



**CABINET SCRUTINY COMMITTEE**

**2.00 pm WEDNESDAY, 8 NOVEMBER 2023**

**MULTI-LOCATION MEETING - COUNCIL CHAMBER, PORT TALBOT  
AND MICROSOFT TEAMS**

This meeting may be filmed for live or subsequent broadcast via the Council's Internet Site. By participating you are consenting to be filmed and the possible use of those images and sound recordings for webcasting and/or training purposes.

**Part 1**

1. Chairs Announcements
2. Declarations of Interests
3. Minutes of the Previous Meeting (*Pages 5 - 10*)
4. Safeguarding (*Pages 11 - 16*)
5. Pre-decision Scrutiny
  - To select appropriate items from the Cabinet agenda for pre-decision scrutiny (cabinet reports enclosed for Scrutiny Members)
6. Forward Work Programme 2023/24 (*Pages 17 - 18*)
7. Urgent Items

Any urgent items at the discretion of the Chairperson pursuant to Section 100BA(6)(b) of the Local Government Act 1972 (as amended).
8. Access to Meetings

To resolve to exclude the public for the following item(s) pursuant to Section 100A(4) and (5) of the Local Government Act 1972 and the

relevant exempt paragraphs of Part 4 of Schedule 12A to the above Act.

## **Part 2**

9. Pre-Decision Scrutiny of Private Item/s
  - To select appropriate private items from the Cabinet agenda for pre-decision scrutiny (cabinet reports enclosed for Scrutiny Members)

**K.Jones**  
**Chief Executive**

**Civic Centre**  
**Port Talbot**

**Thursday, 2 November 2023**

### **Committee Membership:**

**Chairperson:**      **Councillor P.Rogers**

**Vice**                      **Councillor C.Jordan**  
**Chairperson:**

**Councillors:**      T.Bowen, H.C.Clarke, C.Clement-Williams,  
C.Galsworthy, J.Henton, J.Jones, R.G.Jones,  
S.Paddison, R.Phillips, S.Pursey, S.H.Reynolds  
and A.J.Richards.

### **Notes:**

- (1) *If Committee Members or non-Committee Members wish to have relevant items put on the agenda for future meetings, then please notify the Chief Executive/Chair eight days before the meeting.*
- (2) *If non-Committee Members wish to attend for an item of interest, then prior notification needs to be given (by 12.00 noon on the day before the meeting). Non-Committee Members may speak but not vote, or move or second any motion.*

- (3) *For pre scrutiny arrangements, the Chair will normally recommend forthcoming executive items for discussion/challenge. It is also open to Committee Members to request items to be raised - though Members are asked to be selective here in regard to important issues.*
- (4) *The relevant Cabinet Board Members will also be invited to be present at the meeting for Scrutiny/ Consultation purposes.*
- (5) *Would the Scrutiny Committee Members please bring the Cabinet Board papers with them to the meeting.*

This page is intentionally left blank

## Cabinet Scrutiny Committee

(Multi-Location Meeting - Council Chamber, Port Talbot & Microsoft Teams)

**Members Present:**

**13 October 2023**

**Chairperson:** Councillor C.Jordan

**Councillors:** T.Bowen, C.Galsworthy, J.Henton, J.Jones, R.G.Jones, S.Paddison, S.H.Reynolds and A.J.Richards

**Officers In Attendance** N.Daniel, P.Chivers, C.Furrow-Harris, V.Petty, A.Thomas, V.Dale, C.Jones and Wellington, R.Monks and P.Chivers  
Superintendent E. Davies (SWP)  
G.Richards (CVS)

- 
1. **To resolve to exercise the powers set out in Section 35 of the Wellbeing of Future Generations (Wales) Act 2015 being the designated Overview and Scrutiny Committee for this purpose as approved by Council May 2015.**

Resolved: to exercise the powers set out in Section 35 of the Wellbeing of Future Generations (Wales) Act 2015 being the designated Overview and Scrutiny Committee for this purpose as approved by Council May 2015.

2. **Chairs Announcements**

The Chair welcomed everyone to the meeting.

3. **Declarations of Interests**

There were no declarations of interest received.

4. **Neath Port Talbot Well-being Plan 2023-28 - Progress Update - Well-being Objective 2 - All our communities will be thriving and sustainable**

The Corporate Director for Strategy and Corporate Services introduced the report which provides an update on the Public Services Board (PSB) Wellbeing Plan.

The Director of Neath Port Talbot Council for Voluntary Services (CVS) / Chair of the Cost of Living and Poverty Prevention Partnership, gave a presentation on progress.

Members were in agreement with the content of the report but questioned if Wellbeing Objective 2 'all our communities will be thriving and sustainable' was achievable and if so, what was the target date. Members suggested amending the statement to 'All our communities strive/hope to be thriving and sustainable' and this suggestion was noted by officers.

The Director of Neath Port Talbot CVS acknowledged members concerns and agreed the challenges faced were unchanged over a long time period. The current targets have been set in partnership with agencies and a range of officers, it is important to show ambition and continue to give communities hope. The logic model will help to focus the timescales and targets and it is important to take into account lived experience.

Members referred to feedback from the cost of living workshop referenced on page 35 of the report and commented that feedback from the recently held second workshop would have been valuable. Concern was expressed by members for working residents who are above the threshold for claiming DWP benefits who are not earning enough to survive in the current cost of living crisis. It was noted that the benefit system is outside of the control of the local authority and Welsh Government. The PSB is not funded and receives a minimal amount of grant funding which is not guaranteed going forward. Members commented that it was important to canvass residents to obtain lived experience of poverty.

The Corporate Director for Strategy and Corporate Services confirmed that the results from the most recently held workshop are currently being collated and the data would feed into future reports. The benefits of real life case studies and including individuals with lived experience would be considered for future workshops. The

recently held 'Let's Keep Talking' survey resulted in 1600 responses and the top concern of residents is the cost of living crisis. The Corporate Director agreed with members' comments regarding working families who were unable to claim benefits and living in poverty, this was recognised at the workshop and further focus is needed in this area.

The Director of Neath Port Talbot CVS outlined the challenges of determining the number of people living in poverty but noted that members and third sector partners were well placed to pass on this information due to their links to their communities. Consideration has been given to setting up a Poverty Truth Commission; a similar Commission has been set up in the City and County of Swansea, however, due to high costs the funds will be utilised in other areas. It was noted that Community Development and Local Area Co-ordinators are working within communities but individually no agency can tackle the issues alone.

Members commented that the 'Let's Keep Talking' campaign, was too narrowly focused to obtain meaningful feedback from local communities and consideration could be given to gathering information from teams within the local authority e.g. Benefits and Housing Options.

The Corporate Director for Strategy and Corporate Services agreed that further work was needed in relation to data capture but advised the 'Let's Keep Talking' campaign was not the sole mechanism used to gather intelligence.

Members expressed frustration regarding the ongoing poverty situation and the speed of effecting change and a suggestion was made to utilise the I.T database system to analyse residents. The Director of CVS shared the frustration but noted that help was needed from Welsh and UK governments in order to move forward and the continued lobbying of UK Government was important. The Corporate Director for Strategy and Corporate Services acknowledged that there were a number of factors outside of the local authorities control but the local authority would work within the finances and budgets available.

Members commented that one avenue to lift people out of poverty was to provide well-paid skilled jobs and economic regeneration was something the authority had excelled in and there will be further

opportunity with the projects on The Global Centre of Rail Excellence (GCRE), Wildfox, Freeport and City Deal.

The Chair welcomed the Strategic Manager for Partnerships and Community Cohesion, Principal Officer for Community Safety and Superintendent Eve Davies, Head of Community Safety and Partnerships for SWP who provided a joint update on the work of the Community Safety Partnership in helping to achieve the ambitions of the PSB Wellbeing Plan.

Members expressed frustration in relation to the current system to deal with reports of anti-social behaviour. It was noted that there is heavy emphasis on youth anti-social behaviour and in the community there is often more serious anti-social behaviour carried out by adults. Members were in support of the 'Heads Up' campaign to train hairdressers to signpost clients to local support services. Members commented that there is too much reliance on data and that priorities change as they are driven by data.

Members congratulated South Wales Police and the Community Safety team on the recent Members event and the key issues raised, but, expressed frustration that there was insufficient time for more in-depth discussions. Officers confirmed that the Police and Crime Commissioner agenda was prescriptive but an extended agenda can be put forward at any future workshop to enable issues to be discussed in more detail. Officers extended an offer to members that they were available to discuss any issues with them individually.

Members praised the work of officers but noted the current top down approach was not empowering. In order for communities to thrive people need to be involved, empowered, engaged and given ownership of what is happening in their communities. It was noted that young people who commit anti-social behaviour and are referred to the Youth Offending Team get extra support that those committing lower –level anti-social behaviour don't get due to funding pressures. Members commented that the symptoms are being treated but not the causes and underlying social need. It was suggested that more task and finish groups are needed in order to workshop ideas and there should be more focus on community commissioning. There is an issue with third sector organisations competing for funding.

Members commented that the public have lost confidence in the police. More government funding is required for local services.

Officers thanked members for their comments and feedback and were in agreement that non-statutory services across the authority were trying to achieve more with less funding. Officers drew members attention to a number of new national government duties (Serious Violence, Counterterrorism) which have been imposed on authorities but with no additional resources or funding, resulting in the re-direction of existing resources. It was noted that there are significant issues of under reporting. There is further work to do to in relation to educating people on the different reporting mechanisms available and to overcome barriers to reporting.

Superintendent Eve Davies commented that whilst the issues discussed may appear the same as issues faced historically, there are factors to be taken into account; third generation unemployment locally, highest level of children avoiding school, cost of living crisis and the recent Covid pandemic. The Community Safety Partnership relies on funding and data is required to enable access to funding streams. In relation to the public's confidence in the police, a multi-agency approach is needed to ensure the police are able to focus on the issues impacting communities, nationally the 'Right Care Right Person' programme aims to address this issue.

Following scrutiny, members noted the information provided on the progress being made by the PSB on delivering Well-being Objective 2 'All our communities will be thriving and sustainable'.

## 5. **Urgent Items**

There were no urgent items.

**CHAIRPERSON**

This page is intentionally left blank

## NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

### Cabinet Scrutiny Committee

November 2023

Head of People & Organisational Development – Sheenagh Rees

#### **Matter for Information**

#### **Wards Affected:**

All Wards

#### **Safeguarding training for all employees**

##### **1. Purpose of Report**

The purpose of this report is to provide an update on Safeguarding Awareness Training for all staff, as requested by Members.

##### **2. Executive Summary**

Group A training (basic safeguarding awareness launched in Nov 2021) is mandatory for all staff working in social care (Wales Safeguarding Procedures and Part 7 of the Social Services & Well-being Wales Act), to be refreshed every 3 years. Safeguarding training is mandated for all council staff from the Corporate Safeguarding Group (Recommendation from Audit Wales). The 3 year cycle for this training began in 2021/22. The Corporate Learning, Training & Development Team are responsible for the provision of appropriate training to meet the identified need; Accountable Managers and Heads of Service are responsible for ensuring that their employees complete appropriate training at the appropriate time, and including training designated as mandatory.

##### **3. Background information**

The Social Services and Well-being (Wales) Act 2014 came into force on 6 April 2016. The Act provides the legal framework for improving the well-

being of people who need care and support. The Act is made up of 11 parts, with Part 7 relating to safeguarding. This legislation provides the framework for the Wales Safeguarding Procedures.

Accompanying the Act, Welsh Government has published statutory safeguarding guidance, Working Together to Safeguard People and The Wales Safeguarding Procedures for children and adults at risk of abuse and neglect. The Procedures help practitioners apply the Social Services and Wellbeing (Wales) Act 2014 and the statutory safeguarding guidance.

In line with the Wales Safeguarding Procedures, Social Care Wales has been leading on the development of the national safeguarding training, learning and development standards.

The standards were developed because:

- There were no multi-agency, national standards for safeguarding training, learning and development in place;
- There was a lack of consistency in the design, content and provision of safeguarding training, learning and development across organisations in Wales;
- There was confusion around the appropriate levels of safeguarding training, learning and development for the workforce.

The standards have been split into six groups, A to F, (currently in place for Groups A-C) that reflect the roles and responsibilities of people who may be involved in safeguarding practice.

Group A – gives a practical understanding of safeguarding. This is for all staff who join a public or voluntary sector organisation or agency in Wales. The training, learning and development standards are also suitable for those in private sector settings, volunteers and elected members of local authorities. They need to have a basic level of awareness of safeguarding and know how to report a concern

Completing the eLearning training module for Group A will enable everyone to:

- explain the term 'safeguarding'
- recognise abuse or the risk of abuse, harm, or neglect

- know what actions to take if they witness or suspect abuse, harm, or neglect, or if someone tells them they are being abused
- demonstrate a basic understanding of the laws concerning safeguarding
- recognise that they have a duty to report abuse, harm, or neglect.

#### 4. Current Position

The table below sets out compliance for the period 1st April 2021 – 30th September 2023:

| Directorate                                    | Headcount    | Percentage |
|--|--------------|------------|
| Chief Officers                                 | 9            | 28%        |
| Education<br>Leisure &<br>Lifelong<br>Learning | 3,507        | 94%        |
| Environment &<br>Regeneration                  | 311          | 26%        |
| Social Services<br>Health &<br>Housing         | 813          | 68%        |
| Strategy &<br>Corporate<br>Services            | 304          | 64%        |
| <b>Total<br/>Workforce</b>                     | <b>4,944</b> | <b>74%</b> |

#### 5. Roles and responsibilities

It is a mandatory requirement for all staff to complete the training and to renew this training on a 3 year cycle.

The Corporate Learning, Training and Development Team (the Training Team) are responsible for ensuring that sufficient training places are available for those that require face to face training, and where e learning is appropriate, that employees know how to access this. The Training Team have arrangements in place to help employees who do not have their own digital equipment to access e learning.

It is the role of Accountable Managers to ensure that employees undertake the training that is provided. Heads of Service should monitor compliance with mandatory training. The Training Team will provide data upon request to aide monitoring.

Employees have a responsibility to comply with requests to undertake training, and to engage with the training that is provided. Employees are provided with information about mandatory training at induction and courses are regularly promoted on Viva Engage and in The Sway employee bulletin. The Employee Self Service facility on iTrent empowers employees to take control of their own learning and view their own training records.

## **6. Financial impact**

No implications

## **7. Integrated impact assessment**

There is no requirement to undertake an Integrated Impact Assessment as this report is for monitoring / information purposes’.

## **8. Workforce impacts**

The intention behind completion of the training is to have a positive impact on all employees of the Council. Safeguarding is everyone’s responsibility. Staff know what the term safeguarding means, they know what to look out for and know who to report to. All staff will be able to recognise signs of abuse and follow protocols for reporting, making a safer NPT and meeting corporate plan and wellbeing objectives.

## **9. Legal impacts**

The provision of training helps the council meet statutory requirements.

## **10. Risk Management impacts**

No impact.

## **11. Crime and Disorder Impacts**

No impact.

## **12. Counter Terrorism Impacts**

No impact.

## **13. Consultation**

There is no requirement for external consultation on this item.

## **14. Recommendation**

Members to note the information within the report.

## **15. Appendices**

No appendices

## **16. Officer contacts**

Sheenagh Rees, Head of People & OD, [s.rees5@npt.gov.uk](mailto:s.rees5@npt.gov.uk)

Lynne Doyle, Corporate Learning, Training & Development Manager  
[l.doyle@npt.gov.uk](mailto:l.doyle@npt.gov.uk)

This page is intentionally left blank

## Cabinet Scrutiny Committee

**(All starting 2pm unless otherwise stated)**

| Meeting Date               | Agenda Item  | Contact Officer                              |
|----------------------------|--|--|
| <b>2023</b>                |  |  |
| 28 <sup>th</sup> June      | Welsh Language Promotion Strategy – Task & Finish Final Report | Chair of Cabinet Scrutiny                    |
| 20 <sup>th</sup> September | Annual Report  | Chair of Cabinet Scrutiny – Cllr Phil Rogers |
| 13 <sup>th</sup> October   | PSB – Wellbeing Plan (Thriving & Sustainable Communities)      | Vanessa Dale                                 |
| 8 <sup>th</sup> November   | Safeguarding Training Report                                   | Lynne Doyle                                  |
| 24 <sup>th</sup> November  | PSB – Wellbeing Plan   | Vanessa Dale                                 |
| 13 <sup>th</sup> December  |  |  |
| <b>2024</b>                |  |  |
| 24 <sup>th</sup> January   |  |  |
| 16 <sup>th</sup> February  | PSB – Wellbeing Plan   | Vanessa Dale                                 |
| 6 <sup>th</sup> March      |  |  |
| 17 <sup>th</sup> April     |  |  |
| 9 <sup>th</sup> May        | PSB – Wellbeing Plan   | Vanessa Dale                                 |
| 29 <sup>th</sup> May       |  |  |

