

REGIONAL SAFEGUARDING BOARD

ANNUAL PLAN

2025-2026



Mae'r ddogfen hon
ar gael yn Gymraeg
This document is
available in Welsh



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INTRODUCTION

This document sets out the priorities and delivery plan for the Cardiff & Vale of Glamorgan Regional Safeguarding Board for 2025-2026.

The Board oversees safeguarding across Cardiff and Vale of Glamorgan.

Our priorities were identified through our 2025 Development Day, which included a review of our progress against our previous Annual Plan for 2024-2025, an overview of safeguarding themes emerging from recent Adult and Child Practice Reviews and broader horizon scanning.

Every regional safeguarding board has a statutory responsibility to carry out core functions in relation to multi-agency safeguarding.

These include:

- Contributing to the development, implementation and monitoring of protocols and procedures that support the protection of adults and children and to prevent abuse.

- Raising awareness of the board's objectives to protect and prevent adults and children from becoming at risk of abuse, neglect and other forms of harm, and to provide information about how this might be achieved.

- Reviewing the efficacy of measures taken by agencies to implement the objectives of the board and to make and monitor recommendations.

- Undertaking Single Unified Safeguarding Reviews (SUSRs), audits, investigations and other reviews as are required in pursuance of its objectives and to disseminate learning and information arising from these reviews.

- Reviewing the performance of the board and its partners and bodies represented on the board in carrying out its objectives.

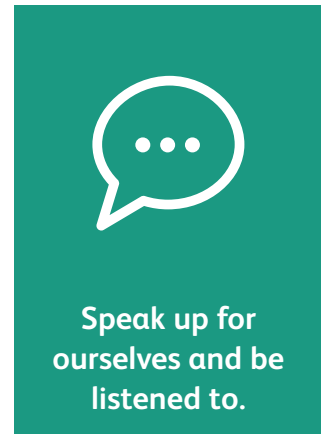
- Facilitating research into protection from, and prevention of, abuse and neglect of children and adults at risk of harm.

- Reviewing the training needs of practitioners working in the area of the board in order to identify training to assist in the protection and prevention of abuse and neglect of children and adults at risk of harm.

WHAT IS SAFEGUARDING?

Safeguarding is about protecting children and adults from abuse, harm or neglect and educating those around them to recognise the signs to prevent abuse, harm or neglect as much as possible.

Regardless of whether we are young or old, we all have the right to:



The Welsh Government “Working Together to Safeguard People Guidance” states that **the objectives of Safeguarding Boards are:**

- To protect children within its area who are experiencing, or are at risk of abuse, neglect or other kinds of harm

- To prevent children within its area from becoming at risk of abuse, neglect or other kinds of harm.

- To protect adults within its area who have needs for care and support, and are experiencing, or are at risk of, abuse or neglect

- To prevent those adults within its area becoming at risk of abuse or neglect.

It is the role of Cardiff & Vale of Glamorgan Regional Safeguarding Board to set the strategic direction for safeguarding and to carry out core functions in relation to multi-agency safeguarding.

The Board carries out these day-to-day functions, through policy direction, monitoring the effectiveness of safeguarding within agencies, commissioning practice reviews and disseminating learning to practitioners to ensure that safeguarding is high on the agenda at all levels of the workforce.

OUR PRIORITIES FOR 2025-2026

PRIORITY 1:

Safeguarding Process

PRIORITY 2:

Multi-agency Activity And Data

PRIORITY 3:

Responding To Safeguarding Themes (Thematic Hotspots)

PRIORITY 4:

Service User Feedback

PRIORITY 5:

Workforce Information

PRIORITY 1: SAFEGUARDING PROCESS

KEY QUESTIONS:

- How is the board assured that arrangements are effective in identifying and responding to safeguarding concerns?
- What are the outcomes of regional safeguarding processes and interventions?

OUTCOME:

Effective governance arrangements are in place to ensure robust oversight and accountability of safeguarding arrangements across the region. Improved mechanisms are in place to effectively respond to learning, leading to improved decision-making, enhanced risk management, and improved outcomes for children and adults at risk.

GOVERNANCE AND CORE BUSINESS

ACTION	WHAT DOES SUCCESS LOOK LIKE
<p>Undertake an annual RSB self-assessment exercise and provide a robust update on progress against the 2024-25 improvement actions</p>	<ul style="list-style-type: none"> • RSB self-assessment undertaken for 24-25 • Improvement in overall RAG rating • Progress demonstrated against improvement actions
<p>Strengthen cross board working with other relevant governance arrangements to ensure a strengthened, joint approach to safeguarding. (i.e CSP / VAWDASV)</p>	<ul style="list-style-type: none"> • Improvements reported in cross board working
<p>Review and update core documentation for multi-agency meetings (core groups, conferences etc.) to include supplementary materials for families and/or individuals. Utilise innovate tools and emerging technologies to ensure documentation is accessible as possible.</p>	<ul style="list-style-type: none"> • Updated documents in place • Positive feedback from families and practitioners on the materials developed

COMMUNICATIONS AND ENGAGEMENT

ACTION	WHAT DOES SUCCESS LOOK LIKE
<p>Produce and implement a clear RSB communications plan which outlines the core communications activity the board will undertake to ensure its work is widely promoted to the workforce, communities and other relevant partners within the region.</p>	<ul style="list-style-type: none"> • 25-26 communications plan in place • Quarterly activity undertaken • Quarterly newsletter produced (engagement stats) • Website improved (engagement stats)

EFFECTIVE SAFEGUARDING REVIEWS (SUSR)

ACTION	WHAT DOES SUCCESS LOOK LIKE
<p>Develop and deliver a clear training plan to further embed and implement the SUSR process. Training to include training for chairs, reviewers, panel members and the wider workforce, raising awareness and supporting referrals.</p>	<ul style="list-style-type: none"> • Training plan in place • Increase in available chair and reviewers • Reported increase in understanding and awareness of SUSR and the referral criteria
<p>Further embed the CRG improvement plan and the SUSR implementation plan to ensure where possible improvements are demonstrated in relation to the timescales of SUSR / MAPFS completion in line with the learning and improvement framework.</p>	<ul style="list-style-type: none"> • SUSR and MAPFs delivered within timescales
<p>Ensure there is clear oversight and effective progression of recommendations and actions generated from reviews within the timescales.</p>	<ul style="list-style-type: none"> • Actions and recommendations completed within timescales set
<p>Produce and share a report outlining the progress and impact made against recommendations generated for SUSRs 12 months post publication</p>	<ul style="list-style-type: none"> • Report produced for each SUSR undertaken, 12 months most publication • Relevant QA / Audit activity identified to feed into QA framework
<p>Ensure mechanisms are in place to support staff wellbeing throughout the SUSR process</p>	<ul style="list-style-type: none"> • Case Review Group members aware of their roles and responsibilities in supporting staff involved in reviews
<p>Ensure that effective family support and engagement remains embedded throughout the SUSR process</p>	<ul style="list-style-type: none"> • Reported improvements in effectively engaging families in the review process • Family feedback built into process and outcomes evidenced in Development Day



SHARING AND EMBEDDING LEARNING

ACTION

Develop improved mechanisms for learning to be disseminated widely enabling sharing of learning and/or any safeguarding updates. Look to innovate ways and emerging technologies to ensure the messages are cascaded as widely as possible.

Processes built into existing arrangements and into the RSB learning and improvement framework to ensure early learning is captured and promptly disseminated to relevant partners.

WHAT DOES SUCCESS LOOK LIKE

- Consistent messages for practice template developed
- A package of comms methods established including audio and visual tools.
- Learning dissemination events post publication
- Learning identified and captured at earliest stage
- Prompt changes to practice reported as a result of the learning

PRIORITY 2:

MULTI-AGENCY ACTIVITY AND DATA

KEY QUESTIONS:

- How does the board assure itself that existing protocols between agencies work effectively, when individuals are identified as at risk from harm?
- What data is collected around this, how is it shared and what evidence has emerged in the period?

OUTCOME:

The safeguarding board ensures the effectiveness of multi-agency activity through robust data analysis, coordinated and consistent policy development and regular audit activity to continuously improve safeguarding practices and outcomes.

DATA AND INSIGHTS

ACTION

Shape and implement the National Multi-agency Safeguarding Performance Framework to ensure Cardiff and Vale are reviewing relevant safeguarding data to inform strengths, weaknesses and areas for improvement and development.

WHAT DOES SUCCESS LOOK LIKE

- Performance framework data collected across the region.
- Dashboard developed to support visualisation of data.
- Analysis undertaken of data sets to identify key themes. Trends and areas of improvement to be escalated to board for oversight

POLICY AND PROCEDURE DEVELOPMENT

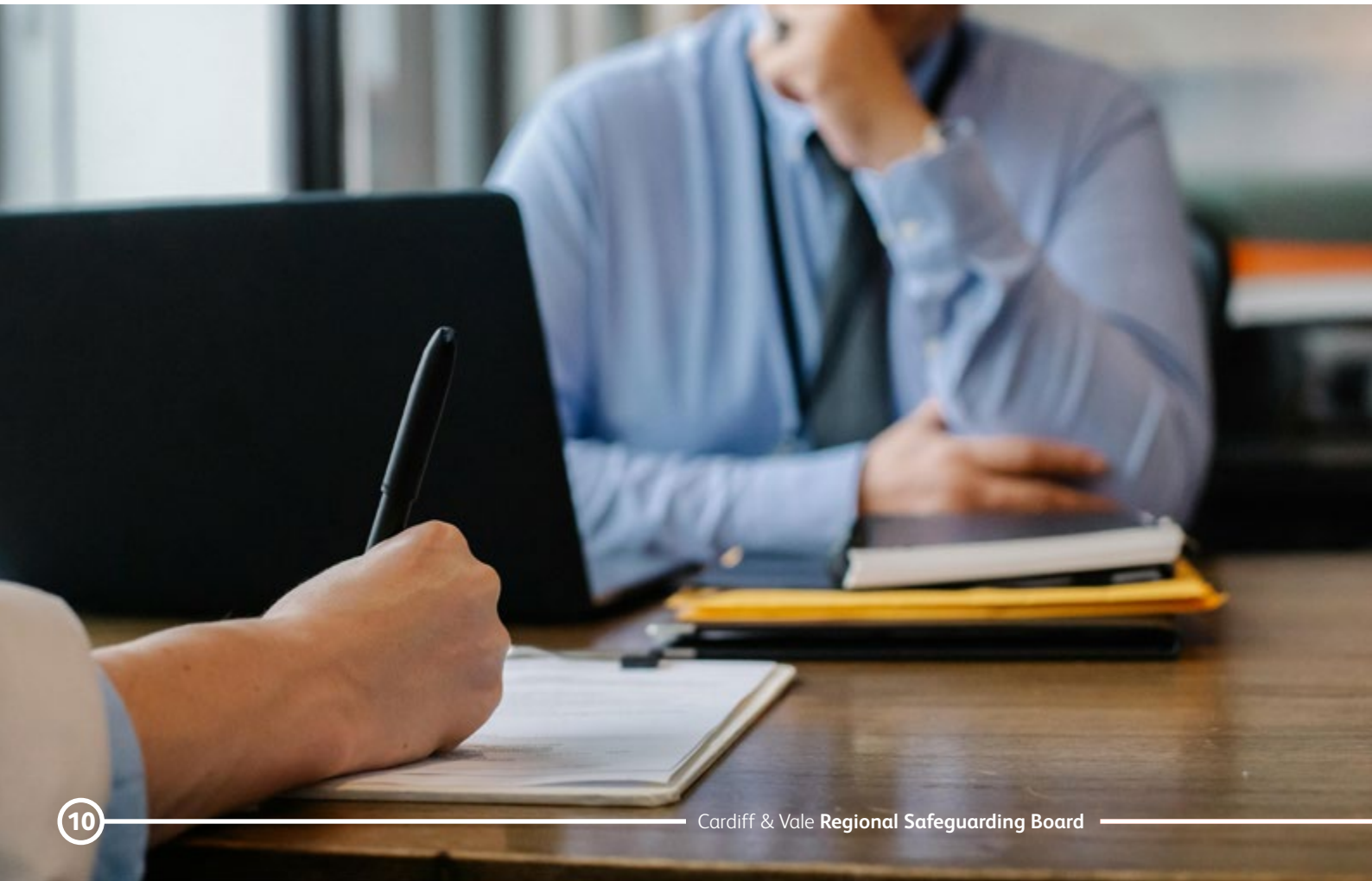
ACTION

Publish and cascade a 'Protocol for Fabricated or Induced Illness and Related Conditions' as recommended by review learning ensuring in line with national developments in this area.

Review and improve chronology tools to allow for improved multi-agency communication and a more holistic view of the child's/adult's life.

WHAT DOES SUCCESS LOOK LIKE

- Finalised document in place
- Consultation with practitioners
- Adjoining materials to support rollout
- Positive feedback from practitioners
- Multi-agency chronology template developed in consultation with practitioners
- Multi-agency chronology template in use across the region
- Agreed process in place on the collation of information
- Positive feedback from partner agencies on the use of multi-agency chronology



AUDIT AND EVALUATION

ACTION	WHAT DOES SUCCESS LOOK LIKE
<p>Evaluate across the region how well escalation and challenge processes are utilised in practice, make recommendations for improvement across the region.</p>	<ul style="list-style-type: none"> • Audit / review undertaken, and improvement actions identified. • Progress made against improvement actions
<p>Ensure a robust approach to supervision / support to staff to include wellbeing / staff trauma</p>	<ul style="list-style-type: none"> • Assurances to Board on individual agency policies in place to support staff • Feedback from practitioners that leads to any appropriate improvements • Audit / review undertaken, and improvement actions identified. • Progress made against improvement actions
<p>Evaluate the implementation of the ‘Participation and Engagement’ principles launched in 2024 across agencies</p>	<ul style="list-style-type: none"> • Audit / review undertaken, and improvement actions identified. • Progress demonstrated against improvement actions
<p>Ensure robust implementation of audit framework and ensure partner agencies are providing feedback and response to individual audits undertaken (to include external inspections)</p>	<ul style="list-style-type: none"> • Feedback and updates on individual audits and multi-agency audits • Audit activity identified via SUSR • Discussions at Delivery Group and Board of external inspections etc. • Progress against any appropriate improvement actions
<p>Ensure national learning and research is widely shared, ensuring inclusion in Board workstreams and robust response. Develop a clear tracker to retain oversight of national learning themes.</p>	<ul style="list-style-type: none"> • Tracker in place to ensure all national learning and research outcomes are monitored • Progress demonstrated against national recommendations

PRIORITY 3: RESPONDING TO SAFEGUARDING THEMES

KEY QUESTIONS:

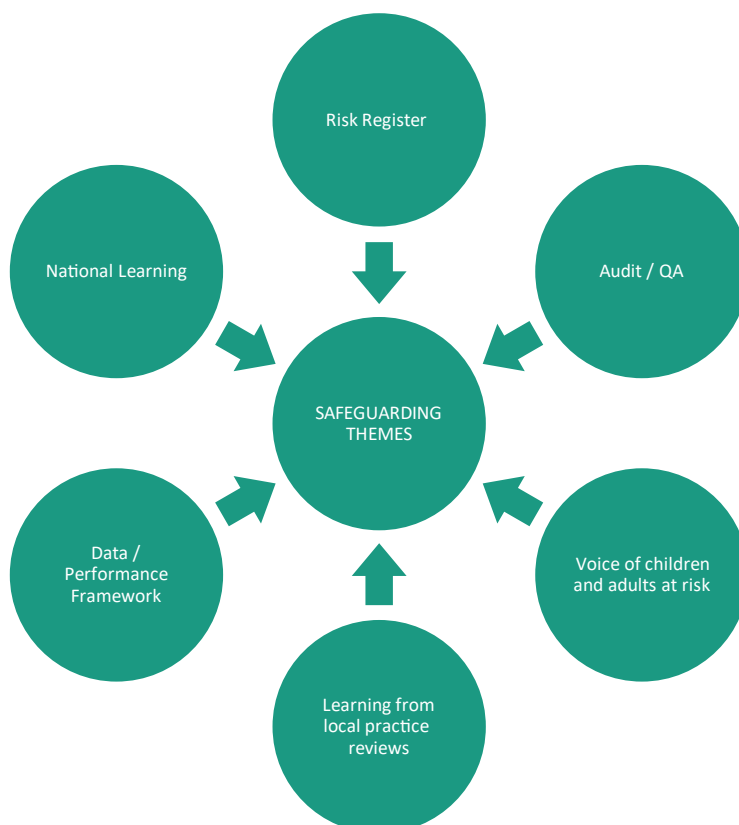
- What key thematic sources of harm which require a safeguarding response locally are evidenced in Board data?
- What steps have been identified to respond to this thematic evidence?

OUTCOME:

The Regional Safeguarding Board responds effectively to emerging safeguarding themes and supports the coordination of an effective multi-agency response.

SAFEGUARDING THEMATIC CONTINUOUS REVIEW MODEL:

Cardiff and Vale Safeguarding Board will continually review key thematic sources of harm that require a local response. These themes will be highlighted in a variety of ways outlined in the diagram below. In addition the safeguarding board have identified 5 safeguarding thematic priorities for 25-26.





Children

CHILD SEXUAL ABUSE

ACTION	WHAT DOES SUCCESS LOOK LIKE
<p>Respond to the new All Wales CSA National Delivery Plan and obtain assurance from partners that the key improvement actions are being progressed across the region.</p>	<ul style="list-style-type: none"> • Progress demonstrated against national action plan recommendations
<p>Review and progress to completion the local practice review recommendations and actions that have learning in relation to CSA embedded.</p>	<ul style="list-style-type: none"> • Progress demonstrated against local recommendations
<p>Deliver against the CSA regional action plan generated from the NSPCC self-assessment snapshot.</p>	<ul style="list-style-type: none"> • Progress demonstrated against regional action plan

Children & Adults

DOMESTIC ABUSE

ACTION	WHAT DOES SUCCESS LOOK LIKE
<p>Improve and strengthen the cross board working between RSB and VAWDASV workstreams. Ensure increased visibility of VAWDASV related strategic priorities at RSB</p>	<ul style="list-style-type: none"> • Bi-annual presentation to safeguarding board with action plan progress report • Progress demonstrated against any relevant actions within action plan
<p>Improve clarity and understanding across partners of the role of safeguarding processes and procedures in relation to child domestic abuse victims</p>	<ul style="list-style-type: none"> • Partner agencies have an evidential understanding of the role and remit of safeguarding services in relation to domestic abuse
<p>Review the current data and picture of need for the region of domestic abuse to older people / adults at risk. Develop a set of actions to progress required improvement in this area</p>	<ul style="list-style-type: none"> • RSB have a clear oversight of the current needs in relation to domestic abuse against older people and have improvement actions in place to progress work in this area.
<p>Review and progress to completion the local practice review recommendations (historic and SUSR) and actions that have a learning in relation to domestic abuse embedded.</p>	<ul style="list-style-type: none"> • Progress demonstrated against local recommendations

TRANSITIONAL SAFEGUARDING

ACTION	WHAT DOES SUCCESS LOOK LIKE
<p>Task and Finish group established to review the arrangements for transitional safeguarding and suggest strategic and operational improvements to current services.</p>	<ul style="list-style-type: none"> • Task and finish group in place with clear scope and timeframes agreed • Improvements identified and communicated to board • Evidence of improvements implemented as a result

Adults

CAPACITY AND CONSENT

ACTION	WHAT DOES SUCCESS LOOK LIKE
<p>Develop multi-agency training and raising awareness tools to improve partners understanding of mental capacity in the context of consent and unwise choices in relation to safeguarding.</p>	<ul style="list-style-type: none"> • No. of training sessions delivered. • No. of staff attending training session • Positive feedback received from participants • Partner agencies involved in safeguarding adults have an evidential understanding of their roles and responsibilities in relation to capacity and consent
<p>Review and progress to completion the local practice review recommendations and actions that have learning in relation to mental capacity, consent, and unwise choices.</p>	<ul style="list-style-type: none"> • Progress demonstrated against local recommendations. • Clear mechanisms in place to share learning across boards. • Relevant review learning embedded into RSB tracker. • Progress demonstrated against relevant recommendations
<p>Ensure local and national learning including legislative change, case-law, and good practice guidance is considered by the board to help shape and improve practice in relation to mental capacity, consent, and unwise choices.</p>	<ul style="list-style-type: none"> • Review of learning and practice undertaken and finding shared across board partners



PRIORITY 4:

SERVICE USER FEEDBACK

KEY QUESTIONS:

- What are the RSB's objectives regarding collecting service user feedback in relation to direct safeguarding activity?
- What do the metrics that capture this feedback tell the Board?
- How does the Board plan to respond to this evidence and over what timescale?

OUTCOME:

The Regional Safeguarding Board effectively engages service users in the design, development and delivery of safeguarding activity and the work of the board, identifying and responding to strengths and areas of improvement, leading to increased trust, safety, and satisfaction among individuals at risk.



CAPTURING SERVICE USER VOICE

ACTION	WHAT DOES SUCCESS LOOK LIKE
<p>Shape and implement the National Multi-agency Safeguarding Performance Framework to ensure Cardiff and Vale are reviewing relevant safeguarding data to inform strengths, weaknesses and areas for improvement and development.</p>	<ul style="list-style-type: none"> • Reports from partners that clearly evidence that improvements have been made • Evidence that feedback captured has been reviewed and reflected on to inform future development and delivery. • Opportunities built into SUSR process
<p>Produce an annual board engagement plan outlining the opportunities to engage service users in the work of the board across the year.</p>	<ul style="list-style-type: none"> • Engagement plan in place. • Feedback captured from service users • Improvements made from feedback if necessary.
<p>Provide opportunities for practitioners to share feedback they have captured via practice from adults at risk, children and/or families.</p>	<ul style="list-style-type: none"> • Clear opportunities available for practitioners to share feedback from service users.

PRIORITY 5:

WORKFORCE INFORMATION

KEY QUESTIONS:

- What is known about the profile of the safeguarding workforce?
- How is recruitment and retention affecting delivery of safeguarding duties?
- To what extent is multi-agency training provided to and taken up by the safeguarding workforce (as profiled)?
- What evidence is available to assure the Board that agencies understand and respond to the well-being and support of the safeguarding workforce?

OUTCOME:

The Regional Safeguarding Board has a robust understanding of the current workforce profiles, recruitment and retention challenges, multi-agency training uptake, and well-being support offer, ensuring that safeguarding duties are effectively delivered.

MULTI-AGENCY SAFEGUARDING TRAINING PROFESSIONAL DEVELOPMENT

ACTION	WHAT DOES SUCCESS LOOK LIKE
Review and improve the Regional Safeguarding Boards programme of multi-agency safeguarding training ensuring it is in line with National Training Standards.	<ul style="list-style-type: none"> • No. of training sessions delivered. • No. of staff attending training sessions • Positive feedback received from participants
Review and repeat the RSB training self-assessment to review progress against the National Training Standards and review the 24/25 improvement actions to evidence progress.	<ul style="list-style-type: none"> • No of partners completing the 25-26 training self-assessment
Understand the scope and support the roll out of Group B safeguarding training in line with National Training Standards.	<ul style="list-style-type: none"> • Review of staff groups requiring group B Training • Clear plan in place to monitor implementation

IMPROVING COMMUNICATION AND COLLABORATION

ACTION	WHAT DOES SUCCESS LOOK LIKE
Facilitate opportunities for teams to communicate, discuss challenges and share good practice, promoting multi-agency collaboration via the development of multi-agency forums.	<ul style="list-style-type: none"> • Bi-annual multi-agency forums in place • Positive feedback on multi-agency forums

PROMOTING WELLBEING AND RESILIENCE

ACTION	WHAT DOES SUCCESS LOOK LIKE
Provide clear information and access to mental health and wellbeing resources for staff. Gain assurances from board partners that effective support is available and utilised by staff. Provide opportunities to share good practice across agencies.	<ul style="list-style-type: none"> • Assurance from Board partners that access to mental health and wellbeing resources are available for staff • Clear information available on website that outlines the support available to staff
Explore ways in which staff feedback and satisfaction can be captured and fed back to the board for oversight and action.	<ul style="list-style-type: none"> • Staff feedback captured, analysed and reviewed – findings presented at board • Improvements demonstrated based on feedback captured
Provide regular opportunity to celebrate and share good practice across the partnership	<ul style="list-style-type: none"> • Standing agenda item that members use to present examples of good practice from their agency • Celebratory stories from the Board to be produced as part of the messages for practice

UTILISING TECHNOLOGY AND TOOLS

ACTION	WHAT DOES SUCCESS LOOK LIKE
Explore and share good practice findings of the use of digital tools (including AI) to support the effective management of workload. Look to research to explore how technology can be used for caseload management, training and professional development and data analysis.	<ul style="list-style-type: none"> • Review of digital tools and best practice shared by partners • Evidence of successful use of tools

APPENDIX

APPENDIX 1

Safeguarding Board Governance Structure

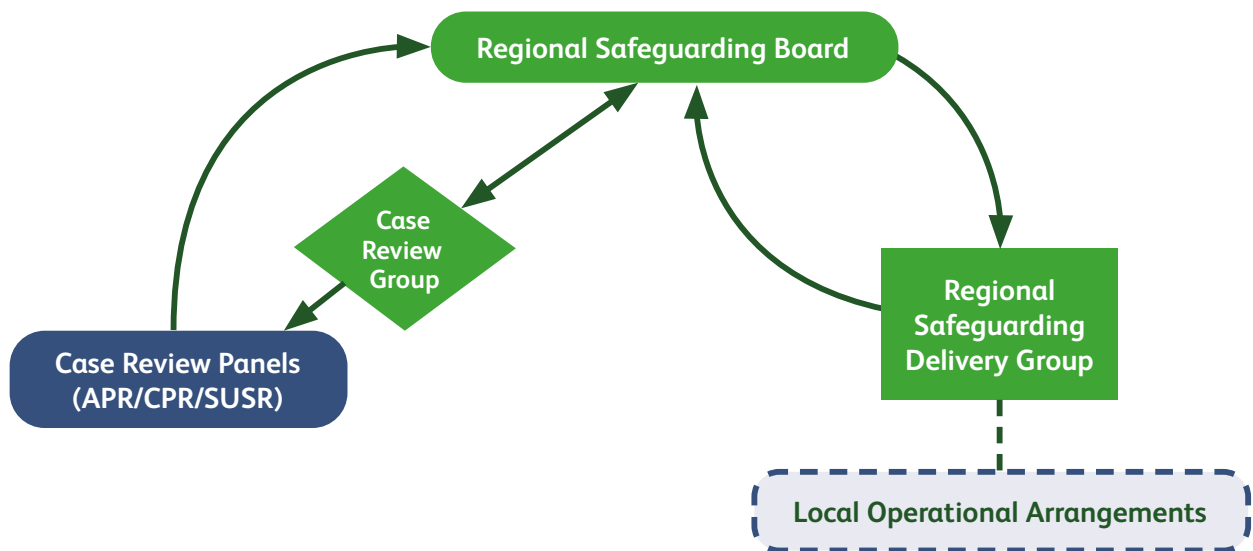
APPENDIX 2

Board Membership

APPENDIX 3

Budget

CARDIFF & VALE OF GLAMORGAN REGIONAL SAFEGUARDING BOARD GOVERNANCE



CARDIFF & VALE OF GLAMORGAN REGIONAL SAFEGUARDING BOARD MEMBERSHIP

The membership complies with the guidance issued under Part 7 (Section 134(2) of the SS&WB Act 2014). A list of members is below:

NAME	ROLE	AGENCY
LOCAL AUTHORITY		
SOCIAL SERVICES		
Sarah McGill	Corportate Director (CO-CHAIR of CVSB)	People and Communities, Cardiff
Lance Carver	Director (CO-CHAIR of CVSB)	Social Services, Vale of Glamorgan
Deborah Driffield	Director	Children's Services, Cardiff
David Murray-Dickson	Safeguarding Lead Manager	Adult Services, Cardiff
EDUCATION		
Katy Williams	Head of Achievement for All for School Improvement & Inclusion	Education and Lifelong Learning, Vale of Glamorgan
Melanie Godfrey	Director	Education Department, Cardif
YOUTH OFFENDING SERVICE / YOUTH JUSTICE & EARLY SUPPORT SERVICE (YJESS)		
Kirsty Davies	Service Manager	YJESS, Vale of Glamorgan
Angharad Thomas	OM Youth Offending Service	Children's Services, Cardiff
HOUSING		
Laura Garvey-Cubbon	OM Partnerships & Joint Commissioning	Housing Cardiff
Nick Jones	Operational Manager, Public Sector Housing	Housing & Communities, Vale of Glamorgan Council

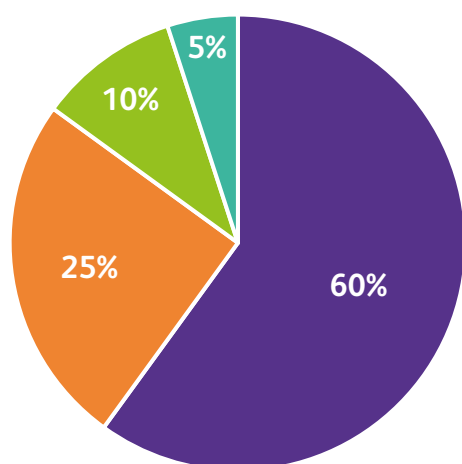
NAME	ROLE	AGENCY
SOUTH WALES POLICE		
Clayton Richie	Detective Inspector, Public Protection Department	South Wales Police
NATIONAL PROBATION SERVICE		
Eirian Evans	Head of Cardiff and Vale Probation Delivery Unit (PDU)	National Probation Service
HEALTH		
Jason Roberts	Deputy Executive Director of Nursing, Cardiff and Vale University Health Board	Cardiff and Vale University Health Board
Linda Hughes-Jones	Head of Safeguarding	Cardiff and Vale University Health Board
Nicola Edwards	Head of Nursing - Safeguarding	Swansea Bay University Health Board
Katharine Thomas	Deputy Head of Safeguarding	Swansea Bay University Health Board
VELINDRE		
Fiona Davies	Head of Safeguarding & Vulnerable Persons	Velindre NHS Trust
NATIONAL SAFEGUARDING TEAM, PUBLIC HEALTH WALES		
Nigel Farr	National Safeguarding GP	Public Health Wales
HOME OFFICE		
Gemma Ware	Senior Operations Manager	Home Office
HIS MAJESTY'S PRISON SERVICE		
Simone Flook	Deputy Governor	HMPS

NAME	ROLE	AGENCY
WELSH AMBULANCE SERVICE, NHS TRUST		
Vicky Maxwell	Head of Safeguarding	WAST
THIRD SECTOR		
Carl Harris	Assistant Director (Co Chair of CVSB)	NSPCC
Candice Lloyd	Service Manager	NYAS
Sarah Crawley	Director	Barnardo's
Yvonne Connolly	Operational Director	Llanmau
CARE PROVIDERS		
Brian West	Chair of Vale of Glamorgan Care Homes/Care Forum Wales	Care Homes/Care Forum Wales
ADVISORS IN ATTENDANCE		
Leanne Weston	OM Legal Manager	Community Team Legal, Cardif
Victoria Davidson	Legal Advisor	Legal Services, Vale of Glamorgan
Artie Meakin	Board member, National Independent Safeguarding Board Wales	National Independent Safeguarding Board
Beth Aynsley	Policy Officer, Single Unified Safeguarding Review, Social Services and Integration (Chair of Case Review Group)	Welsh Government
Iain McMillan	Head of Resource Management and Safeguarding (Chair of Delivery Group)	Social Services, Vale of Glamorgan

CARDIFF & VALE REGIONAL SAFEGUARDING BOARD BUDGET

The Cardiff & Vale Regional Safeguarding Board is funded by contributions from partner organisations using the funding formula set out in Working Together to Safeguard People – Volume 1.

The Safeguarding Board is supported by a central Business Management Unit consisting of a Business Manager, Review Manager, 2 Business Coordinators and a Business support administrator.



Partner Contributions

- Local Authorities
- Health
- SWP
- Probation

Organisation	Proposed Contribution Combined	Organisation Split	Current Contribution to RSB Split (%)	Proposed Contribution Split (£)
Local Authorities	60%	Cardiff Council	67%	£66,330.00
		Vale of Glamorgan Council	33%	£32,670.00
SWP	10%	South Wales Police	100%	£16,500.00
Health	25%	Cardiff and Vale UHB	81.25%	£33,515.63
		Velindre University NHS Trust	18.75%	£7,734.37
Probation	5%	National Probation Service	100%	£8,250.00