

MEETING	Governance and Audit Committee
DATE	15 January 2026
TITLE	Response Plan to the Our Bravery Brought Justice Report
REASON TO SCRUTINISE	Assurance as to the implementation of the Response Plan
AUTHOR	Dafydd Gibbard - Chief Executive
CABINET MEMBER	Cllr Nia Jeffreys – Council Leader Cllr Menna Trenholme – Deputy Leader and Cabinet Member for Children Cllr Dewi Jones – Cabinet Member for Education

1. Background

- 1.1 The Response to Offending Plan was adopted by Cyngor Gwynedd's Cabinet in January 2025, and has since been a live document which has evolved over time. It was recognised that the Plan would need to be fully revised following the publication of the Child Practice Review report.
- 1.2 On 4 November 2025, 'Our Bravery Brought Justice' was published and the Response Plan has been subsequently amended. This has been the most significant amendment since adopting the Plan.
- 1.3 The Committee is asked to consider the appropriateness of the process of developing the revamped Response Plan before it is submitted to Cabinet for formal adoption.
- 1.4 An extraordinary Council meeting will be held in the coming weeks, and this Committee's response will be conveyed at this meeting.

2. What exactly needs scrutiny?

- 2.1 That the Plan responds appropriately and fully to the 'Our Bravery Brought Justice' Report.
- 2.2 Consider the main priorities for immediate action.
- 2.3 Advise on dealing with dependencies (e.g. waiting for regional or national recommendations) and mitigating potential risks.

3. Summary of the key matters

4. Background / Context

- 4.1 The original Response Plan was adopted by the Cabinet on 21 January 2025, with 4 key work streams:
 - Work Stream A – Supporting victims and survivors
 - Work Stream B – Ensuring we have the best possible safeguarding arrangements
 - Work Stream C – Establishing, learning and improving

- Work Stream Ch – Supporting and stabilising Ysgol Friars

- 4.2 A Response Board has been established to scrutinise, challenge and advise on the delivery of the Plan's content, independently chaired by Professor Sally Holland. Board Membership includes a number of external organisations as observers to challenge and monitor the progress of the Response Plan, including Estyn, CIW, Welsh Government, Children's Commissioner and the Regional Safeguarding Board. Also, representation from Ysgol Friars (Headteacher and Chair of Governors), Gwynedd's Secondary sector, Council Officers, as well as Cabinet Members from the relevant fields to set the strategic political direction of the areas of work under their responsibility, while also scrutinising the work of officers and supporting them.
- 4.3 The 'Our Bravery Brought Justice' report was published by the North Wales Safeguarding Board on 4 November 2025. Before, and since, work has continued to review what needs to be incorporated into the Gwynedd plan moving forward including addressing the themes and recommendations identified in the report and aligning with those already included in the response plan (which also included recommendations from other reports).
- 4.4 **Appendix 1** includes a copy of the revised Response Plan reflecting these changes. These have been set out under 7 main themes to align with the themes of the Our Bravery Brought Justice report:
- Voice of the Child and Supporting Victims
 - Managing Allegations and Concerns About Adults Working with Children
 - Training and Policies
 - School Governance
 - Restrictive Practices
 - Crisis Planning and Crisis Response
 - Ysgol Friars
- 4.5 An easy-read version of the Response Plan is currently being developed. This version will be presented at the same time as the full Response Plan it is presented to the Cabinet.
- 4.6 A detailed work programme is presented to the Response Board meetings and as this has now grown in size an overview report is also presented for each of the 7 individual themes, including an update on what has been achieved since the previous Board meeting and setting out what will be prioritised for the next period. See the theme progress reports at **Appendix 2** for information.
- 4.7 Attached to the progress reports for the 7 themes, a detailed Work Programme is presented to Response Board Members to give them the opportunity to challenge the detail. This work programme includes recommendations and actions from the Our Bravery Brought Justice report, the original Response Plan and other additional actions that have been identified. A copy of the work programme is shared for information at **Appendix 3**.

- 4.8 See in Appendix 3 that the high-level work tasks are listed (white lines) and there is a series of subtasks (yellow lines) for each work task which ensures the level of detail required at an operational level. This level of detail is presented to the Response Board to scrutinise as well as to give consideration to the theme reports.
- 4.9 Work tasks that have been completed and replaced or combined with the recommendations of Our Bravery Brought Justice have also been included in the Work Plan for completeness.
- 4.10 To ensure and track progress effectively, a set of clear performance measures is being applied across each of the seven themes of the Response Plan. These measures include quantitative indicators (such as receiving training, and compliance checks) and qualitative assessments (such as feedback from youth forums, parent and staff surveys and Estyn and CIW inspections). Regular monitoring against these measures will allow the Response Board to identify areas of success and those that need additional focus, ensuring that improvements are sustained and aligned with safeguarding priorities.
- 4.11 As Our Bravery Brought Justice has now been published, the Response Board documents will be shared on the website going forward.
- 4.12 Consultation**
- 4.13 Extensive consultation was carried out in the development of the Response Plan in order to receive input from several directions including
- Chair of the child practice review
 - Children's Commissioner
 - Estyn
 - Care Inspectorate Wales
 - RASASC
 - Welsh Government
 - Cabinet Members
 - Cyngor Gwynedd Officers

5. The Well-being of Future Generations (Wales) Act 2015

*Have you **involved** residents / service users? If not, when and how do you intend to consult them?*

- 5.1 A wide range of agencies are members or independent observers from national statutory organisations on the Response Board which is valuable in terms of receiving input and expertise from different sectors.

- 5.2 Representatives of service users have been consulted such as representatives of the schools sector in Gwynedd.
- 5.3 In addition, as requested by the Leader at the Cabinet meeting on 11 November 2025, the Independent Chair of the Response Board is currently considering the most appropriate approach to include the voice of victims in the work.

*Have you considered **collaboration**?*

- 5.4 Collaboration is vital to the success of this Plan and through the Response Board we work collaboratively with all the agencies involved in it. The Board meets regularly every other month and there is regular contact between us. Collaboration with all these agencies, as well as others such as the Police, Health Service and other Local Authorities will be key to the success of our Response Plan.

*What has been done or will be done to **prevent** problems from arising or worsening in the future?*

- 5.5 The Response Plan was developed in the first instance to do everything within our ability so that no one suffers in the same way again. The Plan includes proactive measures such as ongoing monitoring, regular reviews, staff training, and collaboration with partners to identify risks early, to prevent problems from arising or worsening in the future.

*How have you considered the **long-term** and what people's needs will be in years to come?*

- 5.6 In the new Response Plan, we have considered the long-term by establishing a multi-year work programme that strengthens the seven streams (e.g. the voice of the child, training and policies, school governance, and crisis planning and response) and ensures ongoing review, so that people's needs in the years to come – such as ongoing support for victims, trauma-informed services, 'easy to understand' versions for children, and robust safeguarding infrastructure that adapts as risks change – are met sustainably.

*To ensure **integration**, have you considered the potential impact on other public bodies?*

- 5.7 A large number of the recommendations of the 'Our Bravery Brought Justice' report are regional and national, or for all Local Authorities. We have already stated our willingness to take action before any change at a regional or national level and our desire to be working with other bodies such as the Welsh Government to pilot a new plan or guidance if desired.

6. Impact on Equality Characteristics, the Welsh Language and the Socio-Economic Duty

- 6.1 An Equality Impact Assessment has been completed in draft form and will be submitted when the Cabinet considers the Response Plan.

7. Next Steps

- 7.1 The new Response Plan is scheduled to be submitted to Cabinet for formal approval in March.
- 7.2 The Response Board will continue to meet until all the response plan actions are embedded or addressed within the Authority's performance challenge regime and the Board members are satisfied that evidence in relation to the impact measures listed demonstrates the effectiveness of these actions.

Appendices:

Appendix 1 – Response Plan: Our Bravery Brought Justice

Appendix 2 – Overview reports of the 7 work streams

Appendix 3 – Response Plan work programme

Appendix 4 – 'Our Bravery Brought Justice' - www.northwalessafeguardingboard.wales/gwynedd-child-practice-review