	Tbc	Yellow	Ongoing				
2	CPR - 2		Theme 1 - Voice of the Child and Supporting Victims	Organisations must be able to evidence to their professional Board and Regulators that they have a mechanism for listening to children and that this is embedded and functioning	Cyngor Gwynedd will need to establish and evidence systems for listening to children, with clear measures in place and regular reporting to the relevant professional boards and regulators.	Yes	All organisations / Regulators	Dylan Owen	By April 2026	Grey	Ongoing		Yes	Yes	The measures will be developed in conjunction with the "Voice of the Child Strategy" See Theme 1 (no. 1) on Policy Development	The measures will be developed in conjunction with the "Voice of the Child Strategy" See Theme 1 (no. 1) on Policy Development													
		2.1															"	"	The NWSB has noted its intention to track and learn from Regulatory Inspections, and ensure all statutory board partners present findings from inspections including feedback on the voice of the child.	Yes	Regional Safeguarding Board / All Local Authorities	Dylan Owen	Ongoing	Grey	Ongoing		Yes		
3	CPR - 3		Theme 1 - Voice of the Child and Supporting Victims	All agencies must ensure their staff are trained to identify and record behavioural changes in a child which may indicate that they are being groomed and/or abused.	Implement training for staff to recognise and document behavioural changes in children that could signal grooming or abuse.	Yes	All organisations	Dylan Owen	By March 2026	Yellow	Ongoing		Yes	Yes - any external training package costs	The Education Department has incorporated information about grooming into the safeguarding training pack for schools for the start of the academic year (September 2025). The Children's Department has also reviewed the training currently being provided to its workforce. While elements relating to inappropriate relationship building were included within a number of existing modules, for example, CSE, CCE and Trauma-Informed Practice, bespoke training did not focus specifically on grooming. Therefore, the Department has undertaken a comprehensive review of potential training options (including courses by the NSPCC and the Lucy Faithfull Foundation) that focus specifically on grooming, recognising signs of inappropriate relationships in children, and understanding the methods used by sex offenders.	Implement training for staff to identify and document behavioural changes in children which could be a sign of grooming or abuse - by March 2026 . As well as working with the North Wales Safeguarding Board to support the implementation of related regional training.													
		3.1															"	"	Review training already in place within the Children's Department	Yes	Cyngor Gwynedd	Sharron Carter	September 2025	Green	Task	yes			

7	CPR - 8	Theme 1 - Voice of the Child and Supporting Victims	Welsh Government develop the curriculum to ensure that pupils gain the knowledge to understand adult grooming behaviours and know how to report safely to an adult	Curriculum changes to ensure pupils understand adult grooming behaviours and reporting	No	Welsh Government	Gwern ap Rhisiart	September 2026		Ongoing						Cyngor Gwynedd is following the National Curriculum and is keen to introduce any changes made by the Welsh Government after they have fully considered the matter.
	7.1	"	"	Implement any changes to the curriculum proposed by the Welsh Government once they have fully considered the matter.	No	Cyngor Gwynedd	Gwern ap Rhisiart	Tbc		Ongoing			We will need to see the proposed changes before deciding on the possible resources.			
8	CPR - 9 RP - A4 RP - A1	Theme 1 - Voice of the Child and Supporting Victims	All Local Authorities should evidence that they support and advocate for victims of trauma, on a case-by-case basis, where their access to education has been limited by their experience. This would include ensuring that victims have access to further and higher education and accompanying funds where grade requirements and attendance have not been met due to the trauma experienced	Supporting victims of trauma and tailoring support to correspond with the individual's needs.	Yes	All Local Authorities	Dylan Owen	Ongoing		Ongoing					A letter has been sent to the boys who were victims. An apology and an offer of a meeting have been given to all.	Identify potential packages of support for other victims who may come forward in the future
	8.1	"	"	Continue working closely with RASAC Gogledd Cymru to ensure suitable, tailored personal support plans are in place for victims. This is discussed regularly in the Victim Support Panel and Mappa3.	Yes	Cyngor Gwynedd	Sharron Carter	Ongoing		Ongoing			YES			
	8.2	"	"	Wider Support - Counselling support and emotional/well-being support for victims and survivors, pupils and staff	Yes	Cyngor Gwynedd	Sharron Carter/Gwern Ap Rhisiart	Ongoing		Ongoing			YES			
	8.3	"	"	Identify potential packages of support for other victims who might come forwards in the future	Yes	Cyngor Gwynedd	Sharron Carter/Gwern Ap Rhisiart	Ongoing		Ongoing			YES			
9	RP- A5	Theme 1 - Voice of the Child and Supporting Victims	A5 - Deal with applications for compensation - Resolve outstanding proceedings in a timely manner	Process compensation claims and resolve outstanding cases promptly.	Yes	Cyngor Gwynedd	Nia Grisdale	Ongoing		Task	yes				Any issues received are now in the hands of expert lawyers, who will work towards a timely resolution, supported by the Council's legal department.	
	9.1	"	"	Any matters received are now with specialist lawyers, who will work toward a timely resolution, supported by the Council's legal department.		Cyngor Gwynedd	Nia Grisdale	Ongoing		Task						
10	NEW - 1	Theme 1 - Voice of the Child and Supporting Victims	Voice and Experiences of Children and Young People In addition to the content of the CPR report, ongoing work is being carried out with: - Supporting the growth and confidence of the County Youth Forum - School Councils - Child Friendly County initiatives - Promoting Children's Right - Trauma-Informed County training programmes	Co-ordinate a Council-wide, strategic approach to the Voice and Experiences of Children and Young People (Children's Rights Approach), embedding a strong, child-centred culture across all services.	Yes	Cyngor Gwynedd	Gwern ap Rhisiart	Ongoing		Task		YES	Possible - training costs		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. There has therefore been a shift from creating an action plan to creating a strategy that will then form the basis of specific workstreams. Headings: The Voice of Children and Young People in the safeguarding system The Voice of Children and Young People in Education The Voice of Children and Young People across Council Services Influence on Corporate Processes Effect	Creating the strategy – the input of the Youth Forum will play a vital role in guiding this work and helping to shape the principles that underpin our approach.
	10.1	"	"	Build a basic picture of what is already happening across the Council in relation to children's voice, participation, and rights.	Yes	Cyngor Gwynedd	Dylan Owen	Tachwedd 2025		Task	do					
	10.2	"	"	Contact UNICEF (Child Friendly Cities) and the Children's Commissioner to collect guidance and frameworks that can inform the Council's approach.	Yes	Cyngor Gwynedd	Dylan Owen	Tachwedd 2026		Task	do					
	10.3	"	"	Children's Rights workshop arranged for Board Members (February 2026)	Yes	Cyngor Gwynedd	Dylan Owen	Chwefror 2026		Task		yes				
	10.4	"	"	Present Action Plan to the Board for approval	Yes	Cyngor Gwynedd	Gwern Ap Rhisiart	Maw-26		Task						

Theme 2 - Managing Allegations and Concerns about Adults who work with Children																
No	Ref	Task ref	Theme	Recommendation / Objective	Action	Can CG take action:	Relevant to:	Responsibility - Cyngor Gwynedd	Timescale	RAG	Task / Ongoing	Task Completed	Measure	Resources	What has already changed?	What still needs to be done?
11	CPR -11		Theme 2 - Managing Allegations and Concerns about Adults working with Children	The revised procedures make it a requirement that the voice of the child is heard, even where a child has not made a disclosure.		Not directly	Welsh Government	Dylan Owen	Tbc		Ongoing	yes	yes	Yes - See Theme 1 (Measure 5)	See also Theme 1 (No. 5). The Children's Department now ensures that all children involved in a referral (in some cases where the child has referred another child and the disclosure is not about them) have a social worker visit and listen to them. Challenges have arisen since the system was put in place and some parents feel very uncomfortable with a social worker talking to their child and, as a result, refusing permission. Such complaints are logged and will be monitored continually. Some other local authorities have also pushed back when the child lives in a neighbouring county.	Continue to monitor numbers who refuse to let a Social Worker talk to the child. It is also necessary to arrange advice from the legal team in order to review the rights of parents and children in accordance with safeguarding procedures.
12	CPR - 14		Theme 2 - Managing Allegations and Concerns about Adults working with Children	Safeguarding Boards require and scrutinise Local Authority reports on allegation management on at least an annual basis, and that reporting on allegations becomes part of the Estyn and CIW regulatory requirements.		Not directly	Regional Safeguarding Board / Regulators	Dylan Owen	Tbc		Yn parhau	no	yes	No	We will wait for the guidance of the Regional Safeguarding Board.	The North Wales Safeguarding Board has set out its intention to include performance information regarding compliance with this action in its annual report. The regional delivery group will undertake an annual audit of section 5 practices.
13	RP- B5		Theme 2 - Managing Allegations and Concerns about Adults working with Children	The regulatory body (ESTYN) is conducting inspections in individual schools and is reporting whether the safeguarding arrangements on a local (school) level meet the requirements	Work with ESTYN to support and respond to school-level inspections, ensuring that safeguarding arrangements in individual schools meet regulatory requirements.	Yes	Cyngor Gwynedd / Estyn	Gwern ap Rhisiart	Ongoing		Ongoing	yes	yes	Dependent on findings per School	Estyn shares any safeguarding concerns from school inspections with the Council and these are discussed during their termly meetings with the Authority. Monitoring and risk mitigation arrangements are in place. We will need to monitor all schools through our Quality Assurance visits and ensure that any school that has safeguarding findings following an Estyn visit receives support to address those issues. Our aim is to visit each school once a year, which will allow us to ensure that all schools are Estyn ready but, more importantly, safe.	An annual arrangement in place - on target to be visiting all schools within a 12 month cycle.
		13.1	*	*	Estyn corresponds with Gwynedd where safeguarding concerns are highlighted in an inspection. These are discussed in Estyn's termly visits with the Authority.	Yes	Estyn/Cyngor Gwynedd	Gwern Ap Rhisiart / Dyfrig Ellis	Ongoing		Ongoing	yes	Yes	This is dependent on the findings. We will support schools in securing boundaries for example.		
		13.2	*	*	Ensure monitoring and risk mitigation arrangements are in place	Yes	Cyngor Gwynedd	Gwern Ap Rhisiart	Ongoing		Ongoing	yes	Yes	No		
	CPR - 15 RP- C2 RP - C2a		Theme 2 - Managing Allegations and Concerns about Adults working with Children	Welsh Government consider requiring schools to develop an 'Adult Conduct of Concerns Policy' (known in England as a Low-level Concerns Policy) considering producing guidance on safe working practice. Barrister's Report - Recommendation 2: Ensuring that records relating to safeguarding matters are stored in a secure central location, rather than being kept separately in the files of individual staff members Barrister's Report also noted that the Council should implement clearer guidelines for dealing with informal concerns, which are issues that reveal a safeguarding risk raised outside the context of the formal referral process.	Welsh Government consider requiring schools to develop an 'Adult Conduct of Concerns Policy' (known in England as a Low-level Concerns Policy) considering producing guidance on safe working practice	Not directly	Welsh Government	Dylan Owen	October 2025 - December 2026		Task	no	yes	No	Recommendation 15 CPR (Low Level Concerns Policy in Schools) - Welsh Government has indicated its intention to consider introducing an Concerns Policy regarding Behaviour of Adults in schools, similar to the Low Level Concerns Policy in England. This will be part of the review of the guidance on disciplinary procedures and dismissal of school staff following the Senedd elections. - Decision: The Council will not operate or proceed with new arrangements until the relevant guidance is published by Welsh Government. Recommendation 2 + 2a Barrister's Report 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 of 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. - Decision: Ensure agreement to close the recommendation formally via the Response Board until system / technology developments are in place (autumn 2026).	Following discussion on 04.02.26, the Response Board is asked to agree with the suggested Decision (set out in column P) and formally close the recommendation pending further guidance from Welsh Government. An update can also be introduced following the establishment and embedding of the two new systems (MOSAIC and HR System). This will happen following the transition to the new system in autumn 2026.
		14.1	*	*	Circulate a copy of the policy used in England with relevant officers for consideration and identify if anything can be done in the interim.	Yes	Cyngor Gwynedd	Dylan Owen	October 2025		Task	yes				
		14.2	*	*	Meet with the HR Department to look at what can be done corporately and if it is possible to hold a central list of staff who are the subject of a safeguarding claim.	Yes	Cyngor Gwynedd	Dylan Owen	October 2025		Task	yes				
		14.3	*	*	Meet with Safeguarding Officers (Children and Adults), the Head of Education and Head of Corporate Support (HR) to decide way forward.	Yes	Cyngor Gwynedd	Dylan Owen	November 2025		Task	yes				
		14.4	*	*	Work with the Data Protection Team to consider any measures / guidelines that need to be put in place and how long it'll be possible to store information etc.	Yes	Cyngor Gwynedd	Dylan Owen	December 2025		Task	yes				
		14.5	*	*	Reintroduce the list corporately and ensure HR manages it as an active process.	Yes	Cyngor Gwynedd	Dylan Owen / Ian Jones	February 2026		Task	no			Following a discussion on 4.2.26 it was decided to delay the reintroduction of the central list system, given that it was not being used pre-Covid. Historical information is now checked by Social Services every time a Part 5 referral comes in, and with new systems developments underway (MOSAIC and HR System) it will be possible to look at and make use of technology to facilitate flagging the information centrally.	
		14.6			Look at further technology (e.g. The new HR System when in place) that can simplify the process as much as possible.	Yes	Cyngor Gwynedd	Dylan Owen / Ian Jones	October 2026 onwards		Ongoing					

		14.7	*	-		NWSB has also noted that further discussions are to take place at Wales Safeguarding Procedures Project Board.	Not directly	Regional Safeguarding Board	Dylan Owen	Tbc		Ongoing								
	CPR - 12				Theme 2 - Managing Allegations and Concerns about Adults working with Children	It is a requirement that thresholds for invoking the procedures are decided at a multi-agency meeting and not solely by the LADO, and take into consideration previous concerns, complaints and allegations	Ensure that multi-agency discussions take place to assess thresholds for any concerns involving individuals in positions of trust	Yes	Welsh Government	Dylan Owen / Sharron Carter	Tbc		Ongoing	yes	Possible resource implication - a corporate bid is under consideration				<p>The Children's Department has already implemented a number of measures internally to ensure that decisions are not made solely by the LADO. It has increased capacity through the additional use of DOS roles within the safeguarding unit. Referrals will be screened by the IAA and discussions will take place with either the LADO or the DOS regarding the need to implement Part 5 procedures.</p> <p>Our strategy discussion and meeting templates have already been revised to ensure that any and all previous information is captured and shared.</p> <p>The Children's Department has started talks with North Wales Police and is looking at the situation in other neighbouring counties. While some operate in a system similar to MASH (Multi-Agency Safeguarding Hub), others use technology to facilitate the procedure. At the moment it is preferred to look at the "Open Line Access" procedure over Teams for Gwynedd.</p> <p>A corporate bid has been put forward for a number of Posts to cope with the additional pressures in the Children's Department.</p>	<p>The Children's Department will arrange a multi-agency meeting with the Police, the Health Board, the Probation Service, the Education Department and the Housing Department, to agree on the establishment of a Teams channel open to all.</p> <p>A further meeting will also be planned with Adults Services to consider the wider implications of such a threshold when making decisions.</p>
		15.1	*	-			Ensure a consistent arrangement whereby referrals are first received by the Referrals Team and then assessed by the LADO, so that decisions are never made by a single individual.	Yes	Cyngor Gwynedd	Sharron Carter	October 2025		Ongoing							
15		15.2	*	-			While the Government is considering implementing this recommendation, Children's Services will pilot a process for referrals concerning individuals in a position of trust. The Children's Department will reach out to the North Wales Police Service to consider the practicalities of doing this.	Yes	Cyngor Gwynedd	Sharron Carter	November 2025		Task							
		15.3	*	-			Determine any resources required to facilitate the successful implementation of this action. Department Heads and Director to discuss a corporate bid.	Yes	Cyngor Gwynedd	Dylan Owen / Sharron Carter	November 2025		Task							
		15.4	*	-			Organise a meeting in order to get an agreement to establish a new open Teams channel.	Yes	Cyngor Gwynedd	Dylan Owen / Sharron Carter	February 2026		Task							
		15.5	*	-			The NWSB Regional Delivery group has noted that audits will be undertaken to ensure compliance with this requirement and that National Section 5 training will be delivered to support LADOs.	Yes	Regional Safeguarding Board	Dylan Owen	Tbc		Ongoing							
		15.6	*	-			Review the procedure in view of any further recommendations or guidance from Welsh Government on the matter in the future	Yes	Cyngor Gwynedd	Sharron Carter	Tbc		Ongoing							
16	CPR - 5				Theme 2 - Managing Allegations and Concerns about Adults working with Children	When a referral is made under Wales Safeguarding Procedures Section 5, all safeguarding information on the child's records on the data management system must be taken into consideration when assessing risk and vulnerability	Ensure that, when a referral is made under Wales Safeguarding Procedures - Section 5, all existing safeguarding information held on the child's record is reviewed when assessing risk and vulnerability	Yes	All organisations	Dylan Owen	September 2025		Task	yes	yes	no		<p>Practice now includes consideration of previous referrals. An internal audit was carried out to review previous referrals to ensure proper consideration was given.</p> <p>The Part 5 discussion forms and strategic meetings have been updated to confirm that the child's records have been checked, reviewed and considered, and that this has been clearly recorded.</p> <p>They are also an incentive for other attendees, such as Education or HR representatives, to review any relevant background information and records.</p>	<p>Implemented/completed.</p> <p>Monitoring arrangements are underway, through the Children's Department's audit programme and Quality Assurance Framework (See Theme 2 - No. 17). The DOS/Quality Assurance post will be advertised before the end of February.</p>	
		16.1	*	-			Adapt the Part 5 discussions forms and the Part 5 Strategy meeting forms, in order to ensure that this check information is recorded from now on.	Yes	Cyngor Gwynedd	Sharron Carter	September 2025		Task	yes	yes	no				

17	NEW-2		<p>The Our Bravery Brought Justice report has identified a number of missed opportunities, and some of these are linked to shortcomings in the Part 5 implementation arrangements. Specifically:</p> <ul style="list-style-type: none"> - Too much emphasis on the criminal threshold, need more consideration for "suitability to work with children" - Rigidity and lack of flexibility when negotiating thresholds - Ensure that other LAs are invited to part 5 strategy discussions and meetings if they are involved with a child in their area - Ensure that chair of governors are invited to formal Part 5 Meetings. <p>In the same way, the November 2025 Estyn / CIW review indicated that there was a need to:</p> <ul style="list-style-type: none"> - notify the referrer within seven working days of the outcome of a referral - ensuring the regular contribution of key practitioners to strategy discussions - Establish corporate quality assurance arrangements that measure the impact of child protection and protection work on practice and on children's well-being and use the findings to inform decisions, prioritize resources and strengthen governance at all levels. 	Looking at the issues raised in the Report about Part 5 arrangements will form part of the Quality Assurance Framework with an audit program that the Children's Department will put in place.	Yes	Cyngor Gwynedd	Sharron Carter	Ongoing	Ongoing	Yes	Yes - employing a DOS who will also lead on the Audit Framework for the Department	<p>It is noted that work has been done to bring these recommendations together in order to simplify and tidy up the work programme. Now, CPR-5; NEW-2; NEW-3; NEW-6; NEW-7 (according to the old reference) are all reported under Theme 2 (number 17).</p> <p>In addition, the recommendations of the Estyn / CIW report (November 2025) have been incorporated to ensure that they are an integral part of the work programme.</p> <p>A draft of the quality assurance framework has been prepared and submitted to the Ministerial Assurance Group in January 2026. Further work is ongoing on it.</p>	<p>The intention is to recruit an individual, funded by Welsh Government (through the Head of Education), who will act as the Designated Officer for Safeguarding (DOS) and who will also be responsible for developing an audit work programme across the Children's Department.</p> <p>This position will be advertised before the end of February.</p>	
18	NEW-4		<p>Ensuring the referral form is easily accessible and not difficult to fill in</p>	Ensure the referral form is easy to find and simple to complete, removing any barriers to access.	Yes	Cyngor Gwynedd	Dylan Owen	Tbc	Task	Yes	Capacity of the IT Dept to undertake this work	<p>We have taken several steps to highlight the current referral form, including:</p> <ul style="list-style-type: none"> - Highlighting it on the corporate website under child abuse, safeguarding and keeping learners safe, clearly stating that this is the form for agencies and professionals. - Send a reminder to all school heads. - Highlight it on the children's intranet, and do the same on the schools intranet (Hwb). - Work with the Corporate Safeguarding Champion to ensure that it is highlighted on the safeguarding page on the staff intranet. <p>We have received an update regarding the arrangements and timetable for the proposed national changes to the referral form. The administrators of the MOSAIC programme have confirmed that digital forms can be created through the system. However, further scoping work will be required once the programme is embedded, in order to fully understand how this will work in practice and any challenges that will need to be addressed.</p>	<p>The long-term intention is to create a digital form to avoid the need for officers to download and fill out a PDF. However, in the interim, because:</p> <ol style="list-style-type: none"> 1) that national changes are underway to standardise the referral form across Wales; and 2) that the Department moves to a new data system (MOSAIC) in October, <p>We will remain with the current arrangements until MOSAIC is operational and embedded.</p>	
	18.1	*	*	Make sure the form is easy to find under Child Abuse, Children and Supporting Families and Keeping Pupils Safe on the Council Website.	Yes	Cyngor Gwynedd	Sharron Carter	November 2025	Task					
	18.2	*	*	Email all Gwynedd school Headteachers raising awareness of the revised form	Yes	Cyngor Gwynedd	Sharron Carter	November 2025	Task					
		18.3	*	Work with the IT department to develop a digital version of the form so that users no longer need to download a PDF and send through an email; the information will be submitted and sent automatically through the website	Yes	Cyngor Gwynedd	Sharron Carter	October 2026	Task					
19	NEW-5		<p>Theme 2 - Managing Allegations and Concerns about Adults working with Children</p> <p>Ensure transparent and open culture when dealing with referrals - being open to information over the phone</p>		Yes	Cyngor Gwynedd	Dylan Owen / Sharron Carter	Ongoing	Ongoing	no	No	No	<p>The Department is available to provide advice and receive referrals over the phone. There are also professional and ethical requirements for individuals raising concerns about a child to record key information so that clear written evidence is available, enabling the Department to act appropriately and accurately.</p>	Part of our ongoing work includes raising awareness across the wider workforce to ensure everyone understands the correct procedures, for example by training staff on what information needs to be recorded (see Theme 3).
20	CPR-10		<p>Theme 2 - Managing Allegations and Concerns about Adults working with Children</p> <p>The Welsh Government ensures that the revision of the Section 5 procedures is shaped by and takes account of the learning from this Review</p>		No	Welsh Government	Dylan Owen	Tbc	Ongoing	no	Not currently		<p>Gwynedd is fully committed to participating in full in the trialling and implementation of any proposed changes. The North Wales Safeguarding Board has indicated that discussions will take place at the Wales Safeguarding Procedures Project Board in December 2025.</p> <p>To date we have not received a copy of the results of the review.</p>	
21	CPR-16		<p>Theme 2 - Managing Allegations and Concerns about Adults working with Children</p> <p>The new Welsh Government Strategy (10-year Strategy 2025 - 2035 for the prevention of child sexual abuse (which builds on the National Action Plan for Preventing and Responding to CSA, July 2019) is stress-tested against the findings of this review and that any learning is incorporated into the new strategy</p>		No	Welsh Government	Dylan Owen	End of March 2026	Ongoing				<p>The Council has already responded to the consultation and noted that it is vital that the Welsh Government's Child Sexual Abuse Prevention Strategy 2025-2035 is rigorously tested against the findings of the CPR. The strategy must consider the local lessons to be learned in order to achieve meaningful improvements in practice.</p>	Waiting for the publication of the Report by Welsh Government (estimated March 2026)
22	RP-82		<p>Theme 2 - Managing Allegations and Concerns about Adults working with Children</p> <p>Restructuring and establishment of the Gwynedd Schools Safeguarding and Well-being Service.</p>	Service continues to review if the structure is fit for purpose.	Yes	Cyngor Gwynedd	Gwern ap Rhisiart	Ongoing	Completed	yes	Restructuring has already taken place. Additional post funded by WG.	<p>Reported at the meeting that the restructuring of the Education Services in order to establish the Gwynedd Schools Safeguarding and Well-being Service had been completed. This provides capacity to check the quality of school arrangements annually as well as durability in terms of staffing.</p> <p>Appointed for the fourth team member to start in their role at the beginning of February 2026.</p>	The service continues to review its structure to ensure it remains fit for purpose, identifying any areas that may need to be adapted to meet current and future requirements.	
23	NEW-8		<p>Theme 2 - Managing Allegations and Concerns about Adults working with Children</p> <p>Ensuring better working relationship with Schools so that there isn't a perception that referring is troublesome/rejecting referrals</p>		Yes	Cyngor Gwynedd	Gwern ap Rhisiart / Dylan Owen	Ongoing	Ongoing		No		<p>Team managers already meet regularly with heads and arrangements are planned to be in place for the schools that request them. It used to be standard practice for the Head and Assistant Head of the Children's Department to attend school heads' forums occasionally - this practice needs to continue.</p>	Maintain the current practice of regular meetings between heads and team managers and participate in heads forums.
24	NEW-9		<p>Theme 2 - Managing Allegations and Concerns about Adults working with Children</p> <p>Ensure better communication/co-ordination between education and children departments</p>		Yes	Cyngor Gwynedd	Sharron Carter / Gwern ap Rhisiart	Ongoing	Ongoing		No		<p>The Safeguarding and Well-being Team is currently meeting with executive management teams to ensure a better understanding of roles. In addition, the role of Virtual Headteacher for Children in Care ensures that ongoing liaison is maintained with Children's Services and the Education Department is key to the successful implementation of the "No Wrong Door" Policy.</p>	Put in place arrangements for regular joint Managers' Meetings to be held periodically (e.g. quarterly) in order to strengthen collaboration between the two Departments.

25	NEW-10	Theme 2 - Managing Allegations and Concerns about Adults working with Children	Ensure clear recording of Strategy Discussions and clarification around decisions made at these meetings		Yes	Cyngor Gwynedd	Sharron Carter	Ongoing		Ongoing		Oes	Yes - employ an additional DOS who will also lead on the Audit Framework for the Department	The decision has been made to trial the use of Magic Notes when recording Strategy meetings in the Children's Department. It will be necessary to agree who from the team will participate in the pilot. Currently, WCCIS limitations mean that some temporary administrative work will be required, including copying and pasting the records into the system. However, this is expected to be an interim arrangement only, with MOSAIC going live in October.	<p>We'll be piloting and trialling Magic Notes.</p> <p>Looking at the quality of minutes of Strategy discussions will form part of the audit work that the Department will put in place. The intention is to recruit an individual, funded by Welsh Government (through the Head of Education), who will act as the Designated Officer for Safeguarding (DOS) and who will also be responsible for developing an audit work programme across the Department.</p> <p>There is a risk that needs to be highlighted that the recruitment of Social Workers is challenging at the moment, especially in the current climate. Alternative schemes may need to be considered if it becomes impossible to fill the position.</p>
----	--------	--	--	--	-----	----------------	----------------	---------	--	---------	--	-----	---	---	---

Theme 3 - Training and Policies

No	Ref	Task Ref	Theme	Recommendation / Objective	Action	Can CG take action:	Relevant to:	Responsibility - Cyngor Gwynedd	Timescale	RAG	Task / Ongoing	Task Completed	Measure	Resources	What has already changed?	What still needs to be done?
29	CPR - 17		Theme 3 - Training and Policies	Welsh Government commission a training resource based on the findings of this Review for use by all schools in Wales. This should be adaptable for use by other agencies working with children		No	Welsh Government	Gwern ap Rhisiart	tbw by WG		Ongoing					The Council fully supports this recommendation and is keen to implement or pilot such training, once the Welsh Government has considered the matter.
30	CPR - 18		Theme 3 - Training and Policies	All school staff, volunteers (including administrative and facilities) and Governors receive training on the modus operandi of sex offenders and sex offender grooming using the Finklehor model See also that a recent report (November 2025) by Estyn / CIW has stated in the recommendations that there is a need to: Strengthen safeguarding training for all staff and governors, ensuring that it is fit for purpose and includes information about exploitation together with establishing robust processes to evaluate the impact of training on practice.	Ensure that all school staff, volunteers (including admin and facilities staff), and Governors receive training on how sex offenders operate and groom, using the Finklehor model.	Yes	All Schools	Gwern ap Rhisiart	tbw		Ongoing				Cross-departmental work has been undertaken to identify appropriate training for Council and school staff. A cross-departmental panel has considered packs from two national providers.	This training will need to be developed. There is no recognised training provision for this, what is included in the current training pack for schools has been provided by the NSPCC and is not sufficient to address the report's findings.
30.1 *																
31	CPR - 19		Theme 3 - Training and Policies	The safeguarding Boards are assured that this training is delivered to Local Authority personnel in Education, Children's Services and Human Resources who lead on or respond to the management of concerns about adults working with children	Safeguarding Boards should be assured that all school staff, volunteers (including admin and facilities staff), HR staff and Governors receive training on how sex offenders operate and groom	Yes	Regional Safeguarding Board	Gwern ap Rhisiart / Dylan Owen / Ian Jones	tbw (see CPR-18)		Ongoing	yes	yes		(see CPR-18)	(see CPR-18)
32	CPR - 20		Theme 3 - Training and Policies	The Safeguarding Board is assured that all Local Authorities have clear Whistleblowing policies which are publicised and can be used safely by all staff	Cyngor Gwynedd's Whistleblowing policy is clearly communicated and can be used safely by all staff.	Yes	Regional Safeguarding Board	Ian Jones	April 2026		Ongoing	yes	?		The Whistleblowing Policy is already in place and the Council has undertaken an Internal Audit on the awareness of it in June 2024. A Task and Finish Group was established in July 2025 and a work programme is in place to review the Corporate 'Whistleblowing' Policy and the Model Policy for Schools. This includes inviting external experts (PROTECT) to provide views and ensure that the policy is fit for purpose and undertaking a consultation process with Unions. A revised policy has been drafted and circulated for review with the aim of submitting it to Cabinet for approval in February 2026. The Task and Finish Group has made a comparison with the Welsh Government's policy in terms of schools and at present does not consider it necessary to introduce a new policy for Gwynedd schools. Rather, it is recommended that all schools move to adopt Government policy as soon as possible.	- Receive approval and adopt the new Policy - Commissioning a new recording and monitoring system in order to implement the Policy - A programme to raise awareness and undertake training for Heads of Department, Assistant Heads, Managers, Team Leaders and N45 staff
		32.1 *		Internal audit of staff awareness of Whistleblowing Policy		Yes	Cyngor Gwynedd	Ian Jones	June 2025		Task	yes			Completed	
		32.2 *		Establish Task and Finish Group		Yes	Cyngor Gwynedd	Ian Jones	July 2025		Task	yes			Completed	
		32.3 *		T&F to review of the Corporate 'Whistleblowing' Policy and the Schools Model Policy. This includes inviting external experts (PROTECT) to give an opinion and ensure that the policy is fit for purpose and carry out a consultation process with the Unions.		Yes	Cyngor Gwynedd	Ian Jones	End of November 2025		Task	yes			Completed	
		32.4 *		Present to Cabinet to receive approval of the new Policy		Yes	Cyngor Gwynedd	Ian Jones	January 2026		Task				Completed	
		32.5 *		Present to the Full Council to adopt the amended Policy.		Yes	Cyngor Gwynedd	Ian Jones	5 March 2025		Task	no				
		32.6 *		Commission a new recording and monitoring system for implementing the Policy		Yes	Cyngor Gwynedd	Ian Jones	End of January 2026		Task	no			In progress	
		32.7 *		Programme to raise awareness and carry out training for Heads of Department, Assistant Heads, Managers, Team Leaders and staff		Yes	Cyngor Gwynedd	Ian Jones	January - April, 2026		Task / Ongoing	no	Yes	yes		
		32.8 *		Review the effectiveness of the policy every 3 years		Yes	Cyngor Gwynedd	Ian Jones	December 2028		Ongoing	no				
		32.9 *		All schools move to adopt the Government's policy as soon as possible. Raising awareness and training.		Yes	Cyngor Gwynedd	Gwern ap Rhisiart	tbw		?		yes		Government to provide a revised model policy.	

33	CPR -13		Theme 3 - Training and Policies	Safeguarding Boards receive assurance that LADOs in their area have regular training and supervision		No	Regional Safeguarding Board	Dylan Owen	Tbc		Ongoing					Waiting for confirmation about what is needed. The North Wales Safeguarding Board's Workforce Development and Safeguarding Training sub-group will be requesting updates in relation to compliance on this action.
34	CPR - 24		Theme 3 - Training and Policies	The Welsh Government initiates a review of the Governance arrangements in schools in Wales which: Ensures that Designated Safeguarding Persons and their deputies are subject to external supervision by qualified Social Workers from the relevant local authority	Ensure that Designated Safeguarding Persons and their deputies receive external supervision from qualified Social Workers.	?	Welsh Government	Gwern ap Rhisiart / Dylan Owen	Tbc		Ongoing	yes	With almost 100 Designated Safeguarding Persons in schools (not including deputy DSP's), additional resources will be needed to implement this recommendation effectively.	The Safeguarding and Well-being Team within the Education Department provides information, advice and assistance to the Designated Safeguarding Persons in schools across Gwynedd. This arrangement is unique to the county and the Team Manager is in constant contact with the Gwynedd child protection team. If the Designated Safeguarding Persons express a desire for more specialised supervision, this could be arranged as needed.	With nearly one hundred designated persons in schools, additional resources will need to be secured to effectively implement this recommendation. It is anticipated that this recommendation will be discussed at the North Wales Safeguarding Board in December and possibly referred up to the national safeguarding board.	
35	RP- C2		Theme 3 - Training and Policies	Barrister's Report - Recommendation C1: Introduce additional training for staff regarding record keeping procedures and ensure that staff are trained to an adequate standard	Add additional safeguarding record-keeping training to the existing e-module.	Yes	Cyngor Gwynedd	Ian Jones/Dylan Owen	December 2025		Task		?	An assessment of options for the delivery of this training has been completed. A key limitation is that we cannot adapt the core model ourselves, as it is a standard national Social Care Wales training module. It was originally thought that we could add information to the "landing page", but after reviewing it and considering that this content would appear before even the most basic training content, it was decided that this was not appropriate. We have now contacted Social Care Wales to ask if we can include an additional slide into Gwynedd's training. A draft of the wording/training information is in place, but following feedback it now needs to be reviewed.	Refine and complete the wording of the training. Waiting for a response from Social Care Wales to decide how the training delivered in Gwynedd can be adapted.	
		35.1	"		Assess the options for updating or revising the e-module.	Yes	Cyngor Gwynedd	Ian Jones	September 2025			yes		Completed		
		35.2	"		Contact Social Care Wales – awaiting confirmation of their response.	Yes	Cyngor Gwynedd	Dylan Owen	November 2025			yes				
		35.3	"		Draft wording shared with safeguarding and training staff for feedback.	Yes	Cyngor Gwynedd	Dylan Owen	November 2026			yes				
		35.4	"		Refine and finalise the wording.	Yes	Cyngor Gwynedd	Dylan Owen	December 2025							
		35.5	"		Include safeguarding record-keeping training to the existing e-module.	Yes	Cyngor Gwynedd	Dylan Owen	tbc							
36	RP- B1b		Theme 3 - Training and Policies	The Safeguarding Executive Group scrutinises the levels of safeguarding training and VAWDASV in each Department and reports to the Corporate Safeguarding Strategic Panel on a quarterly basis;	The Safeguarding Executive Group scrutinises the levels of safeguarding training and VAWDASV in each Department and reports to the Corporate Safeguarding Strategic Panel on a quarterly basis;	Yes	Cyngor Gwynedd	Ian Jones/Dylan Owen	Ongoing		Ongoing	Yes	The Safeguarding Champion role was funded through a corporate bid.	There is a significant scope to increase the number of Council staff who have completed safeguarding and VAWDASV training. The Safeguarding Champion role was established in September 2025, with the individual appointed taking up the post in early November 2025. The Safeguarding Champion also works closely with the Safeguarding Panel and the Executive Group. Safeguarding training statistics are included in each department's Performance Challenge reports from September 2025 onwards. The Chief Executive has asked all Heads of Department to prioritise the promotion of safeguarding training, and arrangements have been made to ensure that staff who do not have access to work computers can attend face-to-face training sessions.	Create a Sub-group under the Safeguarding Executive Group to develop and oversee a clear communication plan for all Council staff. The Sub-group will also produce practical tools to reinforce and promote the importance of safeguarding training across the Council.	
		36.1	"		Issue reminders to all Heads of Department to ensure that staff complete the mandatory safeguarding training.	Yes	Cyngor Gwynedd	Ian Jones/Dylan Owen	August 2025		Task	yes		Completed		
		36.2	"		Ensure that each department's performance dashboard reports the percentage of staff who have completed Safeguarding and VAWDASV training.	Yes	Cyngor Gwynedd	Ian Jones/Dylan Owen	October 2025		Task	yes		Completed		
		36.3	"		Appointment of Safeguarding Champion role to promote and raise awareness	Yes	Cyngor Gwynedd	Ian Jones/Dylan Owen	October 2025		Task	yes		Completed		
		36.4	"		Create a Sub-Group under the Safeguarding Operational Group to develop and oversee a clear communication plan for all Council staff, ensuring it meets the needs of frontline teams.	Yes	Cyngor Gwynedd	Dylan Owen	November 2025		Task					
		36.5	"		Develop and produce practical tools to reinforce and promote the importance of safeguarding training across the Council (via Sub-group)	Yes	Cyngor Gwynedd	Ian Jones/Dylan Owen	tbc		Task		Depending on sub-group recommendations	Underway		
		36.6	"		Regularly monitor the percentage of staff who have completed the mandatory Safeguarding and VAWDASV training.	Yes	Cyngor Gwynedd	Dylan Owen	Ongoing		Ongoing	yes		December 2025 - Number of individuals who have completed Safeguarding - 75.9% (September - 73.5%) / Number of individuals who have completed Domestic Abuse - 72.8% (September - 71.1%)		

37	RP- B2		Theme 3 - Training and Policies	Support and advice for schools on safeguarding arrangements including policy, training and safeguarding monitoring arrangements	Ongoing review of school safeguarding training package	Yes	Cyngor Gwynedd	Gwern ap Rhisiart	Completed	Ongoing	yes		Additional resources are needed to ensure that the team can visit all the schools. This has been provided through a WG grant.	11/03/25: Updated School Training Pack. This is something that used to happen but a certain part of the pack that has been introduced this year has been on grooming at the request of schools (see CPR-3) A group of Designated Persons at North Wales Authority level has been established. Training packs are on the agenda. The curriculum for schools is standardised and in line with national expectations.	Self-evaluation and monitoring arrangements are in place. Annual visits are held by the Safeguarding and Well-being team. We wish to improve the self-evaluation process completed by schools. This will give us a better idea of the issues we need to address and help us measure impact. We intend to strengthen the way schools evaluate, protect and use this information to give us a better idea of the impact of our work to support them. As part of the department's response plan to the Estyn report we are looking at the way schools evaluate their work in safeguarding. Schools will be required in addition to evaluate in much more detail with a focus on impact. A business meeting has given us a glimpse of this and highlighted the importance of a culture of safeguarding in schools.
38	RP- C2d		Theme 3 - Training and Policies	Barrister's Report - Recommendation D: Ensure that all staff who may be involved in making safeguarding decisions have completed a mandatory minimum level of safeguarding training		Yes	Cyngor Gwynedd	Ian Jones						75.9% of all Council staff have now completed the e-learning module. An individual has now been appointed to the position of Safeguarding Champion. The Recruitment and Selection Policy has been adapted to reflect Mandatory Training at the commencement of employment	Work is to be done on email accounts for staff (specifically frontline staff) to enable them to complete mandatory training. Submit a bid for significant funding to improve this during the Council's bidding cycle for 2026/27 and beyond.
		38.1	"		Stage 1 - Data Correction - substantial data cleaning and correction work is underway in order to give a full picture of the Council's reach.		Cyngor Gwynedd	Ian Jones	End of October, 2025		Ongoing	yes		Completed	
		38.2	"		Stage 2 - Modify the Recruitment and Selection Policy to reflect the need to complete Mandatory Training on commencement of employment		Cyngor Gwynedd	Ian Jones	End of September, 2025		Ongoing	yes		Draft has been created but dependent on availability of IT equipment	
		38.3	"		Stage 3 - E-mail Accounts - a high percentage of the Council's workforce do not have an official e-mail account which is a significant obstacle when trying to ensure that the training is available in a timely and convenient manner for all employees.		Cyngor Gwynedd	Ian Jones	TBC but not before end of March 2026		Ongoing		Yes - IT equipment	the same as RP-B1b (39.2)	
39	NEW- 11		Theme 3 - Training and Policies	Higher level safeguarding training for "senior staff"	Check with Dylan/Sharron	Yes	Cyngor Gwynedd	Ian Jones/Dylan Owen	April 2026		Task	yes		There has already been discussion in the Safeguarding Executive Group.	The Corporate Safeguarding Champion is doing a piece of work to look at this.
40	RP- B1		Theme 3 - Training and Policies	Periodic review of Cyngor Gwynedd's Corporate Safeguarding Policy	Review Corporate Safeguarding Policy	Yes	Cyngor Gwynedd	Dylan Owen	April 2026		Ongoing			The Corporate Safeguarding Policy was reviewed in the second half of 2023 and adopted by Cabinet in February 2024, with the approval of the Full Council in March 2024. The Policy is subject to an ongoing review every two years. As part of the Strategic Safeguarding work, an updated report will be submitted to the Full Council in 2026. A Sub-group has met and commenced the task of reviewing the Policy, the appendices, as well as looking at creating simple/easy to read versions.	This has been added as an agenda item for the January 2026 Safeguarding Panel meeting. It is scheduled to be published in spring 2026.
41	RP- B2		Theme 3 - Training and Policies	Periodic review of School Safeguarding Policy and review of procedures to highlight where individual schools have significantly modified the content of exemplary policies			Cyngor Gwynedd	Gwern ap Rhisiart			Ongoing	yes	Additional resources are needed to ensure that the team can visit all the schools. This has been provided through a WG grant.	We review the policy annually during the summer. We are now continually reviewing the policy and will update schools on any changes within the year. Continue to look at good practice across Wales in policy terms. An additional officer has started in the safeguarding and well-being team and 1 February.	
42	RP- B1a		Theme 3 - Training and Policies	An internal audit of Cyngor Gwynedd's workforce awareness of safeguarding arrangements;			Cyngor Gwynedd	Dylan Owen	June 2026		Ongoing			Internal audit completed June 2025 and report it to the Strategic Safeguarding Panel. This audit is intended to be repeated annually. Following the suggestion of the audit - appoint a Corporate Safeguarding Champion to promote awareness of the policy and procedures and promote the training. A full report was presented at the last meeting of the Response Board (15/09/25)	Repeat of internal audit - June 2026.
43	RP- B1c		Theme 3 - Training and Policies	Safeguarding Executive Group scrutinising workforce percentages in each Department of the Council who have a current DBS, where necessary and reporting to the Corporate Safeguarding Strategic Panel on a quarterly basis.	Monitor departmental DBS compliance and report quarterly to the Corporate Safeguarding Strategic Panel.	Yes	Cyngor Gwynedd	Dylan Owen	Completed		Ongoing	yes		DBS compliance rates across all departments are very high. Most are at 100%, with a few at around 99.5% (usually due to staff being on maternity leave or long-term absence). This is regularly monitored as a regular agenda item at the meetings of the Safeguarding Executive Group, and each department's designated safeguarding lead is responsible for tracking their own figures.	These statistics will be incorporated into future performance measures of the Response Board.

44	RP- B5		Theme 3 - Training and Policies	Visits to monitor and support safeguarding arrangements for individual schools annually	Visits to monitor and support safeguarding arrangements for individual schools annually	Yes	Cyngor Gwynedd	Gwern ap Rhisiart	Completed	Ongoing	yes	Additional resources are needed to ensure that the team can visit all the schools. This has been provided through a WG grant.	All schools have received a Monitoring Visit within the last two years, with an annual visit schedule in place from January 2025. Of the 45 schools that have received a visit up to July, 43 met the safeguarding requirements well or better. Two schools required a second visit or additional support to address specific issues such as recording attendance/absence and displaying safeguarding posters. Both schools are now receiving regular support visits to ensure actions are being implemented. An update was reported at the Response Board meeting on 20/10/2025.	An annual monitoring procedure is in place. An ongoing issue that will be addressed in the measures submitted to the Response Board and performance challenge meetings of the Education Department.
45	RP- B6		Theme 3 - Training and Policies	Scrutiny Investigation of safeguarding arrangements		Yes	Cyngor Gwynedd	Scrutiny Officer or representative of the Scrutiny Investigation - awaiting confirmation	December 2025	Task		yes - external provider	A Scrutiny investigation into safeguarding arrangements within Gwynedd schools is ongoing. An update was provided to the Board on 30/06/2025	It is due to report to the Education and Economy Scrutiny Committee in December 2025 but this has slipped to 12 February 2026 – this is due to a process of procurement and appointment of an external provider to undertake research on the voice of the child. It is intended to return to submit to the Board once it is complete.

Theme 4 - School Governance

No	Ref	Task Ref	Theme	Recommendation / Objective	Can CG take action:	Relevant to:	Responsibility - Cyngor Gwynedd	Timescale	RAG	Task / Ongoing	Task Completed	Measure	Resources	What has already changed?	What still needs to be done?
46	CPR - 21		Theme 4 - Governance of Schools	<p>The Welsh Government initiates a review of the Governance arrangements in schools in Wales which:</p> <p>Clearly delineates <u>Governor responsibilities</u> to bring about a shift from a primary focus on financial management and results to one where safeguarding, health and wellbeing are seen as the proper foundation for learning and success</p>	Welsh Government	Welsh Government	Alison Halliday	This will take between 6 and 9 months according to WG.						Unfortunately, the consultation on governance arrangements in schools (referred to in the recommendation) has not addressed some of the issues as expected. We are aware that Welsh Government intends to look more closely at this area shortly, and we are supportive of that effort.	The Education Department will develop and circulate a specific agenda for Gwynedd's school governing bodies, which will focus on safeguarding and well-being matters, as well as providing the appropriate data to help them assess the situation of schools (e.g. the number of exclusions).
		46.1	"	Arranging a conversation with someone from the Government to understand where their work program is at / being able to jointly plan a timetable moving forward		Cyngor Gwynedd	Alison Halliday	February 2026		Task/Ongoing				Request for a meeting with Welsh Government to understand more about the review.	There will also be an opportunity to ask further questions at a School Improvement Workshop – March 2026.
		46.2	"	Appoint an additional assistant officer to support work related to governance and complaints		Cyngor Gwynedd	Alison Halliday	Feb-April 2026		Task		Resource received		Job description appraised and advertised	Awaiting job applications. Appointment by Easter 2026
		46.3	"	Revise the Annual Meetings Programme to ensure that there is a specific focus on the Voice of the Child, Well-being and Inclusion		Cyngor Gwynedd	Alison Halliday	February 2026		Task/Ongoing				The year's meeting agendas have been revised to ensure there is a continued focus on learner well-being and safeguarding	These changes will need to be presented to the clerks, chairs and heads
		46.4	"	Review and amend the annual timetable for Government Bodies following acceptance of the recommendations of the Welsh Government's Governance Review		Cyngor Gwynedd	Alison Halliday	September 2026		Task				We have reviewed the current meeting agendas and will share them with the clerks and chairs before April 2026.	We will have to wait to see the recommendations of the WG Governance Review
		46.5	"	Conduct Training for Clerks in order to share the revised Meeting Programme and Timetable within the Governors Handbook		Cyngor Gwynedd	Alison Halliday	March 2026		Task				Training date shared with all clerks in the county. March 16, 2026	
		46.6	"	Ensure that a new governor's handbook is in place and has been shared with all the governors and on the Gwynedd Website		Cyngor Gwynedd	BMH/AH	November 2025		Task				The Handbook has been completed and shared on the Cyngor Gwynedd website. The Handbook was shared with Governors in the form of an electronic link on 3 November 2025. The revised Handbook provides an overview of the responsibilities and duties of the Governing Body	Reference will need to be made to the handbook in all Induction training for Governors and Chairs from now on
		46.7	"	Ensure that all Chairs and Designated Safeguarding Governors have completed Safeguarding training within a term of being elected to their role.		Cyngor Gwynedd	BMH/AH	Easter 2026		Task/Ongoing				We are already providing mandatory safeguarding training to all Chairs and Designated Safeguarding Governors. We have also made it mandatory for all Governors to complete basic safeguarding training. We also ensure that all Governors have a DBS. We have created a new Handbook for Governors and this has been shared with all Governors.	It will be necessary to ensure that all Chairs and Designated Safeguarding Governors are aware of the need to complete the Safeguarding training within a term of their election. This message will be shared at the xxxxxxx meeting

47		46.8	"	Make it compulsory for Governors to complete basic safeguarding training		Cyngor Gwynedd	BMH	October 2025		Task/Ongoing			All Governors are required to complete Group A Safeguarding and Prevent/ATAL training in their own time annually from September 2025. It is expected that the Head shares the school's Safeguarding arrangements during the First Meeting of the Year.	Ensure that the school's Safeguarding Arrangements is a standing item on the Agenda of the first Meeting of the year.	
		46.9	"	Training for governing bodies to ensure that the child's voice receives appropriate attention on meeting agendas - Designated Governor of the child's voice on governing bodies		Cyngor Gwynedd	Alison Halliday	September 2026		Ongoing					
		46.10	"	Consider that there is a clear procedure in place to identify training that Governors receive and certificates are shared with the Clerk as a matter of procedure		Cyngor Gwynedd	AH/BMH	May 2026		Task			Additional resources will be needed to establish a professional clerking model.		
		46.11	"	A 'grooming' training module for governors as part of the Safeguarding training		Cyngor Gwynedd	Alison Halliday	September 2026		Task					
		46.12	"	Ensure that all members understand and accept all elements of the Code of Conduct		Cyngor Gwynedd	AH/BMH	September 2026		Task/Ongoing					
		46.13	"	Reform and empower 'critical friend' training module		Cyngor Gwynedd	Alison Halliday	April-July 2026		Task			We offer this training to schools at the request of the head and for those schools that fall within a statutory category.	A programme will be drawn up to present the information to all the governing bodies of the Authority	
		46.14	"	Ensure that all members of governing bodies understand their role as a critical friend to the school and feel confident to fulfill this role.		Cyngor Gwynedd	Alison Halliday	June-July 2026		Ongoing					
		46.15	"	Ensure training for Headteachers on effective governance with a focus on developing the role of the Body as a Critical Friend		Cyngor Gwynedd	Alison Halliday	June-July 2026		Task/Ongoing					
		46.16	"	Feedback from Government leaders to ensure that the programme is regularly reviewed in accordance with Welsh Government requirements.		Cyngor Gwynedd	Alison Halliday	April-July 2026		Ongoing			We will need to draw up a questionnaire to find out the opinion of navigators		
		CPR - 22		Theme 4 - Governance of Schools											
				The Welsh Government initiates a review of the Governance arrangements in schools in Wales which: Supports the development and implementation of an easy-to-read <u>dashboard</u> of basic metrics to provide a measure of the wider health and culture of the school.	Yes	Welsh Government	Alison Halliday	No timetable has been provided by the Government.					We will need resources to create a dashboard that would facilitate the collection of such data.	See explanation at 50 - CPR-21	Cyngor Gwynedd will provide the appropriate data to the governing bodies.
		47.1	"	Research into different types of dashboards in order to understand how they fit into Gwynedd's needs		Cyngor Gwynedd	Gwern ap Rhisiart	January 2026		Task			dependent on negotiations with the government	An initial meeting has been held with one company and we were given an estimate for the system. Looking at the options of provision in Welsh.	
		47.2	"	Ensure that appropriate data is shared to help assess the school's situation including health and wider culture		Cyngor Gwynedd	Alison Halliday	Ongoing		Ongoing				We have started collating the information needed to enable this to happen, and all schools have agreed to share their data. We have faced technical issues but are working to create a school and a site page that would allow Governors to see the school's performance against a range of data including those referred to in the recommendations.	

48	CPR - 23		Theme 4 - Governance of Schools	The Welsh Government initiates a review of the Governance arrangements in schools in Wales which: Requires Governing Bodies to keep <u>accurate records of decisions</u> made regarding safeguarding matters which are reported to the Local Authority in particular where a decision has been made which does not follow Local Authority guidance		Welsh Government	Alison Halliday								It is believed that the Government should consider strengthening this clause to ensure that the Local Authority has the final say in cases relating to prevention or action in safeguarding matters. At the moment, the decision to suspend is earmarked to the chair of governors, which raises some concerns in terms of clarity and accountability.	
		48.1	"	Investigate the arrangements of other local authorities to identify best/most effective practices in governance and clerical arrangements		Cyngor Gwynedd	BMH/AH	January 2026		Task	yes		Completed		have received useful information from Wrexham - on that basis have established a set of questions to ask/develop the role of the bodies as a critical friend	
		48.2	"	Draw up a job description for a full-time clerk position to be evaluated.		Cyngor Gwynedd	BMH	January 2026		Task			No			
		48.3	"	Advertise the job in order to conduct a pilot for up to 10 schools that do not have a clerk present		Cyngor Gwynedd	Alison Halliday	March 2026		Task			Yes			
		48.4	"	Consult with Chairs of Governors about their current clerking arrangements		Cyngor Gwynedd	Alison Halliday	March 2026		Task						
		48.5	"	Restructuring to meet the requirements		Cyngor Gwynedd	Alison Halliday	May 2026		Task						
49	NEW- 12		Theme 4 - Governance of Schools	<i>Clarity around investigation and suspension arrangements for staff in schools - role of Chair of Governors in the process</i>		Cyngor Gwynedd	Alison Halliday	Ongoing		Ongoing			No		<i>Policies are already in place, developed regionally, which ensure that the process of suspending staff at all levels is clear. The Chair of Governors shall have delegated power to suspend a Head. Support will be available from HR and the education officer to do so. There is a risk assessment that needs to be completed before a member of staff can be suspended.</i>	<i>Raise awareness among Chairs of Governors about the policy and responsibility.</i>

Thema 5 - Restrictive Practices

No	Ref	Task Ref	Theme	Recommendation / Objective	Action	Can CG take action:	Relevant to:	Responsibility - Cyngor Gwynedd	Timescale	RAG	Task / Ongoing	Task Completed	Measure	Resources	What has already changed?	What still needs to be done?
53	CPR - 25		Theme 5 - Restrictive practices	The Welsh Government issues an addendum to the guidance on Reducing Restrictive Practices Framework 2022 around the filming of incidents by adults, and on the appropriate retention of such filmed records			Welsh Government	Llion Williams	Tbc						The Perpetrator acted in contravention of School 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	WG is adding an appendix to the framework which clarifies the situation in relation to staff improperly recording events on their personal mobile phones, or keeping these recordings. The Government aims to complete by summer 2026. In the meantime, an internal discussion is needed on the use of reasonable force, especially since there are currently two types of training available that teach different techniques. The Education Department has specialists trained in the field of CPD and therefore harmonising the training methods would be a good starting point to ensure a clear, consistent and safe approach across the services.
		53.1	"		Establish a sub-group to investigate best practice and how best to respond to the recommendation (CPR-15)	Yes	Cyngor Gwynedd	Llion Williams	December 2025		Task	yes		No	A sub-group has been set up to evaluate the current action and identify aspects that need attention. A brief has been created for commissioning an outside company to evaluate the arrangements/policy. The actions identified as well as the recommendations of the external evaluation will shape implementation priorities for the sub-group	Development aspects need to be identified via the sub-group and the findings of the external evaluation in order to create a plan and timetable for implementation
		53.2	"		Review the Council's policy on Restrictive Practices	Yes	Cyngor Gwynedd	Llion Williams	January 2026		Task	yes		An external company needs to be commissioned to evaluate current arrangements and the reconstruction of the policy with National guidelines	The current policy is a policy that has been created regionally and is based on the national guidelines	Act on the findings of the external evaluation as well as monitor schools' compliance.
		53.3	"		Ensure that all schools adopt the new model policy and do not go against that	Yes	Cyngor Gwynedd	Llion Williams	March 2026 onwards		Task	yes		Additional resources are needed to ensure that the team can visit all the schools. This has been provided through a WG grant.	An appointment has been made to the Safeguarding and Well-being team which will mean that it will be possible to visit all schools annually. This will be part of ensuring that the schools comply with the policy and that the schools do not modify the policy.	Recommendations that will result from the external evaluation need to be followed.
		53.4	"		Provide training to match expectations in the policy	Yes	Cyngor Gwynedd	Llion Williams	Tbc		Task/Ongoing	no		The Inclusion Team will continue to provide free training to schools. Following an external evaluation the timetable and training procedure will be adjusted	Schools still need to receive training in this area	Respond to any recommendations following external evaluation
53.5	"		Monitor schools' use of the policy and continue to review the policy to ensure good practice	Yes	Cyngor Gwynedd	Llion Williams	Tbc		Ongoing	no		The Inclusion Team will continue to provide free training to schools. Following an external evaluation the timetable and training procedure will be adjusted		Safeguarding and Well-being Team to continue to include monitoring school use as part of the annual visits as well as confirming compliance and policy adoption through the annual Safeguarding Questionnaire		

Theme 6 - Crisis Planning and Crisis Response

No	Ref	Task Ref	Theme	Recommendation / Objective	Action	Can CG take action:	Relevant to:	Responsibility - Cyngor Gwynedd	Timescale	RAG	Task / Ongoing	Task Completed	Measure	Resources	What has already changed?	What still needs to be done?
54	CPR - 26a		Theme 6 - Crisis Planning and Crisis Response	Welsh Government is assured that all Local Authorities have in place a strategic critical incident plan which sets out the mechanism for an immediate and coordinated multi-agency response a. The plan sets out arrangements for victim care, securing evidence and managing the alleged offender	An internal Task Group has been established to review current plans in place at a strategic and operational level to respond to serious incidents. The work will draw on regional and national good practice		Welsh Government / All Local Authorities	Catrin Love	01/03/2026		Task				An internal task group set up to review current plans in place at a strategic and operational level to respond to critical incidents. The work will draw on good practice regionally and nationally.	Once the plan is agreed, a programme of implementation and training will be needed in spring 2026.
		54.1	"		Collect examples of best practice from all over Wales and beyond.	Yes	Cyngor Gwynedd	Catrin Love	01/12/2025		Task			A task group consisting of a Health and Safety Officer and an Emergency Planning Officer together with an Assistant Head of Department and a Regional Emergency Planning manager as required	Contact has been made with resilience partners to gather plans and establish best practice. Conversations have also been held	Consider the content of the material received alongside best practice and work arrangements in Gwynedd in order to draw up Crisis Plans
		54.2	"		Understand the experience of the school staff on the day of the arrest and also that of the remaining school staff		Cyngor Gwynedd	Catrin Love	December/January 2026		Task / Ongoing				A conversation has taken place with the Detective Inspector who was part of the Police arrest team on the day and walked through the day. A request has been made to the Education Department for a similar conversation with school staff.	A conversation with relevant school staff
		54.3	"		Coordinating all the relevant documentation that already exists in order to ensure that a new Plan is integrated		Cyngor Gwynedd	Catrin Love	January 2026		Task / Ongoing					
		54.4	"		Submit the draft template to the Response Board for final approval	Yes	Cyngor Gwynedd	Catrin Love	March 2026		Task					Timetable slipped in order to get a fuller understanding of what is required
		54.5	"		Implement a fast and robust training programme so that all key stakeholders are aware of the scheme and receive training as required on how to implement it on their sites.	Yes	Cyngor Gwynedd	Catrin Love	February-June 2026		Task					
55	CPR - 26b		Theme 6 - Crisis Planning and Crisis Response	Welsh Government is assured that all Local Authorities have in place a strategic critical incident plan which sets out the mechanism for an immediate and coordinated multi-agency response b. The plan includes a formal protocol for information sharing with other Local Authorities which might be impacted	The plan will be drafted in conjunction with resilience partners across the North and include a formal protocol for sharing information		Welsh Government / All Local Authorities	Catrin Love	tbc		Task				There are already two WASPI protocols in place. One for sharing safeguarding information, and one for sharing the information of vulnerable people in emergencies. There are also very clear ICO guidelines on information sharing in an emergency. It is therefore a matter of including clear and unambiguous guidance in the Crisis Plan to share relevant information without delay.	Include a clear clause in the Crisis Plan
56	CPR - 26c		Theme 6 - Crisis Planning and Crisis Response	Welsh Government is assured that all Local Authorities have in place a strategic critical incident plan which sets out the mechanism for an immediate and coordinated multi-agency response c. There is a strategic plan to locate accessible on-site support for both children and adults in organisations where there has been a significant traumatic incident	Research into rapid on-site support measures for children and adults and outline contact details clearly in the plan.		Welsh Government / All Local Authorities	Catrin Love	January 2026		Task				Information about organisations that can offer support to children and adults has been collected and needs to be included in our plan	
57	CPR - 26d		Theme 6 - Crisis Planning and Crisis Response	Welsh Government is assured that all Local Authorities have in place a strategic critical incident plan which sets out the mechanism for an immediate and coordinated multi-agency response d. In a critical incident of this nature consideration is given to seconding a social worker to work with the police investigation team to ensure that evidence and information are viewed through a safeguarding as well as criminal lens	Discuss the possibilities and the mechanism to implement this.		Welsh Government / All Local Authorities	Catrin Love	April 2026		Task				There has been a discussion with Police Officers who favour a more flexible solution.	Understand more about some of the arrangements that have been used in the past by North Wales Police and formalise an understanding with the Police as they would be leading the arrangements of all investigations.
		57.1	"		Hold a discussion with the Police about this possibility		Welsh Government / All Local Authorities	Catrin Love	January 2026						A conversation has taken place with the Police who favour a flexible response.	