

Name of Agency or Organisation	Tewkesbury Borough Council
Completed By	Peter J Tonge – Head of Community Services
Contact Details	Peter.tonge@tewkesbury.gov.uk 01684 272295
Date Returned	

Section 11 places duties on a range of organisations, agencies and individuals to ensure their functions, and any services that they contract or commission out to others, are discharged having regard to the need to safeguard and promote the welfare of children.

- Housing
- Sport, Culture and Leisure Services
- Licensing Authorities
- Youth Services

Section 11 Standard	District Response	Areas of Good Practice / or Improvement	RAG Rating
<p>Standard 1: Leadership and Accountability</p> <p>1. A senior level lead with the required knowledge, skills and expertise or sufficiently qualified and experienced to take leadership responsibility for the organisation's/agency's safeguarding arrangements</p> <p>2. A designated practitioner (or, for health commissioning and health provider organisations/agencies, designated and named practitioners) for child safeguarding. Their role is to support other practitioners in their organisations and agencies to recognise the needs of children,</p>	<p>The Chief Executive (Mike Dawson) has Strategic Corporate responsibility for Safeguarding. Peter Tonge – Head of Community Services is the organisations Designated Safeguarding Officer. Peter us supported by 3 Deputy Safeguarding Officers which includes the organisations HR Manager. These responsibilities are incorporated into job descriptions. Posters around the building give contact details of both for staff to contact if they any safeguarding concerns. Councillor Claire Softley is the Lead Member for Community which</p>	<p>Senior leaders are fully committed to ensuring that safeguarding is a high priority for the organisation and this is demonstrated by the way the senior management team discuss safeguarding on a regular basis as a standing item on the SMT agenda.</p>	<p>Green</p>

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<p>including protection from possible abuse or neglect.</p> <p>3. Designated practitioner roles are always explicitly defined in job descriptions. Practitioners should be given sufficient time, funding, supervision and support to fulfil their child welfare and safeguarding responsibilities effectively</p> <p>4. A clear line of accountability for the commissioning and/or provision of services designed to safeguard and promote the welfare of children</p>	<p>includes Safeguarding.</p> <p>There is an annual report on safeguarding matters to the Council’s Audit & Governance Committee and safeguarding is a quarterly standing item on the Senior Management Team agenda.</p> <p>TBC do not have a specifically designated Children’s safeguarding lead as all safeguarding issues are dealt with by the Safeguarding lead and his deputies.</p> <p>The Council’s safeguarding policy states “Any contracts awarded with external agencies for the provision of goods and services must make specific reference to safeguarding and the duties imposed on staff. Steps must be taken to ensure the safeguarding of children, young people and vulnerable adults is commensurate with the type</p>		
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	of service being provided on behalf of, or in partnership with the council.”		
<p>Standard 2: Staff Safe Recruitment, Induction, Training and Development</p> <ol style="list-style-type: none"> 1. Safe recruitment practices and ongoing safe working practices for individuals whom the organisation or agency permit to work regularly with children, including policies on when to undertake appropriate vetting of staff 2. Staff should be given a mandatory induction, which includes familiarisation with child protection responsibilities and the procedures to be followed 3. Appropriate supervision and support for staff, including undertaking safeguarding training 4. Staff are competent to carry out their responsibilities for safeguarding and promoting the welfare of children 5. Staff feel able to raise concerns and feel supported 	<p>Tewkesbury Borough Council has a robust pre-employment vetting process including 3 year referencing and DBS for relevant roles. This is detailed in our Pre-Employment Standards Document. For agency staff we ask for written assurance from the agency that the agency has undertaken the required pre-employment checks, for contractors, we do our own checks.</p> <p>All staff are required to undertake the learnPro online familiarisation module on adult and child safeguarding as part of their induction. The all-staff responsibility for safeguarding is also highlighted in our staff handbook which is provided to all new starters and is also available on our staff intranet</p>	<p>Safeguarding refresher training needs to be carried out across the organisation.</p>	<p>Amber</p>

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<p>in their safeguarding role</p> <p>6. All practitioners should have regular reviews of their own practice to ensure they have knowledge, skills and expertise that improve over time</p>	<p>Clinical or professional supervision is not appropriate in our context. However, staff will be required to complete the online training every 2 years and we will run refresher training for posts where staff are more likely to become aware of concerns relating to adults at risk or children.</p> <p>Staff are competent to carry out their responsibilities. Staff regularly raise safeguarding concerns and where appropriate these are discussed quarterly by the SMT.</p> <p>With regard to practitioners having regular reviews. This is not appropriate in our context specific to safeguarding, however staff have regular time with their manager in which they can discuss concerns, including an annual Personal and Professional Development session. In addition we will have regular refresher training for posts where staff are more likely to become</p>		
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	aware of concerns relating to adults at risk or children.		
<p>Standard 3: Safeguarding Policies and Procedures</p> <ol style="list-style-type: none"> 1. Clear priorities for safeguarding and promoting the welfare of children, explicitly stated in strategic policy documents 2. Policies for safeguarding and promoting the welfare of children including a child protection policy, and procedures that are in accordance with guidance and locally agreed inter-agency procedures 3. Clear escalation policies for staff to follow when their child safeguarding concerns are not being addressed within their organisation or by other agencies 4. Procedures for dealing with allegation of abuse made against members of staff and volunteers 5. Clear whistleblowing procedures, which reflect the 	<p>The Safeguarding policy and procedure is a strategic document and is adopted by the Council’s Executive Committee. This policy was reviewed, refreshed and adopted by the Council’s Executive in March 2020. This outlines the procedures for staff in relation to the safeguarding process. The Council’s Audit Committees receive Safeguarding updates periodically.</p> <p>The Council has a Whistleblowing Policy and this has been adopted across all Gloucestershire Districts and Borough’s. At Tewkesbury this was agreed at the Executive Committee 12 October 2016.</p> <p>Procedures for dealing with safeguarding</p>		Green

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<p>principles in Sir Robert Francis - Freedom to Speak Up Review and are suitably referenced in staff training and codes of conduct, and a culture that enables issues about safeguarding and promoting the welfare of children to be addressed</p> <p>6. Good systems for information sharing, which professionals are confident and knowledgeable about</p>	<p>complaints would be dealt with under the council’s corporate complaints Policy and in line with the Council’s disciplinary policy.</p> <p>Staff are confident and comfortable raising safeguarding issues with the lead safeguarding officer and his deputies.</p> <p>Safeguarding considerations are also incorporated in the relevant council policies e.g. the Private Hire and Hackney Drivers Policy and procedure.</p>		
<p>Standard 4: Listening to Children and Young People</p> <p>1. A culture of listening to, and engaging in dialogue with, children – seeking children’s views in ways that are appropriate to their age and understanding, and taking account of those views</p>	<p>No council services are delivered directly to children or young people. Where young people are involved in the delivery of services e.g. housing they are of course taken into consideration in the appropriate manner.</p>		Green

Section 11 Assurance Report – District Councils

Appendix 4

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in individual decisions and in the establishment or development of services			
Responding to Serious Case Review, Rapid Review and Local Child Safeguarding Practice Review findings	District Response		RAG Rating
Action 196 - 0418ED – DHR/ SCR All agencies to ensure Domestic Abuse training for their staff includes in depth detail about economic abuse and District Councils to ensure DA training is available to all staff in debt advice services locally	This will be discussed with Gloucestershire Domestic Abuse Support Services (GDASS) to ascertain whether this can be incorporated into training.		Amber
Cheltenham BC Actions 81 to 84 Operation Acorne	All single agency actions completed – see Appendix 1		Green

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Appendix 1 SCR Single Agency Findings

81	Complete	02180A - ACORNE	Review the CBH Tenancy Management Risk Assessment system and include prompts to help staff consider the wellbeing of children living in their tenancies	Prompts to be added to the Tenancy Audit document to ensure that Tenancy Management Officers are tuned in to signs of abuse or neglect when carrying out a tenancy audit. Mandatory follow on actions in the event of a concern to be stated on the document
82	Complete	02180A - ACORNE	Continue to develop relationships between children's social care and housing	1.Childrens social care representatives to be invited to become a partner at a monthly multi-disciplinary meeting currently comprising of Adult social care, CBH, Police, Mental health services and GFRS to allow development of face-to-face relationships and multi- agency discussion of cases and highlighting of concerns. 2. Job shadowing to provide colleagues from both organisations with the opportunity to enhance their knowledge and understanding of each other's roles, policies and procedures

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83	Complete	02180A - ACORNE	Undertake an annual review of CBH safeguarding policy and procedures to ensure they reflect best practice	An annual review of CBH's safeguarding policy and procedures will be undertaken by CBH's Safeguarding & Equality Manager in conjunction with CBH's Safeguarding Forum. This will take into account the management of safeguarding over the previous 12 month and the emergence of any best practice guidance in order to consider any policy or procedural change. Any changes will then be approved by senior management / Board.
84	Complete	02180A - ACORNE	Train CBH community investment staff (potentially with other partners) regarding how to respond to disclosure of neglect or abuse	CBH have sourced training from The Nelson Trust.