

Health and Care Scrutiny Committee

Meeting Venue

By Zoom

Meeting Date

Friday, 31 March 2023

Meeting Time

10.00 am

For further information please contact

Wyn Richards

Scrutiny Manager and Head of

Democratic Services

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County Hall
Llandrindod Wells
Powys
LD1 5LG

24-03-2023

The use of Welsh by participants is welcomed. If you wish to use Welsh please inform us by noon, two working days before the meeting

AGENDA

1.	APOLOGIES
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To receive apologies for absence.

2.	DECLARATIONS OF INTEREST
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To receive declarations of interest from Members.

3.	DISCLOSURE OF PARTY WHIPS
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To receive disclosures of prohibited party whips which a Member has been given in relation to the meeting in accordance with Section 78(3) of the Local Government Measure 2011.

(NB: Members are reminded that, under Section 78, Members having been given a prohibited party whip cannot vote on a matter before the Committee.)

4.	MINUTES
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To authorise the Chair to sign the following minutes of previous meetings as a correct record.

15-12-2022

(Pages 3 - 18)

5.	CORPORATE SAFEGUARDING REPORT AND ACTION PLAN
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To receive and consider the Audit Wales report regarding Corporate Safeguarding together with the Council's action plan.

(Pages 19 - 62)

6.	JOINT LEISURE WORKING GROUP
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To appoint 2 Members as representatives of the Joint Leisure Working Group which will be led by the Economy, Residents and Communities Scrutiny Committee with representation from the other scrutiny committees.

7.	WORK PROGRAMME
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To note the scrutiny forward work programme.

(Pages 63 - 64)

Committee Reflection

Following the close of the meeting, the Committee is asked to take 5 to 10 minutes to reflect on today's meeting.

MINUTES OF A MEETING OF THE HEALTH AND CARE SCRUTINY COMMITTEE HELD AT BY ZOOM ON THURSDAY, 15 DECEMBER 2022

PRESENT: County Councillor A Jenner (Chair)
County Councillors B Breeze, G E Jones, L Rijnenberg, C Robinson, C Walsh,
J Wilkinson and C Kenyon-Wade

Cabinet Portfolio Holders In Attendance: County Councillors S Cox (Cabinet Member for a Caring Powys), S C Davies and S McNicholas (Cabinet Member for Future Generations), J Gibson-Watt (Leader)

Officers: Michael Gray (Head of Adult Services), Jackie Pugh (Finance Manager), Wyn Richards (Scrutiny Manager and Head of Democratic Services), Lynette Lovell (Director of Education and Children), Nina Davies (Director of Social Services and Housing), Rachel Evans (Head of Commissioning) and Sharon Powell (Head of Children's Services).

1. APOLOGIES

Apologies for absence were received from County Councillors G Ratcliffe, E Roderick, G Morgan and J Ewing.

2. DECLARATIONS OF INTEREST

There were no Declarations of Interest from Members relating to items to be considered on the agenda.

3. DISCLOSURE OF PARTY WHIPS

The Committee did not receive any disclosures of prohibited party whips which a Member had been given in relation to the meeting in accordance with Section 78(3) of the Local Government Measure 2011.

4. MINUTES

The Chair was authorised to sign the minutes of the following previous meetings as a correct record:

25-07-2022

07-10-2022

5. QUARTER 2 - 2022-23 PERFORMANCE, FINANCE AND RISK

5.1. Q2 Performance Report

Documents Considered:

Quarter 2 Performance 2023-23 together with the Pro-Forma.

Issues Discussed:

Children's Services.

- Many strengths in the Service's performance and some complicating factors around elements. Numbers of Children Looked After have remained stable

and the Service is aiming to reduce those numbers. Child protection numbers increased towards the end of quarter 1 into quarter 2. The Service has started looking at ways of how to start reducing these numbers and these should start decreasing into quarter 3.

- High level issues include the budget due to the overspend. This is mainly due to an increase in the costs of placements around residential provision and the lack of affordable placements in-county.
- The Service has refocussed on its closer to home strategy which includes the recruitment of foster carers, residential provision and bringing children closer to home. The Service has realigned the strategy and developed a Board to the actions and aims.
- In terms of staffing there is still a high reliance on agency staff. During the Autumn the Service has acquired 5 fully qualified social workers through the Council's grow your own programme who started work in quarter 3.
- Pressures remain around high cost placements which has had an impact on budget, but overall with regard to performance on child protection and children looked after, there are plans in place to reduce these numbers going forward.

Questions:

Question	Response
<p>In Section 1.2 of the Performance Report, there are three objectives identified which seem to have a red Brag status. It is difficult to see the thread between sections in the report.</p>	<p>Officer Response: The Directors agreed to take those comments back to the team who compiles the report to see whether it could be improved.</p>
<p>Closer to home work. Last year £1.5m was identified as savings for closer to home placements. Those savings have not been achieved as yet and it is becoming clear that this is difficult. What is being done to locate a property and could a county farm be considered as an option.</p>	<p>Officer Response: The closer to home Board has tried to focus on what are the aims and objectives and what is trying to be achieved. One of those areas is around increase the numbers of in house foster carers, and the Service is working with Foster Care Wales in terms of developing a strategy alongside them to recruit new foster carers within Powys. The Service recognises that the Council has not built its grow your own foster carers in as much depth as would have been liked so the focus is around building the in house foster carer provision. There has also been a national campaign around fostering.</p> <p>The Council also has responsibility for unaccompanied asylum seeker children as part of children looked after and the Service is looking at ways to support those young people with provision in Powys rather than elsewhere. A provision has been developed in North</p>

	<p>Powys with an organisation called Llamau who have secured properties in North Powys and in Brecon. Llamau provides support to the young people who live in those properties in those placements and some of the unaccompanied children have been placed together in one of those properties. It was hoped that this would have an impact on the projected savings and costs.</p> <p>With regard to the residential provision, there is a residential provision strategy. The development of residential provision in Powys is being undertaken with people placed in the homes currently available. The Council has Bannau in South Powys for children with complex needs which remains full. Some of the complication about developing residential provision is that it does not automatically create a saving at the start.</p> <p>The Service is reliant on staffing being drawn from agencies to provide support to those young people. The Service is trying to recruit staff for all of the homes as well as holding job fairs trying to encourage the grow our own residential staff.</p> <p>Have secured a number of buildings it is now essential to develop the quality of support for those settings. Therefore, there are a number of strands being undertaken by the Service. It was uncertain whether Powys farms had been considered previously, but it would be considered as an option.</p>
<p>Have the numbers of children placed outside the county reduced over the last year</p>	<p>Officer Response: The number has not reduced to the target set, but there is a need to develop provision and numbers of foster families in the county before children can be brought back into the county.</p>
<p>Foster carers complete an annual review on how they found the support provided to them. This was considered at the Foster Panel. If they do not feel supported or have ideas for</p>	<p>Officer Response: That information would go to Service Manager. The Head of Children's Services also holds monthly meetings with foster carers and feed back would</p>

improvements how is this picked up through a management level and fed through and actioned.	be made directly to the Head of Service which is logged and is part of a rolling log of actions.
Has something been done to make the interview process more convenient for applicants as foster carers.	Officer Response: Yes the Council is now using technology to interview people.
In terms of performance items which are off target such as children's placements for 16+ due to an issue with fire doors. Why has this become such an issue and who is supposed to make this happen at pace.	Officer Response: This is a complicated issue. The Service is working in collaboration with the Housing Service regarding the installation of fire doors. There is a backlog in the distribution of fire doors and also fitting. There is an eight week turnaround in obtaining the product before fitting. The fire doors are now fitted in the properties that the Council has as they are required as a legal requirement for that facility.
Is the Director of Social Services aware of this as something where we should prioritise	Officer Response: Everyone is aware, and it is a case of a national shortage of these doors.
90% of children, young people and their and families report that they achieve their goal through accessing early help. The performance is currently 80% against the target of over 90%. Why are we not on target and what are we doing about this.	Officer Response: This is around the Council's early help provision. The early help service uses a distance travelled tool which tracks progress from the start of the intervention until the end. However, not all staff are using this tool in the way that was intended so further training has been undertaken with the team. This is not around interventions not happening but staff not filling in the information appropriately so this can be measured.

Comments:

- The Chair asked whether when there was a meeting of Council or a Member development day that Members could hear from one or two foster carers about the work that they undertook or could the Council have a foster carer day. The Director of Education and Children's Services advised the Committee that Foster Care Wales had been in attendance at County Hall for a Council meeting which had generated some interest. Providing information about the support provided to foster carers is also important.

Outcomes:

- That Children's Services consider the use of a vacant County farm as a potential for respite or for the development of residential provision for children.
- That prospective Foster Carers do not incur excessive travel costs as part of the application process.

Adult Services.

- It has been reported in the press that there are ongoing challenges across the Health and Social Care system with sustained levels of demand and increased levels of complexity.
- There are also ongoing issues with recruitment and retention which are national as well as Powys issues.
- It has been another challenging quarter for Adult Services with ongoing internal recruitment and retention issues, sustainability issues within the provider market, and a sustained high level of demand.
- The Service has focussed on providing effective information and advice, managing demand effectively for care and support in the community, supporting people to move out of hospital in a timely manner, reviewing packages for those that have long term care needs as regularly as possible and doing everything possible to sustain the workforce.
- The Service is continuing to make progress on its extra care ambitions. Work is underway in Welshpool and Ystradgynlais as a key part of the accommodation strategy long term which is to change the profile of demand away from residential care to supporting people to live independently.
- With regard to self directed and more personalised forms of support it was noted that the numbers of people receiving a direct payment was continuing to increase.
- Social Care had a corporate recruitment and retention working group which was working at pace, for example working with digital services to make it as easy as possible for people to apply for jobs in Adult Services. A new recruitment campaign was to be undertaken in the new year as well as a market comparison exercise to assess how pay and conditions compared with other authorities.

Questions:

Question	Response
<p>Direct Payments. How do we as an authority monitor the use of those direct payments funds.</p>	<p>Officer Response: The default method of administering direct payments are by means of a virtual wallet (an online bank account) to make it as easy as possible for the recipient of a direct payment to pay their providers.</p> <p>In terms of monitoring, the Service reviews care and support plans funded through direct payments to ensure that the amount of funding provided is proportionate to the care and support needs.</p>
<p>Sustainability of the workforce. There was a plan to commission people to undertake the backlog of reviews which did not work. Then there was a plan to pay staff overtime to do this. The highest level of sickness is the Council is in Children and Adult Services and Highways which is not unsurprising. Do</p>	<p>Officer Response: From an Adult Services perspective there is a delicate balance to be found. As a Head of Service you do not want to increase demand on fatigued staff. This is why the Service looked to commission two managed services for the backlog of care and support reviews and for</p>

<p>the Directors or Heads of Service have any concerns about sickness levels. Will doing overtime work impact on the level of sickness.</p>	<p>assessments.</p> <p>However, the organisation undertaking the reviews could not meet the terms and conditions of the contract so the Service is looking to use the money differently and bring in short term agency support as opposed to asking staff to work additional hours which is not sustainable. The Service is also looking to use some of that funding to bolster the in house domiciliary care service.</p> <p>In terms of Children’s Services the Head of Service was most worried about resilience, with staff continuing to work in challenging circumstances. There have been two managed teams in Children’s Services. The initial managed team did not have the desired outcomes in terms of practice and the contract was ended early as it did not fit what was wanted.</p> <p>The experience with the second managed team practice was much more positive. This team was ended earlier than planned which provided a saving and some of those social workers were recruited by the Service as agency staff but managed by the Council.</p> <p>There has been a difference in the recruitment of agency workers over the past few months. There are some national standards which have been agreed by the ADSS (Association of Directors of Social Services) in Wales with authorities signing up to an agreement on pay rates and not employing agency staff who recently worked in another Welsh authority, to stop people jumping between authorities.</p>
<p>Is there capacity in the agency market to do this work.</p>	<p>Officer Response: There was a problem recruiting agency social workers but that situation may have changed. Officers are currently liaising with agencies to see if that capacity is available. In the past few months it has been less difficult to</p>

	recruit short term agency resources.
What are the sickness levels in Childrens and Adults Services currently and what is being done to ameliorate this.	Officer Response: In Children’s Services sickness is monitored monthly. The figures are not increasing. The Service is focussing on the reasons for sickness especially if it is stress or work related and how staff can be supported. Part of the support is around supervision, appraisals and reflective practice as well as bringing practitioners back into offices to provide peer to peer support. The Service is also looking at what can be done differently to support the well-being of staff.
Can we expect supervision numbers to be improving in November’s performance report	Yes
Are staff being encouraged to go back into the office and what is the Authority’s policy about bringing staff back into offices.	Officer Response: In Children’s Services the Head of Service indicated that the Service wanted staff to be back in the office two to three days a week to provide the peer support for staff. The Council’s approach is a hybrid approach.
In relation to the pressures on the Domiciliary Care market are officers working with other authorities to raise these issues with Welsh Government in terms of any support that is forthcoming to Councils being ring fenced. Also is there sharing of information on a national basis.	Officer Response: The Director of Social Services attends ADSS meetings across Wales on at least a monthly basis. As a group ADSS also meets with Welsh Government monthly as well. The ADSS group discusses challenges, issues, concerns and these are fed back to Welsh Government and Ministers. The recruitment of agency staff in children’s services was an example of discussions held, as well as the agreement on not competing with each other. Heads of Service will also be meeting with counterparts across Wales. The Committee was advised that Powys had volunteered to be part of an ADSS working group recognising the pressures that all authorities are facing around the domiciliary care market. One of the outcomes of that group is to explore a range of different models such as a franchise model.
Adaptations. The target of getting adaptations in place is 130 days, but	Officer Response: There has been a recent restructuring in

<p>current performance is 170 days. What is holding this up and what is being done to mitigate it.</p>	<p>Housing Services and a recent change of supplier for the community equipment service. The Occupational Therapy Team are working with colleagues to ensure that seamless processes are in place to reduce the timescale. The Council could also be affected by supply chain issues.</p>
<p>Could officers provide an indication of how services are performing against the 11 or 12 red measures in the report for quarter 3.</p>	<p>Officer Response: This information is not available at present. Quarter 3 internal reporting will be started shortly. Then this will be considered by portfolio holders so an update can be provided after that.</p>

Outcome:

- Noted.

Outcomes - General:

- That officers consider the structure of the performance report to ensure there is a clear thread between each section with improved cross referencing between the sections to improve the navigation for the reader.
- That the recommendations in the performance report are appropriate and robust and reflect the issues raised.

5.2. Q2 Finance Report

Documents Considered:

Report of the Cabinet Member for Finance and Corporate Transformation.

Issues Discussed:

Children’s Services:

- There are a number of complicating factors within the report in terms of placements and the costs of placements and residential provision to meet the needs of children. The costs in that marketplace are increasing, with placements becoming fewer which is an increased budget pressure.
- In terms of resilience within the workforce and the ability to recruit and retain staff the Service has had to rely on agency workers and there is an impact of those costs on the Council, so the work done by ADSS to cap costs is welcomed as the need for agency staff has continued.
- There is a national problem in terms of placements for profit which is part of the national agenda around eliminating profit. However, we currently have exceptionally high cost placements and we are in a position that we have to find placements for children, sometimes quickly and they can be far away and expensive which is why the closer to home strategy is so important moving forwards. Recruitment and retention and the number of vacancies across Wales are national issues as well which is why the grow your own strategy is also so important.

Questions:

Question	Response
<p>Could give quick view on some of those children with complex needs, why are those children costing so much in terms of placements, what are the themes behind the complex needs, and what are we doing at the preventative level to address that through collaborative working or early help.</p>	<p>Officer Response:</p> <p>In terms of placements the position is that providers can charge for profit and they name their price. This is the position nationally and what we are trying to stop. Some of the placements that we need currently for children with complex needs are not available in Powys. Sometimes there is also an overlap with Education and ALN and it can affect both the Children’s Services and ALN budgets.</p> <p>The Service tracks all children looked after and there has been greater focus on those placements which have a higher cost and the reasons behind this. Some of these may have been historic placements with children and young people who experienced environmental themes. The preventative services through collaborative working with education, health and early intervention are in a much stronger position, with emphasis on community based working and a focus on early intervention. In addition the Flying Start programme is picking up on early themes for children and bringing these to our attention.</p> <p>Whilst the Children Looked After figures have risen in quarter 3 but there are specific reasons for that and they will reduce, those themes have continued and become apparent during the pandemic but this has not led to the expected increase in numbers. Early intervention and a multi -agency approach is working in the ways which is intended. Welsh Government’s aim of care without profit is to bring those young people back into Powys and possibly stepped down from residential care into a foster family which fits with the Grow our Own Foster Carers strategy or placed back at home.</p> <p>Even with the intervention work being undertaken, there always be a number of children with complex needs in future but it was hoped that numbers would be</p>

<p>Unachieved efficiencies – continuing care. In relation to the £800K savings projected within the budget for the costs of children looked after, and the savings were due to attributing costs across other agencies. Is the £800k saving achievable, working with ADSS Cymru to achieve that.</p>	<p>diminished.</p> <p>Officer Response: With Continuing Care there is a set eligibility criteria for meeting continuing care. There is a checklist devised by Health Boards which has been legislated in terms of Welsh Government. The Service works with Health professionals to identify if a child has continuing care needs.</p> <p>There is no pooled budgets in respect of continuing care. The individual's needs are assessed by both Health and Social Care with each agency picking up the costs for their relevant elements based on assessed need.</p>
<p>This efficiency saving had a red BRAG rating last year. Therefore, was this a realistic efficiency and now that a process has been determined for which cases might be applicable, will next year's budget be more realistic in terms of continuing care.</p> <p>Are the thresholds correct in terms of what constitutes health by comparison to social care.</p>	<p>Officer Response: We have been required to reassess every child to determine the level of need and what the package of care would look like and the cost implication.</p> <p>It has been acknowledged that the figure is not realistic going forwards and there is not the volume of children with those high level needs to meet the criteria.</p> <p>With continuing care there is legislation which determined the criteria to be met. Children's Services have developed a working relationships with the Health Board in terms of those children and their identified needs.</p>
<p>Special Guardianship Orders (SGO) and cost reductions not met. The project plan is being implemented but there does not appear to be a team in place. Could you remind Members what the project was and why the team is not in place and what is currently happening.</p>	<p>Officer Response: The Special Guardianship Orders (SGO) project looks at special guardianship orders which are a different way of legally looking after a child. Where a child is subject to a care order the local authority would share parental responsibility. With an SGO the child may live in the same placement but under a different legal order, not sharing parental responsibility with the local authority. The Special Guardian has the parental responsibility and they share that with the parents. Savings are attached to this in a different way as the child is not looked after, does not have children looked after reviews or visits.</p>

	<p>There have been delays but the Service is recruiting staff currently to develop the team and have it in place before the end of the financial year.</p>
<p>There are two costs pressures of £353k for Bannau and £516k for children and residential loans which relate to the use of agency workers. Taking Bannau as an example what is the set budget for staffing costs to understand the percentage differential by comparison with the total budget.</p>	<p>Officer Response: The staffing and on cost budget is set at £848k in total for 2022/23. The £353k agency overspend is additional over and above to date assuming vacancies are filled from period 7 to the end of the financial year.</p> <p>Staffing remains a real pressure, despite the number of agency workers within the Service at present. The numbers of permanent staff are increasing in part through the Grow our Own programme</p>

Adult Services:

- The Service was projecting an overspend of £5k currently by the end of the financial year.
- That is based on achieving a savings target of £3.4m and the Service was on target to achieve that. £1.73m had already been achieved and there was an assurance regarding a further £1.699m by the end of financial year.
- The Committee’s attention was drawn to future pressures in the main relating to increasing pressures on demand over the winter period. The Service is also pre-empting potential increased requests from providers for contractual uplifts due to the wider costs of running a business. There is uncertainty in this but it regularly monitored in terms of potential additional pressures.

Questions:

Question	Response
<p>For the year 2023 / 2024 the budget includes the use of £2.4m either from specific reserves or the Covid underfunded pressures. Is this one off funding depending on how the service intends to cope with this pressure.</p>	<p>Officer Response: Those reserves are one off monies. As the Service has developed its Finance Resource Model (FRM) into 2023 / 24 we have accounted for additional pressures within that year. The mitigating actions are an extension of the efficiency themes such as looking at strength based reviews, promoting the use of Direct Payments as an alternative to the traditionally commissioned Domiciliary Care, and utilising as far as possible technology enabled care.</p> <p>The Service has been working closely with providers over the past few years to ensure value for money from contracts which is becoming increasingly difficult</p>

	<p>as there is a difficult balance between achieving value for money and encouraging providers to remain in the market. The Commissioning Team is continuing to work with providers to achieve fair costs of care and ensure contracts are financially viable for providers.</p> <p>The Commissioning Team has good working relationships with providers. The Commissioning Service has robust contract management processes in place which allows the Council to scrutinise costs and ensure that costs are evidence based. The tea is seeing increased pressures similar to those being faced by the Council such as recruitment and retention, and that partners are reliant on using agency staff which contributes to the additional cost, including increased utility costs and the tea works with providers to ensure that they remain viable.</p>
<p>In terms of the investment made in the Delayed Transfer of Care (D-ToC) team, can we have an overview on how this impacts the budget going forward whilst ensuring that individuals are discharged with the right sized care packages and the potential financial implications of that.</p>	<p>Officer Response: The Service has invested approximately £150k into this service to provide a dedicated hospital social work team funded through the base line budget. This allows the targeting of the resource at District General Hospitals out of county, supporting Powys patients to come back into county as soon as possible. This has allowed the facilitation of hospital transfers quicker than before.</p> <p>Moving into the winter pressures period it is crucial that this targeted resource is in place to remove as far as possible blockages in the wider care system.</p>

Outcome:

- That any efficiencies identified as a result of collaborative arrangements in 2023 / 24 are realistic and achievable.

5.3. Q2 Risk Report

Documents Considered:

Report of the Cabinet Member for Finance and Corporate Transformation.

Issues Discussed:

- The Chair noted that the items raised in the risk register have already been considered in the Children’s Services budget, the domiciliary care pressures in the workforce.
- The only other issue was the WCCIS system which was not considered to be fit for purpose.

Questions:

Question	Response
<p>Could the Committee receive and update on digital transformation, how are systems working and is the risk starting to de-escalate.</p>	<p>Officer Response: The Director of Social Services indicated that WCCIS is not fit for purpose which impact on the Service areas in carrying out operational duties. Following updates the current feedback from officers is there is a general improvement, with the platform being more stable.</p> <p>In the summer a digital transformation of Social Services project was commenced led by ICT in collaboration with staff from across Social Care. As part of this review, early next year, will be the consideration of options for a data management system including remaining or update the current system or moving to a new platform.</p> <p>The feedback from practitioners is that WCCIS remains slow with outages, and it is still not as intuitive as it could be, so there is a level of dissatisfaction amongst practitioners. Staff are very reliant on the system to make evidenced based practice decisions. In relation to the digital transformation project the group is in the process of arranging four demonstrations for alternative or updated systems to soft test the market. Then there will be a procurement exercise if that is deemed to be the next step.</p>
<p>What are other Local Authorities in Wales doing in terms of their use of WCCIS. Are they looking at the same options as Powys.</p>	<p>Officer Response: Other local authorities are aware of Powys’ intentions and watching what we are doing. Not all Welsh Local Authorities signed up to WCCIS initially so there is mixed provision in relation to these data management systems. Some local authorities have moved onto</p>

	WCCIS and others have remained with their bespoke platforms.
<p>Due to the historic WCCIS issues, the Chair had asked Heads of Service whether any service users been put at risk due to the system. The previous Head of Children’s Services suggested that this may have been the case whilst it was not the case for the Head of Adult Services.</p> <p>Are service users being put at risk due to the issues with the platform.</p>	<p>Officer Response: In relation to Adult Services the Head of Service was not aware of any individuals placed at risk. However, when the system does not work it has a significant effect on staff morale. However, whilst no residents have been put at risk it is a serious enough problem that needs to be rectified.</p> <p>In relation to Children’s Services no child has been placed at risk due to WCCIS issues. It is around staff morale and the ability to record information in a timely manner. The system does cause frustration which has a direct impact on staff.</p>
<p>Are the risks on this register only those which are Red or above. Are there other risks being managed rated as green and amber?</p>	<p>Officer Response: In both Adult Services and Children’s Services there are a range of risks which have not reached the threshold in terms of probability or impact score to move them onto the strategic risk register.</p> <p>The Service Risk Registers are reviewed on a quarterly basis.</p>

Outcomes:

- Noted.
- That a link to Service risk registers be made available to the Committee through the Teams area.

6. WORKING GROUP REPORTS

Documents Considered:

None.

Issues Discussed:

- A Working Group had been held to discuss Delayed Transfers of Care and the timely return of Powys patients from District General Hospitals outside Powys with appropriate care packages.
- The Working Group noted the positive work undertaken by the team as well as the positive relationship with the Health Board and that the investment made was delivering the necessary improvements.
- Some of the issues being reviewed included two brokerage system being in place for care home placements with work being undertaken to realign those systems.

- There was also work to be done to incentivise short term care in Care Homes.
- The Service works to Welsh Government’s Discharge to Recovery and Assess framework, not assessing people in hospital and moving people onto short term pathways to give people a chance to recover and then they can be assessed for any longer term care needs. Ideally what should happen is to move people straight from hospital to home. Where this is not possible the Service relies on step down provision and it wants to work with care homes as a strategic partner to provide that step down provision.
- Joint commissioning work needs to be undertaken between the Service and the Health Board to work with care homes in providing that short term provision.
- The Commissioning Team is working with the Health Board, and have arranged a workshop with Care Home providers and Domiciliary Care providers to understand their pressures and to work together to understand collectively what can be done to support the sector.

Questions:

Question	Response
<p>What are the outcomes of the workshop. Will it lead to an action plan or is there one already in place.</p>	<p>Officer Response: The aim is to have an honest conversation with the sector as the Council is already aware of many of the issues but to identify what else the Council and Health Board can do to support the sector and to explore all possible options.</p>

Outcomes:

- Noted
- Add to scrutiny work programme about the prevention of falls work and what difference this is making.

7.	WORK PROGRAMME
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The Committee noted the schedule of future meetings.

County Councillor A Jenner (Chair)

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Health and Care Scrutiny Committee 31st March 2023

Report Title:	Wales Audit Office Safeguarding Audit Report, December 2022, and Service Response / Action Plan
Lead Officer:	Nina Davies, Interim Director of Social Services and Housing

Key Issues in the report highlighted by Lead Officer

Wales Audit Office Report published 19th December 2022 following completion of Safeguarding Audit summer 2022.

Action Plan by way of Service response to the outcomes of that Audit, including updates against progress up to end February 2023.

Key Feeders (tick all that apply)

Strategic Risk		Cabinet Work Plan	
Director / Head of Service Key Issue		External / Internal Inspection	X
Existing Commitment / Annual Report		Performance / Finance Issue	
Suggestion from Public		Referral from Council / Committee	
Corporate Improvement Plan		Impacting Public / other services	
Service Integrated Business Plan			
Suggestion from Members			
Partnerships			

Scrutiny Impact (tick all that apply)

Policy Review		Performance	X
Informing Policy Development		Evidence Gathering	
Risk		Corporate Improvement Plan	
Service Integrated Business Plan		Partnerships	
Pre-Decision Scrutiny		Finance / Budget	

Other (please specify)

Suggested scrutiny activity - Committee's Role:

To read and note contents of the Wales Audit Office Safeguarding Report and Service Response / Action Plan.

To scrutinise the Action Plan, progress against actions up to end February and provide constructive challenge to the Council about this work in an impartial and independent manner.

On what specific elements of the report would scrutiny comment add value

Scrutiny Recommendations in the Wales Audit Office report, and progress against recommendations in the Action Plan.

Please note, this was reviewed in the Corporate Safeguarding Board on 6th March of which Health and Care Scrutiny will be updated in June.

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Follow-up Review of Arrangements for Corporate Safeguarding – Powys County Council

Audit year: 2021-22

Date issued: November 2022

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This document is also available in Welsh.

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Summary report

Summary

What we reviewed and why

- 1 We undertook this review to seek assurance that Powys County Council (the Council) has effective corporate arrangements in place for safeguarding children and adults at risk. We assessed how the Council had addressed the findings and proposals for improvement of our 2014 report into the Council's arrangements to support safeguarding children¹. We also assessed the Council's progress in implementing the recommendations contained in the Auditor General's report, 'Review of Corporate Safeguarding Arrangements in Welsh Councils' (July 2015)².
- 2 We undertook our review during the period June 2022 to September 2022.

What we found

- 3 Our review sought to answer the question: Has the Council acted upon the recommendations and proposals for improvement contained in the national and local reports of the Auditor General published in 2014 and 2015?
- 4 Our review focussed on the Council-wide corporate arrangements for safeguarding. It was not a review of specific safeguarding arrangements in Education or Social Services.
- 5 Overall we found that: **Concerningly, the Council still does not have proper control of its corporate safeguarding arrangements, which exposes both the Council and its residents to risk.**
- 6 The Terms of Reference of the Council's Corporate Safeguarding Group sets out that its purpose is 'To ensure that all members and staff fulfil their roles and responsibilities in helping to keep people safe from harm and abuse, acknowledging that safeguarding is everybody's business in every service within the Council.' However, in practice, the Council was not able to demonstrate that it was acting in accordance with its commitment, nor assuring itself or its citizens that 'safeguarding is everybody's business in every service within the Council'. This exposes both the Council and its residents to ongoing safeguarding risks.
- 7 The Council also has not fully addressed most of our previous safeguarding proposals for improvement and national recommendations as set out in **Exhibits 2 and 3** below.

¹ Auditor General for Wales, Local Authority Arrangements to Support Safeguarding of Children, September 2014.

² Auditor General for Wales, [Review of Corporate Safeguarding Arrangements in Welsh Councils](#), July 2015.

- 8 The Council needs to take urgent steps to strengthen its corporate safeguarding arrangements and oversight, to assure itself that all its services are safeguarding adults and children of the county. The key governance issues that it needs to address are:
- **Publishing a corporate safeguarding policy.** It is common for Councils to have a corporate safeguarding policy. The Council is an outlier in that it does not have such a policy and has never had such a policy. The absence of such a policy means that there is a potential lack of clarity about roles and responsibilities and potential inconsistencies in practice. As a result of this review, the Council is now drafting a corporate safeguarding policy.
 - **The role of the Corporate Safeguarding Group.** The standing membership of the Corporate Safeguarding Group includes senior officers and members. But the Group is not properly fulfilling its own responsibilities as set out in its Terms of Reference. There is a lack of effective oversight of corporate safeguarding matters. This lack of oversight is made worse as the Group is not producing an annual corporate safeguarding report for Cabinet or the relevant scrutiny committee, as the Terms of Reference of the Group stipulates it should. This means that the Council is vulnerable to not being aware of issues, trends or the potential need to address corporate safeguarding risks.
- 9 We have included in **Exhibits 2 and 3** our original recommendations from our local and National Review of Corporate Safeguarding reports, and the lack of progress the Council has made in implementing these. It is unclear why the Council has not tracked and implemented these recommendations in line with its internal recommendation tracking processes established to provide assurance to relevant committees and the public.
- 10 Given our concerns, we have identified further recommendations in **Exhibit 1** to help the Council to urgently focus and strengthen its corporate safeguarding arrangements. These new recommendations replace the previous recommendations from 2015.

Recommendations

Exhibit 1: recommendations

The table below sets out the recommendations that we have identified following this review.

Recommendations	
R1	The Council needs to urgently assure itself that it has robust arrangements in place for corporate safeguarding and use appropriate mechanisms such as the governance and audit committee, scrutiny, the Corporate Safeguarding Group and internal audit to help it achieve that assurance.
R2	The Council should agree and implement a corporate safeguarding policy and ensure it is easily accessible and understandable to staff, members and other stakeholders, and that it is reviewed periodically to ensure it is kept up to date and embedded in the day-to-day workings of every service in the Council.
R3	The Council needs to urgently ensure that the Corporate Safeguarding Group is carrying out its responsibilities in accordance with the Group's own Terms of Reference 'to ensure that all members and staff fulfil their roles and responsibilities in helping to keep people safe from harm and abuse, acknowledging that safeguarding is everybody's business in every service within the Council'.
R4	The Council needs to publicise the roles and responsibilities of the lead officer and lead member for corporate safeguarding to strengthen corporate leadership and accountability.
R5	The Council should review the need for having two Disclosure and Barring Service policies. If it decides to keep the two policies, it should be clear as to the rationale why, and also clear on the following matters, so as to avoid confusion: <ul style="list-style-type: none">• who the policies apply to;• ensure they are reviewed at the same time;• are consistent with each other; and• that anyone using the policies is sighted that they are both current and up to date.

Recommendations

R6 The Council should produce central guidance on the recruitment of volunteers to help to ensure consistency across the Council.

R7 The Council should gather contractual monitoring information from across all Council Directorates to ensure they are all robustly monitoring and quickly addressing safeguarding-related actions.

R8 The Council should accelerate the rate of compliance with the completion of mandatory safeguarding training for staff and members so that 'all members and staff fulfil their roles and responsibilities in helping to keep people safe from harm and abuse'.

R9 The Council needs to clarify its expectations of contractors in respect of safeguarding training because there are currently discrepancies in the Council's approach.

R10 The Council should improve the quality of corporate safeguarding performance information that goes to Cabinet and scrutiny to facilitate improved oversight of corporate safeguarding.

R11 The Council should assure itself that all directorates are fully considering safeguarding risks, have suitable escalation and mitigation processes where necessary, and, where appropriate, ensure directorate risk registers reflect that consideration.

Assessment of progress against the recommendations from our 2015 national report

Concerningly, the Council still does not have proper control of its corporate safeguarding arrangements, which exposes both the Council and its residents to risk

Exhibit 2: recommendations from our 2015 report and our assessment of progress against them

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Recommendations from the 2015 report	Recommendation met/not met	Audit Wales' assessment of Council's progress
R1 Improve corporate leadership and comply with the Welsh Government policy on safeguarding through:		
<ul style="list-style-type: none"> the appointment of a senior lead officer who is accountable for safeguarding and protecting children and young people with corporate responsibilities for planning improvements; 	Met	<ul style="list-style-type: none"> The interim Director of Social Services and Housing was appointed to this role in July 2022. Prior to this appointment, this role was carried out by the Executive Director for People and Organisational Development.
<ul style="list-style-type: none"> the appointment of a lead member for safeguarding; and 	Met	<ul style="list-style-type: none"> The Cabinet member for a safer Powys was appointed to this role in July 2022. Prior to the election in May 2022, this role was carried out by the Cabinet member for Young People and Culture.
<ul style="list-style-type: none"> regularly disseminating and updating information on these appointments to all staff and stakeholders. 	Not met with a further recommendation made (see R3 on page 6 above)	<ul style="list-style-type: none"> The Council does not publicise the roles of lead officer and lead member for corporate safeguarding.

Recommendations from the 2015 report	Recommendation met/not met	Audit Wales' assessment of Council's progress
		<ul style="list-style-type: none"> The Council does not have a corporate safeguarding policy that sets out the roles and responsibilities of the lead officer and lead member. The Council does not have corporate safeguarding intranet pages or website pages. It is not clear from the Council website which Cabinet member is the lead member for corporate safeguarding.
<p>R2 Ensure there is a corporate-wide policy on safeguarding covering all Council services to provide a clear strategic direction and clear lines of accountability across the Council.</p>	<p>Not met with further recommendations made (see R2 and R4 on page 6 above)</p>	<ul style="list-style-type: none"> The Council does not have a corporate safeguarding policy and has never had a corporate safeguarding policy, despite the recommendation in our 2015 report. It is also despite the Terms of Reference for the Corporate Safeguarding Group stating that the responsibilities of the Group include 'developing and overseeing implementation of a Council-wide safeguarding policy' and 'identifying emerging themes and ensuring that the Council's safeguarding policy remains fit for purpose'. As a result of this review, the Council is drafting a corporate safeguarding policy.
<p>R3 Strengthen safe recruitment of staff and volunteers by:</p>		
<ul style="list-style-type: none"> ensuring that Disclosure and Barring Service (DBS) checks and compliance with safe recruitment policies cover all services that come into contact with children; 	<p>Partially met with further recommendations made (see R5 and R6 on pages 6 and 7 above)</p>	<ul style="list-style-type: none"> The Council has two DBS Policies. They are both called the DBS Policy and Procedure, which is confusing. The Council has stated the one of these policies is the 'condensed' version, although they are 25 pages and 31 pages long respectively. The 'condensed' version is the longer document. It is apparent that they have been produced at different times and they have not been reviewed at the same time. One policy was produced in September 2020 and the other last reviewed in June 2018. Both the full version of the DBS Policy and the

Recommendations from the 2015 report	Recommendation met/not met	Audit Wales' assessment of Council's progress
		<p>condensed version have gone past their due review dates. In the longer version of the policy it is not explicitly clear in the 'Who is covered by this policy?' section that it applies to staff and volunteers, although there are references to volunteers in the policy. The condensed version has a section called 'scope' that says 'This policy is applicable to all employees'. It is silent on whether it applies volunteers, although it goes on to refer to volunteers in other sections of the policy. Neither policy cross-references the other one so there is scope for confusion as to which one to follow.</p> <ul style="list-style-type: none"> There is a Volunteering in Schools Policy, but the Council does not have a corporate volunteers policy or central guidance on the recruitment of volunteers. The Council has Safer Recruitment Guidance that contains references to volunteers, but it is essentially about safely recruiting employees and cannot be described as central guidance on the recruitment of volunteers.
<ul style="list-style-type: none"> creating an integrated corporate compliance system to record and monitor compliance levels on DBS checks; and 	Met	<ul style="list-style-type: none"> The Council hold DBS checks information for staff and volunteers on iTrent.
<ul style="list-style-type: none"> requiring safe recruitment practices amongst partners in the third sector and for volunteers who provide services commissioned and/or used by the Council which are underpinned by a contract or service level agreement. 	Partially met with further recommendations made (see R4, R7 and R9 on pages 6 and 7 above)	<ul style="list-style-type: none"> The Council has a Contractors Guidance for Safer Recruitment document that is clear on DBS checks expectations. The Standard Services Contract and the shorter version of the DBS policy are similarly clear (the longer version of the DBS policy is not as clear). The Council provided a couple of Invitation to Tender examples in relation to support services for children and young people. They contain various pertinent questions

Recommendations from the 2015 report	Recommendation met/not met	Audit Wales' assessment of Council's progress
		<p>on safeguarding matters and request appropriate safeguarding related information.</p> <ul style="list-style-type: none"> • However, the Council's wider arrangements for contractors are weak when it comes to requirements for undertaking safeguarding training. Examples of such weakness are: <ul style="list-style-type: none"> – The Contractors Guidance for Safer Recruitment could be stronger on mandating safeguarding training. It currently just recommends (as opposed to mandates) that all employees that come into contact with children, young people and/or adults at risk receive children and/or adult safeguarding awareness training. – The Council provided us with an example of wording used in a tender that states 'The Service Provider shall ensure that all support provider staff receive appropriate training in Safeguarding in line with the Council's policies and procedures'. It is not clear what policies and procedures are being referred to and there is not a corporate safeguarding policy in place. • The following wording in the Standard Services Contract is weak. It states 'Where identified to the Contractor as being relevant to the Contract, the Contractor shall be obliged to comply with, and shall ensure that Staff shall comply with, such relevant policies of the Council in addition to any policies available from time to time on the Council's website which may be relevant to (it then lists various policies including 'safeguarding policies'). There is not a corporate safeguarding policy available, and it is not clear exactly what safeguarding policies are being

Recommendations from the 2015 report	Recommendation met/not met	Audit Wales' assessment of Council's progress
		<p>referred to, and the reference to 'from time to time' is also vague.</p> <ul style="list-style-type: none"> • One of the responsibilities of the Corporate Safeguarding Group is 'To ensure safe recruitment policy and processes are implemented and adhered to across the Council (including schools), with monitoring in respect of new and existing employees, contractors and volunteers on a scheduled basis'. The Corporate Safeguarding Group needs to assure itself that the Council's recruitment processes for contractors are robust and that all Council Directorates are all robustly monitoring safeguarding related provisions as part of their contract monitoring arrangements. At present, there is there is no corporate oversight of whether service areas are checking compliance with safeguarding contractual provisions as part of contract monitoring.

Recommendations from the 2015 report	Recommendation met/not met	Audit Wales' assessment of Council's progress
R4 Ensure all relevant staff, members and partners understand their safeguarding responsibilities by:		
<ul style="list-style-type: none"> ensuring safeguarding training is mandated and coverage extended to all relevant Council service areas, and is included as standard on induction programmes; 	Met with further recommendations made (see R8 on page 7 above)	<ul style="list-style-type: none"> In April 2022 the Council introduced mandatory e-learning safeguarding training for all staff. The Council stipulated that the mandatory safeguarding training must be completed within three months. However, the Council's July 2022 Quarter 1 performance report for 2022-23 stated that the completion rate stood at 44.2%. Schools' staff current compliance rate with mandatory safeguarding training is 100%. The Council has also introduced mandatory e-learning safeguarding training for members post the May 2022 election. The Council asked members to complete the training by the end of August 2022 and at that date 65% of members had done so. The Council has stated that safeguarding training needs to be refreshed every three years. Every new member of staff is required to complete any mandatory training by the end of their first week. If that is not done, then HR raises it with Heads of Service in a report. Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV) training is mandatory for staff and members. At the time of writing, the completion rate for staff is 80.5%. Of the 29 new Councillors elected in May 2022, 83% have completed the VAWDASV training.

Recommendations from the 2015 report	Recommendation met/not met	Audit Wales' assessment of Council's progress
		<ul style="list-style-type: none"> For members elected prior to May 2022, the Council has stated that the VAWDASV e-learning module has a three-year refresher period. Of the 39 returning members, 17 need to renew their training. The Council's website contains a safeguarding video produced in conjunction with Dyfed Powys Police, Pembrokeshire County Council, Carmarthenshire County Council and Ceredigion County Council. New taxi drivers have to watch the video and are tested on it as part of the driver test that needs to be passed in order to submit a driver application.
<ul style="list-style-type: none"> creating a corporate-wide system to identify, track and monitor compliance on attending safeguarding training in all Council departments, elected members, schools, governors and volunteers; and 	Partially met	<ul style="list-style-type: none"> There is a corporate-wide system for non-schools staff and member (iTrent). There is also training information in respect of volunteers, but as mentioned above, there should be central guidance on recruiting volunteers. That would help to ensure that all volunteers are trained where necessary. Information in respect of schools' staff and governors compliance with safeguarding training is held on a database in the school's service. The training is only mandatory for safeguarding lead governors.
<ul style="list-style-type: none"> requiring relevant staff in partner organisations who are commissioned to work for the Council in delivering services to children and young people to undertake safeguarding training. 		<ul style="list-style-type: none"> See the weaknesses identified against R3 from our 2015 report on pages 11 and 12 above.

Recommendations from the 2015 report	Recommendation met/not met	Audit Wales' assessment of Council's progress
<p>R6³ Improve accountability for corporate safeguarding by regularly reporting safeguarding issues and assurances to scrutiny committee(s) against a balanced and Council-wide set of performance information covering:</p> <ul style="list-style-type: none"> • benchmarking and comparisons with others; • conclusions of internal and external audit/inspection reviews; • service-based performance data; • key personnel data such as safeguarding training, and DBS recruitment checks; and • the performance of contractors and commissioned services on compliance with Council safeguarding responsibilities. 	<p>Not met with further recommendations made (see R3 and R10 on pages 6 and 7 above)</p>	<ul style="list-style-type: none"> • One of the responsibilities of the Corporate Safeguarding Group in its Terms of Reference is to 'to produce an annual safeguarding report (linking with the requirement for an annual report through the Regional Safeguarding Board)'. The Terms of Reference also state that 'Cabinet and Scrutiny Committees will receive information regarding the work of the Group through an annual safeguarding report and a six-monthly update'. However, to date, the Group has not produced such annual reports. • The Corporate Safeguarding Group provide six-monthly updates to Cabinet. They are very brief and only occasionally contain performance information. The Health and Care Scrutiny Committee is the relevant scrutiny committee for corporate safeguarding matters. It has not received a six-monthly update from the Corporate Safeguarding Group since January 2020. • The Council has stated that it does have some corporate safeguarding performance information, but it is included in different reports and not brought together in one place.
<p>R7 Establish a rolling programme of internal audit reviews to undertake systems testing and compliance reviews on the Council's safeguarding practices.</p>	<p>Not met (relates to further recommendation made – see R1 on page 6 above)</p>	<ul style="list-style-type: none"> • Internal Audit issued a report on safer recruitment in 2019-20. Apart from that audit, there have not been other audits that relate to corporate safeguarding. Therefore, it cannot be described as a rolling programme of audits.

³ The Welsh Government was responsible for responding to recommendation 5 so that is not included above.

Recommendations from the 2015 report	Recommendation met/not met	Audit Wales' assessment of Council's progress
<p>R8 Ensure the risks associated with safeguarding are considered at both a corporate and service level in developing and agreeing risk management plans across the Council.</p>	<p>Partially met with a further recommendation made (see R11 on page 7 above)</p>	<ul style="list-style-type: none"> • The Council's Strategic Risk Register includes a risk in relation to insufficient capacity that has potential consequences for safeguarding. • The Children's Services risk register and the Adult Services risk register include risks that have potential consequences for children's or adults' safety such as the Welsh Community Care Information System (WCCIS) and capacity. • Safeguarding does not feature on the Education Risk Register, but the Council has stated there are regular meetings with the designated lead for safeguarding. • Safeguarding does not feature on other Directorate Risk Registers. That may well be appropriate, but the Council needs to assure itself that all Directorates are fully considering safeguarding risks and, where appropriate, ensuring Directorate Risk Registers reflect that consideration.

Assessment of progress against the proposals for improvement from our 2014 local report

Exhibit 3: proposals for improvement from our local 2014 report and our assessment of progress against them

Proposals for improvement (PFI) in our 2014 local report issued to the Council in September 2014	PFI met/not met	Audit Wales' assessment of the Council's progress
P1 Ensure appropriate and timely action is taken to manage risks and under performance in relation to safeguarding and ensure elected members are informed of risk management arrangements and progress in addressing safeguarding risks is included in future scrutiny work.	Partially met	The narrative above against R8 from our 2015 report is relevant to this proposal for improvement from our 2014 local report. Furthermore, the lack of an annual corporate safeguarding report or six-monthly updates going to scrutiny means that scrutiny has not been receiving information in respect of corporate safeguarding risks.
P2 Improve the work of the Council's Scrutiny Committees to ensure it is providing assurance on the effectiveness of the Council's corporate safeguarding arrangements.	Not met	The narrative above against R6 from our 2015 report is relevant to this proposal for improvement from our 2014 local report. The lack of an annual corporate safeguarding report or six-monthly updates going to scrutiny means that scrutiny has not been receiving information on the Council's corporate safeguarding arrangements, so have not been in a position to scrutinise those arrangements.
P3 Ensure all elected members and staff who come into contact with children on a regular basis receive training on safeguarding and child protection issues and the Council's corporate policy on safeguarding.	Partially met	See the narrative against R4 from our 2015 report above. To date, there has not been a corporate safeguarding policy for members or staff to be trained on.
P4 Identify and agree an appropriate internal audit programme of work for safeguarding.	Not met	See the narrative against R7 from our 2015 report above.



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Adolygiad Dilynol o'r Trefniadau Diogelu Corfforaethol – Cyngor Sir Powys

Blwyddyn archwilio: 2021-22

Dyddiad cyhoeddi: Tachwedd 2022

Cyfeirnod y ddogfen: 3264A2022

Paratowyd y ddogfen hon at ddefnydd mewnol Cyngor Sir Powys fel rhan o'r gwaith a wnaed yn unol ag adran 17 o Ddeddf Archwilio Cyhoeddus (Cymru) 2004.

Nid yw'r Archwilydd Cyffredinol na staff Swyddfa Archwilio Cymru yn derbyn unrhyw gyfrifoldeb o ran unrhyw aelod, cyfarwyddwr, swyddog neu gyflogai arall yn eu rhinwedd unigol, neu unrhyw drydydd parti.

Os ceir cais am wybodaeth y gall y ddogfen hon fod yn berthnasol iddo, tynnir sylw at y Cod Ymarfer a gyhoeddwyd o dan adran 45 o Ddeddf Rhyddid Gwybodaeth 2000. Mae cod adran 45 yn nodi'r arfer o ran trin ceisiadau a ddisgwyllir gan awdurdodau cyhoeddus, gan gynnwys ymgynghori â thrydydd partiön perthnasol. Mewn perthynas â'r ddogfen hon, mae Archwilydd Cyffredinol Cymru ac Archwilio Cymru yn drydydd partiön perthnasol. Dylid anfon unrhyw ymholiadau ynglŷn â datgelu neu ailddefnyddio'r ddogfen hon i Swyddfa Archwilio Cymru: swyddog.gwybodaeth@archwilio.cymru

Rydym yn croesawu gohebiaeth a galwadau ffôn yn Gymraeg a Saesneg. Ni fydd gohebu yn Gymraeg yn arwain at oedi. We welcome correspondence and telephone calls in Welsh and English. Corresponding in Welsh will not lead to delay.

Mae'r ddogfen hon hefyd ar gael yn Saesneg.

Cynnwys

Mae'n peri pryder nad oes gan y Cyngor reolaeth briodol dros ei drefniadau diogelu corfforaethol o hyd, sy'n amlygu'r Cyngor a'i drigolion i berygl.

Adroddiad cryno

Crynodeb 4

Adroddiad manwl

Asesiad o gynnydd o'i gymharu ag argymhellion o'n hadroddiad cenedlaethol yn 2015 8

Asesiad o gynnydd o'i gymharu â'r cynigion ar gyfer gwella o'n hadroddiad lleol yn 2014 17

Adroddiad cryno

Crynodeb

Yr hyn a adolygwyd gennym a pham

- 1 Fe wnaethom gynnal yr adolygiad hwn i geisio sicrwydd bod gan Gyngor Sir Powys (y Cyngor) drefniadau corfforaethol effeithiol ar waith ar gyfer diogelu plant ac oedolion mewn perygl. Fe wnaethom asesu sut roedd y Cyngor wedi ymdrin â'r canfyddiadau a'r cynigion ar gyfer gwella yn ein hadroddiad yn 2014 ar drefniadau'r Cyngor i gefnogi prosesau diogelu plant¹. Fe wnaethom hefyd asesu cynnydd y Cyngor wrth weithredu'r argymhellion a geir yn adroddiad yr Archwilydd Cyffredinol, 'Adolygiad o Drefniadau Diogelu Corfforaethol yng Nghynghorau Cymru' (Gorffennaf 2015).²
- 2 Cynhaliwyd ein hadolygiad rhwng mis Mehefin 2022 a mis Medi 2022.

Yr hyn a ganfuwyd gennym

- 3 Ceisiodd ein hadolygiad ateb y cwestiwn: A yw'r Cyngor wedi gweithredu ar yr argymhellion a'r cynigion ar gyfer gwella a oedd wedi'u cynnwys yn adroddiadau cenedlaethol a lleol yr Archwilydd Cyffredinol a gyhoeddwyd yn 2014 a 2015?
- 4 Roedd ein hadolygiad yn canolbwyntio ar drefniadau corfforaethol ar draws y Cyngor ar gyfer diogelu. Nid oedd yn adolygiad o drefniadau diogelu penodol mewn Addysg na Gwasanaethau Cymdeithasol.
- 5 Yn gyffredinol: **Mae'n peri pryder nad oes gan y Cyngor reolaeth briodol dros ei drefniadau diogelu corfforaethol o hyd, sy'n amlygu'r Cyngor a'i drigolion i berygl.**
- 6 Mae Cylch Gorchwyl Grŵp Diogelu Corfforaethol y Cyngor yn nodi mai ei ddiben yw 'Sicrhau bod yr holl aelodau a staff yn cyflawni eu swyddogaethau a'u cyfrifoldebau wrth helpu i gadw pobl yn ddiogel rhag niwed a cham-drin, gan gydnabod mai 'busnes pawb ym mhob gwasanaeth o fewn y Cyngor yw diogelu.' Fodd bynnag, yn ymarferol, nid oedd y Cyngor yn gallu dangos ei fod yn gweithredu yn unol â'i ymrwymiad, nac yn sicrhau ei hun na'i ddinasyddion mai 'busnes pawb ym mhob gwasanaeth o fewn y Cyngor yw diogelu'. Mae hyn yn amlygu'r Cyngor a'i drigolion i risgiau diogelu parhaus.
- 7 Nid yw'r Cyngor ychwaith wedi mynd i'r afael yn llawn â'r rhan fwyaf o'n cynigion ar gyfer gwella diogelu ac argymhellion cenedlaethol fel y nodir yn **Arddangosyn 2 a 3 isod.**

¹ Archwilydd Cyffredinol Cymru, Trefniadau Awdurdodau Lleol i Gefnogi Prosesau Diogelu Plant, Medi 2014.

² Archwilydd Cyffredinol Cymru, [Adolygiad o drefniadau Diogelu Corfforaethol yng Nghynghorau Cymru](#), Gorffennaf 2015.

- 8 Mae angen i'r Cyngor gymryd camau brys i gryfhau ei drefniadau diogelu corfforaethol a'i oruchwyliaeth, er mwyn sicrhau ei hun bod ei holl wasanaethau yn diogelu oedolion a phlant y sir. Y prif faterion llywodraethu y mae angen iddo fynd i'r afael â nhw yw:
- **Cyhoeddi polisi diogelu corfforaethol.** Mae'n gyffredin i Gynghorau fod â pholisi diogelu corfforaethol. Mae'r Cyngor yn allanolyn gan nad oes ganddo bolisi o'r fath ac nad yw erioed wedi cael polisi o'r fath. Mae absenoldeb polisi o'r fath yn golygu bod diffyg eglurder posibl ynglŷn â swyddogaethau a chyfrifoldebau ac anghysondebau posibl yn ymarferol. O ganlyniad i'r adolygiad hwn, mae'r Cyngor bellach yn drafftio polisi diogelu corfforaethol.
 - **Swyddogaeth y Grŵp Diogelu Corfforaethol.** Mae aelodaeth sefydlog y Grŵp Diogelu Corfforaethol yn cynnwys uwch swyddogion ac aelodau. Ond nid yw'r Grŵp yn cyflawni ei gyfrifoldebau ei hun yn iawn fel y nodir yn ei Gylch Gorchwyl. Mae diffyg goruchwyliaeth effeithiol o faterion diogelu corfforaethol. Gwneir y diffyg goruchwyliaeth hwn yn waeth gan y ffaith nad yw'r Grŵp yn cynhyrchu adroddiad diogelu corfforaethol blynyddol ar gyfer y Cabinet na'r pwyllgor craffu perthnasol yn unol â'r hyn a nodir gan Gylch Gorchwyl y Grŵp. Mae hyn yn golygu bod y Cyngor mewn perygl o beidio â bod yn ymwybodol o faterion, tueddiadau neu'r angen posibl i fynd i'r afael â risgiau diogelu corfforaethol.
- 9 Yn **Arddangosion 2 a 3** rydym wedi cynnwys ein hargymhellion gwreiddiol o'n hadroddiadau ar yr Adolygiad Lleol a Chenedlaethol o Ddiogelu Corfforaethol, a'r diffyg cynnydd ar ran y Cyngor wrth weithredu'r rhain. Nid yw'n glir pam nad yw'r Cyngor wedi olrhain a gweithredu'r argymhellion hyn yn unol â'i argymhelliad mewnol ynghylch prosesau olrhain a sefydlwyd i roi sicrwydd i bwyllgorau perthnasol a'r cyhoedd.
- 10 O ystyried ein pryderon, rydym wedi nodi argymhellion ychwanegol yn **Arddangosyn 1** i helpu'r Cyngor i ganolbwyntio a chryfhau ei drefniadau diogelu corfforaethol ar frys. Mae'r argymhellion newydd hyn yn disodli'r argymhellion blaenorol o 2015.

Argymhellion

Arddangosyn 1: argymhellion

Mae'r tabl isod yn nodi'r argymhellion a nodwyd gennym yn dilyn yr adolygiad hwn.

Argymhellion	
A1	Mae angen i'r Cyngor sicrhau ei hun ar frys fod ganddo drefniadau cadarn ar waith ar gyfer diogelu corfforaethol a defnyddio dulliau priodol megis y pwyllgor llywodraethu ac archwilio, craffu, y Grŵp Diogelu Corfforaethol ac archwilio mewnol i'w helpu i gyflawni'r sicrwydd hwnnw.
A2	Dylai'r Cyngor gytuno a gweithredu polisi diogelu corfforaethol a sicrhau ei fod yn hygyrch ac yn ddealladwy i staff, aelodau a rhanddeiliaid eraill, a'i fod yn cael ei adolygu o bryd i'w gilydd i sicrhau ei fod yn cael ei ddiweddarau a'i wreiddio yng ngwaith dyddiol pob gwasanaeth yn y Cyngor.
A3	Mae angen i'r Cyngor sicrhau ar frys bod y Grŵp Diogelu Corfforaethol yn cyflawni ei gyfrifoldebau yn unol â Chylch Gorchwyl y Grŵp ei hun 'er mwyn sicrhau bod yr holl aelodau a staff yn cyflawni eu swyddogaethau a'u cyfrifoldebau wrth helpu i gadw pobl yn ddiogel rhag niwed a cham-drin, gan gydnabod mai busnes pawb ym mhob gwasanaeth o fewn y Cyngor yw diogelu'.
A4	Mae angen i'r Cyngor roi cyhoeddusrwydd i swyddogaethau a chyfrifoldebau'r prif swyddog a'r aelod arweiniol dros ddiogelu corfforaethol i gryfhau arweinyddiaeth gorrfforaethol ac atebolrwydd.
A5	Dylai'r Cyngor adolygu'r angen am ddau bolisi Gwasanaeth Datgelu a Gwahardd. Os yw'n penderfynu cadw'r ddau bolisi, dylai fod yn glir ynghylch y rhesymeg pam, a hefyd yn glir ynghylch y materion canlynol, er mwyn osgoi dryswch: <ul style="list-style-type: none">• i bwy mae'r polisiâu'n berthnasol;• sicrhau eu bod yn cael eu hadolygu ar yr un pryd;• sicrhau eu bod yn gyson â'i gilydd; a• bod unrhyw un sy'n defnyddio'r polisiâu yn gweld eu bod nhw wedi'u diweddarau ac yn gyfredol.

Argymhellion

- A6 Dylai'r Cyngor lunio canllawiau canolog ar gyfer recriwtio gwirfoddolwyr i helpu i sicrhau cysondeb ar draws y Cyngor.
- A7 Dylai'r Cyngor gasglu gwybodaeth monitro cytundebol o bob Cyfarwyddiaeth y Cyngor i sicrhau eu bod i gyd yn monitro'n gadarn ac yn ymdrin â chamau sy'n gysylltiedig â diogelu ar frys.
- A8 Dylai'r Cyngor gyflymu'r gyfradd gydymffurfio drwy gwblhau hyfforddiant diogelu gorfodol ar gyfer staff ac aelodau fel bod 'yr holl aelodau a staff yn cyflawni eu swyddogaethau a'u cyfrifoldebau wrth helpu i gadw pobl yn ddiogel rhag niwed a cham-drin'.
- A9 Mae angen i'r Cyngor egluro yr hyn y mae'n ei ddisgwyl gan contractwyr o ran hyfforddiant diogelu oherwydd ceir anghysondebau ar hyn o bryd yn null gweithredu'r Cyngor.
- A10 Dylai'r Cyngor wella ansawdd gwybodaeth perfformiad diogelu corfforaethol sy'n mynd i'r Cabinet a chraffu er mwyn hwyluso gwell goruchwyliaeth o ddiogelu corfforaethol.
- A11 Dylai'r Cyngor sicrhau ei hun fod yr holl gyfarwyddiaethau yn ystyried risgiau diogelu yn llawn, bod â phrosesau uwchgyfeirio a lliniaru addas pan fo'u hangen, a, phan fo'n briodol, sicrhau bod cofrestrau risg cyfarwyddiaeth yn adlewyrchu'r ystyriaeth honno.

Asesiad o gynnydd o'i gymharu ag argymhellion ein hadroddiad cenedlaethol yn 2015

Mae'n peri pryder nad oes gan y Cyngor reolaeth briodol dros ei drefniadau diogelu corfforaethol o hyd, sy'n amlygu'r Cyngor a'i drigolion i berygl.

Arddangosyn 2: argymhellion o'n hadroddiad yn 2015 a'n hasesiad o gynnydd o'u cymharu â nhw

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Argymhellion adroddiad 2015	Cyflawnwyd/ni chyflawnwyd yr Argymhelliad	Asesiad Archwilio Cymru o Gynnydd y Cyngor
A1 Gwella arweiniad corfforaethol a chydymffurfio â pholisi Llywodraeth Cymru ar ddiogelu drwy wneud y canlynol:		
<ul style="list-style-type: none"> penodi uwch swyddog arweiniol fydd yn atebol am ddiogelu ac amddiffyn plant a phobl ifanc gyda chyfrifoldebau corfforaethol dros gynllunio gwelliannau; 	Cyflawnwyd	<ul style="list-style-type: none"> Penodwyd Cyfarwyddwr dros dro'r Gwasanaethau Cymdeithasol a Thai i'r swyddogaeth hon ym mis Gorffennaf 2022. Cyn y penodiad hwn, cyflawnwyd y swyddogaeth gan Gyfarwyddwr Gweithredol Pobl a Datblygu Sefydliadol.
<ul style="list-style-type: none"> penodi aelod arweiniol dros ddiogelu; 	Cyflawnwyd	<ul style="list-style-type: none"> Penodwyd yr aelod Cabinet ar gyfer Powys Fwy Diogel i'r swyddogaeth hon ym mis Gorffennaf 2022. Cyn yr etholiad ym mis Mai 2022, cyflawnwyd y swyddogaeth hon gan yr aelod Cabinet ar gyfer Pobl Ifanc a Diwylliant.
<ul style="list-style-type: none"> dosbarthu a diweddarau gwybodaeth yn rheolaidd am y 	Ni chyflawnwyd a gwnaethpwyd argymhelliad ychwanegol	<ul style="list-style-type: none"> Nid yw'r Cyngor yn rhoi cyhoeddusrwydd i swyddogaethau'r prif swyddog a'r aelod arweiniol dros ddiogelu corfforaethol.

Argymhellion adroddiad 2015	Cyflawnwyd/ni chyflawnwyd yr Argymhelliad	Asesiad Archwilio Cymru o Gynnydd y Cyngor
penodiadau hyn i'r holl staff a rhanddeiliaid.	(gweler A3 ar dudalen 6 uchod)	<ul style="list-style-type: none"> Nid oes gan y Cyngor bolisi diogelu corfforaethol sy'n nodi swyddogaethau a chyfrifoldebau'r prif swyddog a'r aelod arweiniol. Nid oes gan y Cyngor dudalennau mewnwyd na thudalennau gwefan diogelu corfforaethol. Nid yw'n glir o wefan y Cyngor pa aelod Cabinet yw'r aelod arweiniol ar gyfer diogelu corfforaethol.
A2 Sicrhau bod polisi ar draws y gorfforaeth gyfan ar ddiogelu sy'n cwmpasu holl wasanaethau'r Cyngor er mwyn darparu cyfeiriad strategol clir a llinellau atebolrwydd clir ar draws y Cyngor.	Ni chyflawnwyd a gwnaethpwyd argymhellion ychwanegol (gweler A2 ac A4 ar dudalen 6 uchod)	<ul style="list-style-type: none"> Nid oes gan y Cyngor bolisi diogelu corfforaethol ac nid yw erioed wedi cael polisi diogelu corfforaethol, er gwaethaf yr argymhelliad yn ein hadroddiad yn 2015. Mae hyn hefyd er gwaethaf y Cylch Gorchwyl ar gyfer y Grŵp Diogelu Corfforaethol yn nodi bod cyfrifoldebau'r Grŵp yn cynnwys 'datblygu a goruchwylio gweithredu polisi diogelu ledled y Cyngor' a 'nodi themâu sy'n dod i'r amlwg a sicrhau bod polisi diogelu'r Cyngor yn parhau i fod yn addas i'r diben'. O ganlyniad i'r adolygiad hwn, mae'r Cyngor yn drafftio polisi diogelu corfforaethol.
A3 Cryfhau recriwtio staff a gwirfoddolwyr yn ddiogel drwy:		
<ul style="list-style-type: none"> sicrhau bod gwiriadau'r Gwasanaeth Datgelu a Gwahardd (GDG) a chydymffurfiaeth â pholisïau recriwtio diogel yn cwmpasu'r holl wasanaethau sy'n dod i gysylltiad â phlant; 	Cyflawnwyd yn rhannol a gwnaed argymhellion ychwanegol (gweler A5 ac A6 ar dudalennau 6 a 7 uchod)	<ul style="list-style-type: none"> Mae gan y Cyngor ddau Bolisi GDG. Mae'r ddau yn cael eu galw'n Bolisi a Gweithdrefn y GDG, sy'n ddryslyd. Mae'r Cyngor wedi datgan mai un o'r polisïau hyn yw'r fersiwn 'dalfyredig', er bod ganddynt 25 tudalen a 31 tudalen yn y drefn honno. Y fersiwn 'dalfyredig' yw'r ddogfen hiraf. Mae'n amlwg eu bod wedi eu llunio ar wahanol adegau ac nad ydynt wedi cael eu hadolygu ar yr un pryd. Cafodd un polisi ei lunio ym mis Medi 2020 ac fe gafodd y llall ei adolygu ddiwethaf ym mis Mehefin

Argymhellion adroddiad 2015	Cyflawnwyd/ni chyflawnwyd yr Argymhelliad	Asesiad Archwilio Cymru o Gynnydd y Cyngor
		<p>2018. Mae'r fersiwn lawn o'r Polisi GDG a'r fersiwn dalfyredig wedi pasio eu dyddiadau adolygu. Yn y fersiwn hiraf o'r polisi nid yw'n glir yn benodol yn yr adran 'Pwy a gwmpesir o dan y polisi hwn?' ei fod yn berthnasol i staff a gwirfoddolwyr, er bod cyfeiriadau at wirfoddolwyr yn y polisi. Mae gan y fersiwn dalfyredig adran o'r enw 'cwmpas' sy'n datgan 'Mae'r polisi hwn yn berthnasol i'r holl weithwyr'. Nid oes sôn am gynnwys gwirfoddolwyr, er ei fod yn ddiweddarach yn cyfeirio at wirfoddolwyr mewn adrannau eraill o'r polisi. Nid yw'r naill bolisi na'r llall yn croesgyfeirio felly mae lle i ddryswch ynghylch pa un i'w ddilyn.</p> <ul style="list-style-type: none"> • Ceir Polisi Gwirfoddoli mewn Ysgolion, ond nid oes gan y Cyngor bolisi gwirfoddolwyr corfforaethol na chanllawiau canolog ynglŷn â recriwtio gwirfoddolwyr. Mae gan y Cyngor Ganllawiau Recriwtio Mwy Diogel sy'n cynnwys cyfeiriadau at wirfoddolwyr, ond yn y bôn mae'n ymwneud â recriwtio gweithwyr yn ddiogel ac ni ellir eu disgrifio fel canllawiau canolog ar gyfer recriwtio gwirfoddolwyr.
<ul style="list-style-type: none"> • creu system gydymffurfio gorfforaethol integredig i gofnodi a monitro lefelau cydymffurfio ar wiriadau GDG; a 	<p>Cyflawnwyd</p>	<ul style="list-style-type: none"> • Mae'r Cyngor yn cadw gwybodaeth gwirio GDG ar gyfer staff a gwirfoddolwyr ar iTrent.
<ul style="list-style-type: none"> • mynnu cael arferion recriwtio diogel ymysg partneriaid yn y trydydd sector ac i wirfoddolwyr sydd yn darparu gwasanaethau a gomisiynir a/neu a ddefnyddir gan 	<p>Cyflawnwyd yn rhannol a gwnaethpwyd argymhellion ychwanegol (gweler A4, A7 ac A9 ar dudalennau 6 a 7 uchod)</p>	<ul style="list-style-type: none"> • Mae gan y Cyngor ddogfen Canllawiau Contractwyr ar gyfer Recriwtio Mwy Diogel sy'n eglur ynghylch disgwyliadau gwiriadau GDG. Mae'r Contract Gwasanaethau Safonol a'r fersiwn fyrrach o'r polisi GDG yr un mor glir (nid yw'r fersiwn hirach o'r polisi GDG mor glir).

Argymhellion adroddiad 2015	Cyflawnwyd/ni chyflawnwyd yr Argymhelliad	Asesiad Archwilio Cymru o Gynnydd y Cyngor
y cyngor gyda sylfaen o gontract neu gytundeb lefel gwasanaeth.		<ul style="list-style-type: none"> • Darparodd y Cyngor ychydig o enghreifftiau o ddogfennau Gwahoddiad i Dendro mewn cysylltiad â gwasanaethau cymorth i blant a phobl ifanc. Maent yn cynnwys cwestiynau perthnasol amrywiol ar faterion diogelu ac yn gofyn am wybodaeth briodol sy'n gysylltiedig â diogelu. • Fodd bynnag, mae trefniadau ehangach y Cyngor ar gyfer contractwyr yn wan o ran gofynion wrth gyflawni hyfforddiant diogelu. Dyma enghreifftiau o wendidau o'r fath: <ul style="list-style-type: none"> – Gallai Canllawiau'r Contractwyr ar gyfer Recriwtio Mwy Diogel fod yn gryfach wrth orfodi hyfforddiant diogelu. Ar hyn o bryd mae'n argymhell (yn hytrach na gorfodi) bod pob gweithiwr sy'n dod i gysylltiad â phlant, pobl ifanc a/neu oedolion sydd mewn perygl yn cael hyfforddiant ar ymwybyddiaeth diogelu plant a/neu oedolion. – Rhoddodd y Cyngor enghraifft i ni o'r geiriad a ddefnyddir mewn tendr sy'n datgan 'Bydd y Darparwr Gwasanaeth yn sicrhau bod pob aelod o staff y darparwr cymorth yn cael hyfforddiant priodol mewn Diogelu yn unol â pholisïau a gweithdrefnau'r Cyngor'. Nid yw'n glir pa bolisïau a gweithdrefnau y cyfeirir atynt ac nid oes polisi diogelu corfforaethol ar waith. • Mae'r geiriad canlynol yn y Contract Gwasanaethau Safonol yn wan. Mae'n nodi 'Pan hysbysir y Contractwr ei fod yn berthnasol i'r Contract, bydd yn rhaid i'r Contractwr gydymffurfio â'r polisïau, a sicrhau hefyd y bydd Staff yn cydymffurfio â pholisïau perthnasol y Cyngor yn ogystal ag unrhyw bolisïau sydd ar gael o

Argymhellion adroddiad 2015	Cyflawnwyd/ni chyflawnwyd yr Argymhelliad	Asesiad Archwilio Cymru o Gynnydd y Cyngor
		<p>bryd i'w gilydd ar wefan y Cyngor a allai fod yn berthnasol i (mae wedyn yn rhestru polisïau amrywiol gan gynnwys 'polisïau diogelu'). Nid oes polisi diogelu corfforaethol ar gael, ac nid yw'n glir yn union pa bolisïau diogelu y cyfeirir atynt, ac mae'r cyfeiriad at 'o bryd i'w gilydd' hefyd yn annelwig.</p> <ul style="list-style-type: none"> • Un o gyfrifoldebau'r Grŵp Diogelu Corfforaethol yw 'Sicrhau bod polisi a phrosesau recriwtio diogel yn cael eu gweithredu ac y glynir wrthynt ar draws y Cyngor (gan gynnwys ysgolion), gyda monitro mewn cysylltiad â gweithwyr, contractwyr a gwirfoddolwyr newydd a phresennol ar sail amserlen'. Mae angen i'r Grŵp Diogelu Corfforaethol sicrhau ei hun fod prosesau recriwtio'r Cyngor ar gyfer contractwyr yn gadarn a bod holl Gyfarwyddiaethau'r Cyngor yn monitro darpariaethau sy'n gysylltiedig â diogelu yn gadarn fel rhan o'u trefniadau monitro contractau. Ar hyn o bryd, nid oes goruchwyliaeth gorfforaethol i weld a yw meysydd gwasanaeth yn gwirio cydymffurfiaeth â darpariaethau diogelu cytundebol fel rhan o'r gwaith o fonitro contractau.

Argymhellion adroddiad 2015	Cyflawnwyd/ ni chyflawnwyd yr Argymhelliad	Asesiad Archwilio Cymru o Gynnydd y Cyngor
A4 Sicrhau bod y staff, aelodau a phartneriaid perthnasol yn deall eu cyfrifoldebau diogelu drwy:		
<ul style="list-style-type: none"> sicrhau bod hyfforddiant diogelu yn orfodol a bod yr ymdriniaeth yn ymestyn at holl feysydd gwasanaeth perthnasol y Cyngor, a'i fod yn cael ei gynnwys fel elfen safonol ar raglenni cynefino; 	<p>Cyflawnwyd a gwnaethpwyd argymhellion ychwanegol (gweler A8 ar dudalen 7 uchod)</p>	<ul style="list-style-type: none"> Ym mis Ebrill 2022 cyflwynodd y Cyngor hyfforddiant diogelu e-ddysgu gorfodol i'r holl staff. Dywedodd y Cyngor fod rhaid cwblhau'r hyfforddiant diogelu gorfodol o fewn tri mis. Fodd bynnag, nododd adroddiad perfformiad Chwarter 1 y Cyngor ym mis Gorffennaf 2022-23 fod y gyfradd gwblhau yn 44.2%. Mae cyfradd staff ysgolion o ran cydymffurfio â hyfforddiant diogelu gorfodol ar hyn o bryd yn 100%. Mae'r Cyngor hefyd wedi cyflwyno hyfforddiant diogelu e-ddysgu gorfodol i aelodau ar ôl etholiad Mai 2022. Gofynnodd y Cyngor i aelodau gwblhau'r hyfforddiant erbyn diwedd Awst 2022 ac erbyn y dyddiad hwnnw roedd 65% o'r aelodau wedi gwneud hynny. Mae'r Cyngor wedi dweud bod angen adnewyddu hyfforddiant diogelu bob tair blynedd. Mae gofyn i bob aelod newydd o staff gwblhau unrhyw hyfforddiant gorfodol erbyn diwedd ei wythnos gyntaf. Os na wneir hynny, yna mae'r adran AD yn ei godi gyda Phenaethiaid Gwasanaeth mewn adroddiad. Mae hyfforddiant Trais yn erbyn Menywod, Cam-drin Domestig a Thrais Rhywiol (VAWDASV) yn orfodol i staff ac aelodau. Ar adeg ysgrifennu'r ddogfen hon, y gyfradd gwblhau ar gyfer staff yw 80.5%. O'r 29 o Gynghorwyr newydd a etholwyd ym mis Mai 2022, mae 83% ohonynt wedi cwblhau hyfforddiant VAWDASV.

Argymhellion adroddiad 2015	Cyflawnwyd/ ni chyflawnwyd yr Argymhelliad	Asesiad Archwilio Cymru o Gynnydd y Cyngor
		<ul style="list-style-type: none"> O ran aelodau a etholwyd cyn Mai 2022, dywedodd y Cyngor bod gan fodiwl e-ddysgu VAWDASV gyfnod adnewyddu tair blynedd. O'r 39 aelod sy'n dychwelyd, mae angen i 17 adnewyddu eu hyfforddiant. Mae gwefan y Cyngor yn cynnwys fideo diogelu a gynhyrchwyd ar y cyd â Heddlu Dyfed Powys, Cyngor Sir Penfro, Cyngor Sir Gaerfyrddin a Chyngor Sir Ceredigion. Mae gyrwyr tacsï newydd yn gorfod gwylïo'r fideo ac yna cael prawf arno fel rhan o'r prawf gyrrwr y mae angen ei basio er mwyn cyflwyno cais gyrrwr.
<ul style="list-style-type: none"> creu system ledled y gorfforaeth i nodi, olrhain a monitro cydymffurfiaeth â'r angen i fod yn bresennol mewn hyfforddiant diogelu yn holl adrannau'r cyngor, aelodau etholedig, ysgolion, llywodraethwyr a gwirfoddolwyr; a 	Cyflawnwyd yn rhannol	<ul style="list-style-type: none"> Mae system ledled y gorfforaeth ar gyfer staff nad ydynt yn rhai ysgolion ac aelodau (iTrent). Mae gwybodaeth hyfforddi hefyd o ran gwirfoddolwyr, ond fel y soniwyd uchod, dylai fod canllawiau canolog ar recriwtio gwirfoddolwyr. Byddai hynny'n helpu i sicrhau bod pob gwirfoddolwr yn cael ei hyfforddi pan fo angen hynny. Cedwir gwybodaeth o ran cydymffurfiant staff a llywodraethwyr ysgolion â hyfforddiant diogelu ar gronfa ddata yn y gwasanaeth ysgolion. Mae'r hyfforddiant yn orfodol ar gyfer diogelu llywodraethwyr arweiniol yn unig.
<ul style="list-style-type: none"> mynnu bod staff perthnasol mewn sefydliadau sy'n bartneriaid a gomisiynir i weithio dros y Cyngor wrth ddarparu gwasanaethau i blant a phobl ifanc yn gorfod ymgymryd â hyfforddiant diogelu. 		<ul style="list-style-type: none"> Gweler y gwendidau a nodwyd o'u cymharu ag A3 o'n hadroddiad yn 2015 ar dudalennau 11 a 12 uchod.

Argymhellion adroddiad 2015	Cyflawnwyd/ ni chyflawnwyd yr Argymhelliad	Asesiad Archwilio Cymru o Gynnydd y Cyngor
<p>A6³ Gwella atebolrwydd am ddiogelu corfforaethol trwy adrodd yn rheolaidd ar faterion diogelu a sicrwydd wrth bwyllgor(au) craffu o'u cymharu â set gytbwys o wybodaeth perfformiad ledled y cyngor ynglŷn â'r canlynol:</p> <ul style="list-style-type: none"> • meincnodi a chymharu ag eraill; • casgliadau archwiliadau/adolygiadau arolygu mewnol ac allanol ; • data perfformiad yn seiliedig ar wasanaethau ; • data personél allweddol megis hyfforddiant diogelu, a gwiriadau recriwtio GDG; a • pherfformiad contractwyr a gwasanaethau a gomisiynwyd o ran cydymffurfio â chyfrifoldebau diogelu'r Cyngor. 	<p>Ni chyflawnwyd a gwnaethpwyd argymhellion ychwanegol (gweler A3 ac A10 ar dudalennau 6 a 7 uchod)</p>	<ul style="list-style-type: none"> • Un o gyfrifoldebau'r Grŵp Diogelu Corfforaethol yn ei Gylch Gorchwyl yw 'llunio adroddiad diogelu blynyddol (gan gysylltu â'r gofyniad am adroddiad blynyddol drwy'r Bwrdd Diogelu Rhanbarthol)'. Mae'r Cylch Gorchwyl hefyd yn nodi y bydd 'y Cabinet a'r Pwyllgorau Craffu yn cael gwybodaeth ynghylch gwaith y Grŵp drwy adroddiad diogelu blynyddol a diweddariad bob chwe mis'. Fodd bynnag, hyd yma, ni luniodd y Grŵp adroddiadau blynyddol o'r fath. • Mae'r Grŵp Diogelu Corfforaethol yn darparu diweddariadau bob chwe mis i'r Cabinet. Maent yn fyr iawn a dim ond o bryd i'w gilydd y maent yn cynnwys gwybodaeth am berfformiad. Y Pwyllgor Craffu lechyd a Gofal yw'r pwyllgor craffu perthnasol ar gyfer materion diogelu corfforaethol. Nid yw wedi cael diweddariad chwe mis gan y Grŵp Diogelu Corfforaethol ers Ionawr 2020. • Mae'r Cyngor wedi dweud bod ganddo rywfaint o wybodaeth am berfformiad diogelu corfforaethol, ond mae wedi'i gynnwys mewn adroddiadau gwahanol a heb ei dwyn ynghyd mewn un lle.
<p>A7 Sefydlu rhaglen dreigl o adolygiadau archwilio mewnol i gynnal profion ar systemau ac adolygiadau cydymffurfio ar arferion diogelu'r Cyngor.</p>	<p>Ni chyflawnwyd (yn ymwneud ag argymhelliad ychwanegol a wnaed – gweler A1 ar dudalen 6 uchod)</p>	<ul style="list-style-type: none"> • Cyhoeddodd Archwilio Mewnol adroddiad ar recriwtio mwy diogel yn 2019-20. Ar wahân i'r archwiliad hwnnw, ni fu archwiliadau eraill yn ymwneud â diogelu corfforaethol. Felly, ni ellir ei disgrifio fel rhaglen dreigl o archwiliadau.

³ Llywodraeth Cymru oedd yn gyfrifol am ymateb i argymhelliad 5 felly nid yw hwnnw wedi'i gynnwys uchod.

Argymhellion adroddiad 2015	Cyflawnwyd/ni chyflawnwyd yr Argymhelliad	Asesiad Archwilio Cymru o Gynnydd y Cyngor
<p>A8 Sicrhau yr ystyrir y risgiau sy'n gysylltiedig â diogelu ar lefel gorfforaethol a gwasanaeth wrth ddatblygu a chytuno ar gynlluniau rheoli risg ar draws y Cyngor.</p>	<p>Cyflawnwyd yn rhannol a gwnaethpwyd argymhelliad ychwanegol (gweler A11 ar dudalen 7 uchod)</p>	<ul style="list-style-type: none"> • Mae Cofrestr Risg Strategol y Cyngor yn cynnwys risg mewn cysylltiad â chapasiti annigonol sydd â chanlyniadau posibl o ran diogelu. • Mae'r gofrestr risg Gwasanaethau Plant a'r gofrestr risg Gwasanaethau Oedolion yn cynnwys risgiau sydd â chanlyniadau posibl o ran diogelwch plant neu oedolion, fel System Wybodaeth Gofal Cymunedol Cymru (WCCIS) a chapasiti. • Nid yw diogelu yn ymddangos ar y Gofrestr Risg Addysg, ond dywedodd y Cyngor fod cyfarfodydd rheolaidd gyda'r arweinydd dynodedig ar gyfer diogelu. • Nid yw diogelu yn ymddangos ar Gofrestrau Risg Cyfarwyddiaethau eraill. Efallai bod hynny'n briodol, ond mae angen i'r Cyngor sicrhau ei hun fod pob Cyfarwyddiaeth yn rhoi ystyriaeth lawn i ddiogelu risgiau a, phan fo hynny'n briodol, yn sicrhau bod Cofrestrau Risg Cyfarwyddiaethau'n adlewyrchu'r ystyriaeth honno.

Asesiad o gynnydd o'i gymharu â'r cynigion ar gyfer gwella o'n hadroddiad lleol yn 2014

Arddangosyn 3: cynigion ar gyfer gwella o'n hadroddiad lleol yn 2014 a'n hasesiad o gynnydd o'i gymharu â nhw

Cynigion ar gyfer gwella (PFI) yn ein hadroddiad lleol yn 2014 a gyhoeddwyd i'r Cyngor ym mis Medi 2014	Bodlonwyd/ni fodlonwyd PFI	Asesiad Archwilio Cymru o Gynnydd y Cyngor
C1 Sicrhau bod camau priodol ac amserol yn cael eu cymryd i reoli risgiau a thangyflawni mewn cysylltiad â diogelu a sicrhau bod aelodau etholedig yn cael gwybod am drefniadau rheoli risg a bod cynnydd wrth fynd i'r afael â risgiau diogelu yn cael ei gynnwys mewn gwaith craffu yn y dyfodol.	Bodlonwyd yn rhannol	Mae'r naratif uchod o'i gymharu ag A8 o'n hadroddiad yn 2015 yn berthnasol i'r cynnig hwn ar gyfer gwella o'n hadroddiad lleol yn 2014. Ar ben hynny, mae diffyg adroddiad diogelu corfforaethol blynyddol neu ddiweddariadau bob chwe mis yn dod yn destun craffu yn golygu nad yw'r gwaith craffu wedi bod yn cael gwybodaeth mewn cysylltiad â risgiau diogelu corfforaethol.
C2 Gwella gwaith Pwyllgorau Craffu'r Cyngor i sicrhau ei fod yn rhoi sicrwydd ynghylch effeithiolrwydd trefniadau diogelu corfforaethol y Cyngor.	Ni fodlonwyd	Mae'r naratif uchod o'i gymharu ag A6 o'n hadroddiad yn 2015 yn berthnasol i'r cynnig hwn ar gyfer gwella o'n hadroddiad lleol yn 2014. Mae diffyg adroddiad diogelu corfforaethol blynyddol neu ddiweddariadau bob chwe mis yn dod yn destun craffu yn golygu nad yw'r gwaith craffu wedi bod yn cael gwybodaeth am drefniadau diogelu corfforaethol y Cyngor, felly nid ydynt wedi bod mewn sefyllfa i graffu ar y trefniadau hynny.
C3 Sicrhau bod yr holl aelodau etholedig a staff sy'n dod i gysylltiad â phlant yn rheolaidd yn cael hyfforddiant ar faterion diogelu ac amddiffyn plant ac ar bolisi corfforaethol y Cyngor ar ddiogelu.	Bodlonwyd yn rhannol	Gweler y naratif o'i gymharu ag A4 o'n hadroddiad yn 2015 uchod. Hyd yn hyn, ni fu polisi diogelu corfforaethol i aelodau a staff gael hyfforddiant arno.
C4 Nodi a chytuno ar raglen waith archwilio mewnol priodol ar gyfer diogelu.	Ni fodlonwyd	Gweler y naratif o'i gymharu ag A7 o'n hadroddiad yn 2015 uchod.



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Rydym yn croesawu gohebiaeth a galwadau ffôn yn Gymraeg a Saesneg.
We welcome correspondence and telephone calls in Welsh and English.

Council Response Form

Council action planned in response to the recommendations issued by Audit Wales

Council: Powys County Council

Report title: Follow up review of arrangements for corporate safeguarding

Issue date: December 2022

Document reference: 3277A2022

Ref	Recommendation	Council action planned in response to recommendation issued by Audit Wales	Target date for completion of actions	Responsible officer
R1	The Council needs to urgently assure itself that it has robust arrangements in place for corporate safeguarding and use appropriate mechanisms such as governance & audit committee, scrutiny, the Corporate Safeguarding Group and internal audit to help it achieve that assurance.	<p>Review Terms of Reference for Corporate Safeguarding Board</p> <p>CSB updates to be provided to Cabinet and Scrutiny.</p> <p>Internal audit forward work programme to be extended:</p> <ul style="list-style-type: none"> • SWAP Internal Audit on Safer Recruitment (DBS) started 28/11/22 	<p>5th December 2022</p> <p>7th February 2023 then ongoing</p> <p>Ongoing</p>	Nina Davies

Ref	Recommendation	Council action planned in response to recommendation issued by Audit Wales	Target date for completion of actions	Responsible officer
		<p>Improved communication to Councillors, staff and members of the public:</p> <ul style="list-style-type: none"> • Communications and press releases issued. • Creation of safeguarding internet and intranet pages <p>Completion of Annual Report</p> <p>Annual self-evaluation to be completed by all services:</p> <ul style="list-style-type: none"> • Safeguarding to be incorporated within annual corporate self-evaluation process. <p>Corporate Safeguarding Development Plan (actions to be undertaken in response to WAO recommendations) to be discussed at Senior Leadership Team, with Corporate Safeguarding Board, and Health and Care Scrutiny Committee in March 2023</p>	<p>Ongoing</p> <p>March 2023</p> <p>September 2023</p> <p>June 2023</p> <p>March 2023</p>	
R2	The Council should agree and implement a corporate safeguarding policy and ensure it is easily accessible and understandable to staff, members and other stakeholders, and that it is reviewed periodically to ensure it is kept up to date and embedded in the day-to-day workings of every service in the Council.	<p>Approved Corporate Safeguarding Policy. One page summary created.</p> <p>Policy to be reviewed every 3 years, or earlier as required. Added to Corporate Policy Repository/Tracker.</p>	<p>Approved by Cabinet on 13th December 2022.</p> <p>Min every 3 years.</p>	Nina Davies

Ref	Recommendation	Council action planned in response to recommendation issued by Audit Wales	Target date for completion of actions	Responsible officer
		Safeguarding internet and intranet pages.	March 2023	
		Communication of above.	Ongoing	
R3	The Council needs to urgently ensure that the Corporate Safeguarding Group is carrying out its responsibilities in accordance with the Group's own Terms of Reference 'to ensure that all members and staff fulfil their roles and responsibilities in helping to keep people safe from harm and abuse, acknowledging that safeguarding is everybody's business in every service within the Council'.	Updated Terms of Reference. Annual self-evaluation for all services. Completion of Annual Report. Improved communication.	Completed 5 th December 2022 June 2023 September 2023 Ongoing	Nina Davies
R4	The Council needs to publicise the roles and responsibilities of the lead officer and lead member for corporate safeguarding to strengthen corporate leadership and accountability.	Regular press releases to staff and Councillors. <ul style="list-style-type: none"> Comms released on Cllr Church, Nina Davies safeguarding roles. Safeguarding landing pages on both PCC Intranet and Internet. Communications planned for launch of web pages. Corporate Safeguarding Policy includes roles and responsibilities. One page summary created.	Ongoing March 2023 March 2023 Approved December 2022	Nina Davies
R5	The Council should review the need for having two Disclosure and Barring Service	Review the need for having two DBS policies.	Completed January 2023	Paul Bradshaw

Ref	Recommendation	Council action planned in response to recommendation issued by Audit Wales	Target date for completion of actions	Responsible officer
	<p>policies. If it decides to keep the two policies, it should be clear as to the rationale why, and also clear on the following matters, so as to avoid confusion:</p> <ul style="list-style-type: none"> - who the policies apply to; - ensure they are reviewed at the same time; - are consistent with each other; and - that anyone using the policies is sighted that they are both current and up to date. 	<p>Update: Review has been completed and PCC now has one agreed DBS policy in place.</p>		
R6	The Council should produce central guidance on the recruitment of volunteers to help to ensure consistency across the Council.	Produce an approved Corporate Volunteering Policy to provide clear guidance for all council services.	May 2023	Paul Bradshaw
R7	The Council should gather contractual monitoring information from across all Council Directorates to ensure they are all robustly monitoring and quickly addressing safeguarding related actions.	<p>New contract management framework</p> <p>Update: A new contract management approach is being developed to set out how the council manages its contracts with regard to contract performance, including ensuring safeguarding practices and controls are in place.</p>	May 2023	Wayne Welsby
R8	The Council should accelerate the rate of compliance with the completion of mandatory safeguarding training for staff and members so that 'all members and staff fulfil their roles and responsibilities in helping to keep people safe from harm and abuse'.	<p>Mandatory compliance with safeguarding training to be permanent item agenda on Corporate Safeguarding Board.</p> <p>Updates provided to Cabinet and Scrutiny and Senior Leadership Team.</p>	Ongoing	Senior Leadership Team

Ref	Recommendation	Council action planned in response to recommendation issued by Audit Wales	Target date for completion of actions	Responsible officer
		<p>(Scrutiny on 27th Jan 2023 requested CSG look at engaging with staff who do not have laptops to improve the % of staff who have been trained, also to seek ways of improving the public understanding of safeguarding.)</p> <p>Reports to Group Leaders on Cllr compliance (currently at 98%).</p>		
R9	The Council needs to clarify its expectations of contractors in respect of safeguarding training because there are currently discrepancies in the Council's approach.	<p>Ensure safeguarding is in accordance with CWMPAS Safeguarding guidelines.</p> <p>Providers expected to provide safeguarding training to employees in accordance with CWMPAS guidelines. The Council will be reconfirming this expectation and monitored through new contract management framework approach.</p>	April 2023	Wayne Welsby and Rachel Evans
R10	The Council should improve the quality of corporate safeguarding performance information that goes to Cabinet and scrutiny to facilitate improved oversight of corporate safeguarding.	<p>CSG to provide reports to Cabinet and Scrutiny after every meeting. Feedback on reports and future work areas sought.</p> <p>Annual self-evaluation for all services.</p> <p>Annual report on safeguarding.</p> <p>Consider creation of safeguarding data dashboard.</p>	<p>Ongoing</p> <p>June 2023</p> <p>September 2023</p> <p>September 2023</p>	Nina Davies

Ref	Recommendation	Council action planned in response to recommendation issued by Audit Wales	Target date for completion of actions	Responsible officer
R11	The Council should assure itself that all directorates are fully considering safeguarding risks, have suitable escalation and mitigation processes where necessary, and, where appropriate, ensure directorate risk registers reflect that consideration.	<p>Implement annual self-evaluation toolkit to be completed by all services. To be incorporated within wider corporate self-evaluation process.</p> <p>Safeguarding to be considered on service Risk Registers as appropriate. Consider as part of quarterly review process.</p> <p>Recommendations from WAO Safeguarding Follow up report to be added to Corporate Regulatory Tracker and reviewed at quarter reviews.</p>	<p>Q1 2023</p> <p>Quarterly</p> <p>Feb 2023</p>	Senior Leadership Team

2023

02-06-23 09.00 – 10.00	Pre-Meeting
02-06-23 10.00 – 12.30	Public Meeting Election of Vice Chair Minutes: 27-01-23 31-01-23 31-03-23 Q4 Performance and Risk Q4 Finance Feedback from Cabinet – Self Assessment Corporate Safeguarding Board Activity Report Confidential Item: Discussion with health (Confidential) Service IBPs
	Work Programming
17-07-23 09.00 – 10.00	Pre-Meeting
17-07-23 10.00 – 12.30	Public Meeting Annual Complaints Report Annual Report of the Director of Social Services Number of residential placements/costs/strategy for bringing children closer to home (Childrens Extra care strategy and delivery of strategy – including potential questionnaire to service users (Adults) Presentation from Llais as to role and link to Council / committee
22-09-23 09.00 - 10.00	Pre-Meeting
22-09-23 10.00 – 12.30	Public Meeting

	<p>Direct Payments – strategy and future plans/ impact on outcomes including potential questionnaire to service users</p> <p>Corporate Safeguarding Board Activity Report</p>
<p>03-11-23 09.00 – 10.00</p>	<p>Pre-Meeting</p>
<p>03-11-23 10.00 – 12.30</p>	<p>Public Meeting</p> <p>Q2 Performance and Risk Q2 Finance</p>
<p>01-12-23 09.00 – 12.30</p>	<p>Pre-Meeting</p>
<p>01-12-23 10.00- 12.30</p>	<p>Public Meeting</p> <p>Corporate Safeguarding Board Activity Report</p>