

Appendix 1 - Section 11 Assurance Report – District Councils

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> <ol style="list-style-type: none"> 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 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, including protection from possible abuse or neglect. 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 4. A clear line of accountability for the commissioning and/or provision of services designed to safeguard and promote the welfare of children 	<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 is 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 includes Safeguarding.</p> <p>Senior management representation on the GSCP - GSAB subgroup quarterly meetings.</p> <p>There is an annual report on safeguarding matters to the Council's Audit & Governance Committee and safeguarding is a quarterly</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>standing item on the Senior Management Team agenda.</p> <p>Safeguarding information is available for staff and elected members vis the councils intranet.</p> <p>TBC do not have a specifically designated Childrens 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 of service being provided on behalf of, or in partnership with the council.” This relates mainly to the Leisure and waste contracts.</p>		
<p>Standard 2: Staff Safe Recruitment, Induction, Training and Development</p> <p>1. Safe recruitment practices and ongoing safe working practices for individuals whom the organisation or agency permit to work regularly</p>	<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</p>	<p>Safeguarding refresher training needs to be carried out across the organisation.</p>	<p>Amber</p>

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<p>with children, including policies on when to undertake appropriate vetting of staff</p> <ol style="list-style-type: none"> 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 in their safeguarding role 6. All practitioners should have regular reviews of their own practice to ensure they have knowledge, skills and expertise that improve over time 	<p>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>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</p>		
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	<p>Personal and Professional Development session.</p> <p>In addition we will have regular refresher training for posts where staff are more likely to become aware of concerns relating to adults at risk or children.</p>		
<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 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>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 an update of this policy was agreed at the Executive Committee February 2020.</p> <p>Procedures for dealing with safeguarding complaints would be dealt with under the council's corporate complaints Policy and in line with the Council's disciplinary policy.</p>	<p>The Councils Safeguarding Policy will be subject to a further review in 2022.</p>	<p>Green</p>

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<p>6. Good systems for information sharing, which professionals are confident and knowledgeable about</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 and a common policy standard has been adopted across the County.</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 in individual decisions and in the establishment or development of services</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, DFGs etc they are of course taken into consideration in the appropriate manner.</p>		Green