

# Appendix 3

## Theme 1 - Voice of the Child and Supporting Victims

No	Ref	Task ref	Theme	Recommendation / Objective	Action	Can CG take action:	Relevant to:	Responsibility - Cyngor Gwynedd	Timescale	RAG	Task / Ongoing	Task Completed	Measure	Resources	What has already changed?	What still needs to be done?
1	CPR - 1		Theme 1 - Voice of the Child and Supporting Victims	All organisations that work with children must ensure that their policies on listening to the voice of the child are reviewed, fully implemented and reflect the learning from this Review	The Council will develop a policy on listening to the voice of the child and ensure its effective implementation.	Yes	All organisations	Dylan Owen	By April 2026	Yellow	Task		YES	Yes	In relation to safeguarding, we recognise that there is currently no single policy document that captures existing practices and measures. One meeting has been held with the Youth Service Manager and the Education Engagement Coordinator. An initial meeting of the Task and Finish Group to discuss the policy will take place (8 December 2025)	The next stage of the work will involve the Task and Finish Group undertaking an audit of current practices to establish a clear baseline. The Group will agree its Terms of Reference and begin developing a draft "Voice of the Child" policy. Input from the Youth Forum will be sought to ensure that the perspectives of children and young people are fully reflected in the policy's development. The draft policy and associated measures will then be presented to the Response Board, for consultation and feedback. Following this, the revised draft will be submitted to the Leadership Team for consideration and subsequently to Cabinet for final approval. The Council is also keeping in mind the emerging regional approach. The NWSB has stated its intention to collaborate with the Children's Commissioner for Wales' Participation Officer to identify and advance good practice in engaging with children on safeguarding issues.
		1.1"	"	Set up a task and finish group across both Education and Children's Departments	Yes	Cyngor Gwynedd	Sharron Carter	November 2025	Grey	Task	yes				Relevant officers across departments have been identified and the first meeting is being held on the 8th December and will focus initially on drawing up TOR.	
		1.2"	"	Conduct a scoping exercise to examine practices and approaches used by other councils.	Yes	Cyngor Gwynedd	Sharron Carter	December 2025	Yellow	Task	no					
		1.3"	"	Task group to undertake an audit of the Education and Children's Department current practices - including statutory processes	Yes	Cyngor Gwynedd	Sharron Carter / Gwern ap Rhisiart	December 2025	Yellow	Task						
		1.4"	"	Draft of the written policy	Yes	Cyngor Gwynedd	Sharron Carter	February 2025	Yellow	Task						
		1.5"	"	Present a draft policy and measures to relevant stakeholders, e.g. Response Board	Yes	Cyngor Gwynedd	Sharron Carter	February 2026	Yellow	Task						
		1.6"	"	Present the draft policy to Leadership Team	Yes	Cyngor Gwynedd	Dylan Owen	March 2026	Yellow	Task						
		1.7"	"	Present the draft policy to Cabinet for final approval	Yes	Cyngor Gwynedd	Dylan Owen	April 2026	Yellow	Task						
		1.8"	"	Whilst the Policy is being developed, any good practice identified at a regional level can be incorporated.	Yes	Cyngor Gwynedd / Regional Safeguarding Board	Dylan Owen / Sharron Carter	Ongoing	Yellow	Ongoing						
		1.9"	"	Monitor and revise policy every 2 years	Yes	Cyngor Gwynedd	Dylan Owen	April 2028	Yellow	Ongoing						
2	CPR - 2		Theme 1 - Voice of the Child and Supporting Victims	Organisations must be able to evidence to their professional Board and Regulators that they have a mechanism for listening to children and that this is embedded and functioning	Cyngor Gwynedd will need to establish and evidence systems for listening to children, with clear measures in place and regular reporting to the relevant professional boards and regulators.	Yes	All organisations / Regulators	Dylan Owen	By April 2026	Yellow	Ongoing		YES	Yes	The measures will be developed alongside the "Voice of the Child Policy" See Ref: CPR-1 on Policy development	The measures will be developed alongside the "Voice of the Child Policy" See Ref: CPR-1 on Policy development
		2.1"	"	Develop measures to ensure effective and consistent implementation of listening to the Voice of the Child arrangements across the Council. These will be included in the Policy (see ref: CPR-1)	Yes	Cyngor Gwynedd	Sharron Carter	April 2026	Yellow	Task		YES				
		2.2"	"	The NWSB has noted its intention to track and learn from Regulatory Inspections, and ensure all statutory board partners present findings from inspections including feedback on the voice of the child.	Yes	Regional Safeguarding Board / All Local Authorities	Dylan Owen	Ongoing	Yellow	Ongoing		YES				
3	CPR - 3		Theme 1 - Voice of the Child and Supporting Victims	All agencies must ensure their staff are trained to identify and record behavioural changes in a child which may indicate that they are being groomed and/or abused.	Implement training for staff to recognise and document behavioural changes in children that could signal grooming or abuse.	Yes	All organisations	Dylan Owen	By March 2026	Yellow	Ongoing		YES	Yes - any external training package costs	The Education Department has incorporated information on "grooming" into the school safeguarding training package for the start of the academic year (Sept 2025). The Children's Department has also reviewed the training currently provided to its workforce. While elements relating to grooming are included within several existing modules for example, CSE, CCE, and Trauma-Informed Practice, there was no dedicated training specifically focused on grooming. The Department has therefore undertaken an extensive review of potential training options (including courses from NSPCC and the Lucy Faithfull Foundation) that focus specifically on grooming, recognising the signs of grooming in children, and understanding the methods used by sexual offenders.	Determine and roll out an appropriate training package for the Children Department workforce during 2026/27, in addition to working with the NWSB to support the implementation of associated regional training.
		3.1"	"	Review training already in place within the Children's Department	Yes	Cyngor Gwynedd	Sharron Carter	September 2025	Green	Task	yes					
		3.2	"	Include information about "grooming" in the school safeguarding package	Yes	Cyngor Gwynedd	Gwern Ap Rhisiart	September 2025	Green	Task	yes		If there is an ask for us to move quicker than Welsh Government in terms of training material we will need to commission this.	Slides have been included in the training materials shared with schools for this academic year. They were based on materials we were given by the NSPCC.	There needs to be more detail in the materials, this should come with the materials from W.G.	
		3.3"	"	Research the range of training and resources offered by external providers.	Yes	Cyngor Gwynedd	Sharron Carter	October 2025	Green	Task	yes					
		3.4"	"	Decide on training package for 2026/27	Yes	Cyngor Gwynedd	Sharron Carter	December 2025	Yellow	Task						

				The NWSB has also announced its intention to develop a regional training programme for the safeguarding workforce across Children's Services and Education, which is a welcome and beneficial step.	Not directly	Regional Safeguarding Board	Dylan Owen (as NWSB representative)	December 2025 (date noted by NWSB)		Ongoing					
		3.5													
		3.6		Implement a training package, whether delivered regionally or commissioned by Gwynedd in the interim.	Yes	Cyngor Gwynedd	Sharron Carter	By March 2026		Ongoing		YES			
4 CPR - 4		Theme 1 - Voice of the Child and Supporting Victims	In schools these changes must be recorded on an electronic data management system	Record any behavioural changes that may indicate grooming on an electronic data management system.	Yes	Schools	Gwern ap Rhisiart	Tbc		Ongoing			The system has been purchased from a budget that we already had.		Purchase the new Bromcom system and roll it out across all Gwynedd schools, alongside training and awareness-raising on the updated process for recording behaviours and events (not limited to concerns about grooming only)
	4.1	"	"	Purchase of new system (Bromcom) to replace "My Concern"	Yes	Cyngor Gwynedd	Gwern Ap Rhisiart	January 2026		Task			The system has been purchased from a budget that we already had.	We have bought the new system	We need to migrate from one system to another and this will take time.
	4.2	"	"	Roll out of Bromcom to all Gwynedd schools	Yes	Cyngor Gwynedd	Gwern Ap Rhisiart	September 2027		Task			The system will be fully rolled out September 2027.		
	4.3	"	"	Training and raising awareness of the new way of recording any behaviours/events on the system	Yes	Cyngor Gwynedd	Gwern Ap Rhisiart	Tbc		Task			We may need, dependant on timelines, to purchase additional training capacity.	Training is part of the system roll out. No school can start with Bromcom without basic training. Training for the safeguarding element will be rolled out as we bring the use of My Concern to an end.	Deliver training plan as system is rolled out. The Safeguarding Team has been involved in the purchase of Bromcom and has been a part of discussing the training needs.
	4.4	"	"	Review the effectiveness of the system	Yes	Cyngor Gwynedd / Regulators	Gwern Ap Rhisiart	Tbc		Ongoing		YES			
5 CPR - 6		Theme 1 - Voice of the Child and Supporting Victims	When a referral is made under Wales Safeguarding Procedures Section 5 and is third party, the child who is subject of the referral must be spoken to by children's social care, even where they have not made a disclosure themselves	Ensure that when a Section 5 third-party referral is received, Children's Social Care always speaks directly with the child, even if the child has not made a disclosure.	Yes	All Local Authorities	Dylan Owen	Tbc		Task	yes	YES	Yes - A corporate bid has been prepared to secure additional staff to support implementation of this requirement.	The Children's Department is now ensuring that each and every child involved in the referral (in some instances where the child has referred another child and the disclosure is not about them) is visited and listened to by a social worker.	Discussion anticipated at the NWSB regarding the approach to this recommendation across the region.
	5.1	"	"		Yes	Cyngor Gwynedd					yes				
6 CPR - 7		Theme 1 - Voice of the Child and Supporting Victims	LA1 should consult with pupils to identify how best to provide access to an external individual or service, outside of school, to whom pupils can report concerns or worries. Contact details to be displayed prominently in all schools	Cyngor Gwynedd should consult with pupils to decide the best way to give them access to an external person or service outside school for reporting concerns. The contact details must then be displayed prominently in all schools.	Yes	Cyngor Gwynedd	Gwern ap Rhisiart	Tbc		Task			Possible - depending on Youth Forum feedback	The Council has started the consultation process through the County Youth Forum, giving young people the opportunity to voice their opinion and contribute to discussions.	Review the feedback gathered from the County Youth Forum, identify key themes and recommendations from young people, and—based on this evidence—seek approval for any proposed actions or resource allocations.
	6.1	"	"	Remind all Headteachers of the need to display posters with the NSPCC's contact details in prominent places across schools	Yes	Cyngor Gwynedd	Gwern Ap Rhisiart	September 2025		Task			No	Reminders have been sent during this academic year. No QA visit has noted a lack of appropriate materials in prominent places across the schools.	We will continue to remind all schools on a regular basis. Officers from all parts of the Education Department will seek these posters during other visits to add another level of certainty.
	6.2	"	"	Consultation with pupils about the possibility of having an individual outside the school to report concerns	Yes	Cyngor Gwynedd	Gwern Ap Rhisiart	September 2025 - January 2026		Task			No	The Young People Forum Coordinator has designed a workshop to be delivered to each secondary school council in Gwynedd. Holding these sessions within individual schools is expected to provide stronger, more detailed feedback and a clearer overall picture across the county. The workshop will focus on key safeguarding questions and pupil voice, exploring how safe learners feel, how well the school listens to concerns, and what improvements could be made. A further meeting will be arranged shortly to finalise the workshop content and the approach to collecting responses, with the current proposal being a questionnaire to summarise findings from each visit. The intention was to begin visiting schools in early autumn but we have had many requests to consult with pupils on the same issue, this included scrutiny committee and Estyn. We believe that some sessions can happen before the end of this term with the rest to follow in January.	The sessions need to be delivered and findings collated.
	6.3	"	"	Identify best option moving forwards and any resources that might be needed	Yes	Cyngor Gwynedd	Gwern Ap Rhisiart	February 2026		Ongoing			The department has secured funding to continue with the role of Young People Forum Coordinator	We have committed to continue with the role of the Young People Forum Coordinator.	
7 CPR - 8		Theme 1 - Voice of the Child and Supporting Victims	Welsh Government develop the curriculum to ensure that pupils gain the knowledge to understand adult grooming behaviours and know how to report safely to an adult	Curriculum changes to ensure pupils understand adult grooming behaviours and reporting	No	Welsh Government	Gwern ap Rhisiart	Tbc		Ongoing					Cyngor Gwynedd follows the National Curriculum and is eager to introduce any changes presented by the Welsh Government after they have fully considered the matter.
	7.1	"	"	Implement any changes to the curriculum proposed by the Welsh Government once they have fully considered the matter.	No	Cyngor Gwynedd	Gwern ap Rhisiart	Tbc		Ongoing			We will need to see the proposed changes before deciding on possible resources.		

8	CPR - 9 RP - A4 RP - A1	Theme 1 - Voice of the Child and Supporting Victims	All Local Authorities should evidence that they support and advocate for victims of trauma, on a case-by-case basis, where their access to education has been limited by their experience. This would include ensuring that victims have access to further and higher education and accompanying funds where grade requirements and attendance have not been met due to the trauma experienced	Supporting victims of trauma and tailoring support to correspond with the individual's needs.	Yes	All Local Authorities	Gwern ap Rhisiart	Ongoing	Yellow	Ongoing				The Council continues to work closely with RASAC Gogledd Cymru to ensure suitable, tailored personal support plans are in place for victims. This is discussed regularly in the Victim Support Panel and via direct discussions with individuals in receipt of services. Counselling support and emotional/wellbeing support is also available for victims and survivors, pupils and staff.  Letter sent out to all the victims in the day leading up to the CPR announcement acknowledging the difficult period ahead and reminding them of the support available through RASAC. Ongoing discussions between Children's Services and some of the ISVAs and the victims around tailored support.	Identify potential packages of support for other victims who might come forwards in the future
9	RP- A5	Theme 1 - Voice of the Child and Supporting Victims	Deal with applications for compensation - Resolve outstanding proceedings in a timely manner	Continue working closely with RASAC Gogledd Cymru to ensure suitable, tailored personal support plans are in place for victims. This is discussed regularly in the Victim Support Panel and Mappa3.	Yes	Cyngor Gwynedd	Sharron Carter	Ongoing	Green	Ongoing		YES			
				Wider Support - Counselling support and emotional/well-being support for victims and survivors, pupils and staff	Yes	Cyngor Gwynedd	Sharron Carter/Gwern Ap Rhisiart	Ongoing	Green	Ongoing		YES			
				Identify potential packages of support for other victims who might come forwards in the future	Yes	Cyngor Gwynedd	Sharron Carter/Gwern Ap Rhisiart	Ongoing	Green	Ongoing		YES			
9	RP- A5	Theme 1 - Voice of the Child and Supporting Victims	Deal with applications for compensation - Resolve outstanding proceedings in a timely manner	Process compensation claims and resolve outstanding cases promptly.	Yes	Cyngor Gwynedd	Nia Grisdale	Ongoing	Green	Task	yes			Any matters received are now with specialist lawyers, who will work toward a timely resolution, supported by the Council's legal department.	
10	NEW - 1	Theme 1 - Voice of the Child and Supporting Victims	Voice and Experiences of Children and Young People  In addition to the content of the CPR report, ongoing work is being carried out with: - Supporting the growth and confidence of the County Youth Forum - School Councils - Child Friendly County initiatives - Promoting Children's Rights - Trauma-Informed County training programmes	Any matters received are now with specialist lawyers, who will work toward a timely resolution, supported by the Council's legal department.	Yellow	Cyngor Gwynedd	Nia Grisdale	Ongoing	Green	Task					
				Co-ordinate a Council-wide, strategic approach to the Voice and Experiences of Children and Young People (Children's Rights Approach), embedding a strong, child-centred culture across all services.	Yes	Cyngor Gwynedd	Dylan Owen / Gwern ap Rhisiart	Ongoing	Yellow	Task		YES	Possible - training costs	A small group of officers and Councillors has met to begin exploring this work and to gain an initial understanding of current activity across the Council relating to children's voice, participation, and rights.  While there are clear strengths within the Youth Forum, it is recognised that it needs time to develop and grow naturally, with appropriate support from the Council.  Initial contact has also been made with UNICEF (Child Friendly Cities) and the Children's Commissioner for Wales to gather information on available guidance and frameworks.  This early scoping provides a starting point for developing a more coordinated and consistent approach.  A meeting was held with the Children's Commissioner for Wales and her officers during which the discrepancy in funding for Ageing Well projects with Child Friendly projects by the Welsh Government was highlighted.	The next step is to create a practical action plan that sets out clear priorities, responsibilities, and timelines for embedding a child-centred culture across all services. The Youth Forum will play a vital role in guiding this work and helping to shape the principles that underpin our approach.  The Chair of the Board, Sally Holland, will facilitate a workshop on Children's Rights for the Board in February 2026. Wider engagement across the Council will also be essential, for example, raising awareness of the Children's Rights Approach, providing practical guidance for staff, and ensuring every service understands its role.  Continued collaboration with UNICEF and the Children's Commissioner will support the development of this framework, helping to ensure that the Council's approach is coordinated, achievable, and aligned with national expectations.
				Build a basic picture of what is already happening across the Council in relation to children's voice, participation, and rights.	Yes	Cyngor Gwynedd	Dylan Owen	November 2025	Green	Task	yes				
				Contact UNICEF (Child Friendly Cities) and the Children's Commissioner to collect guidance and frameworks that can inform the Council's approach.	Yes	Cyngor Gwynedd	Dylan Owen	November 2026	Green	Task	yes				
				Develop a practical action plan with responsibilities, and timelines.	Yes	Cyngor Gwynedd	Dylan Owen	January 2026?	Yellow	Task					
10	NEW - 1	Theme 1 - Voice of the Child and Supporting Victims	Children's Rights workshop arranged for Board Members (February 2026)	Children's Rights workshop arranged for Board Members (February 2026)	Yes	Cyngor Gwynedd	Dylan Owen	February 2026	Yellow	Task					
				Present Action Plan to the Board for approval	Yes	Cyngor Gwynedd	Dylan Owen	February 2026	Yellow	Task					

Theme 2 - Managing Allegations and Concerns about Adults working with Children																
No	Ref	Task ref	Theme	Recommendation / Objective	Action	Can CG take action:	Relevant to:	Responsibility - Cyngor Gwynedd	Timescale	RAG	Task / Ongoing	Task Completed	Measure	Resources	What has already changed?	What still needs to be done?
11	CPR-11		Theme 2 - Managing Allegations and Concerns about Adults working with Children	The revised procedures make it a requirement that the voice of the child is heard, even where a child has not made a disclosure.		Not directly	Welsh Government	Dylan Owen	Tbc	Yellow	Ongoing				The Children's Department is now ensuring that each and every child involved in the referral (in some instances where the child has referred another child and the disclosure is not about them) is visited and listened to by a social worker.	The Council will be developing specific measures to be included in the "Voice of the Child" Policy document, and any measures recommended by the NWSB will also be incorporated. (See CPR-1 recommendation)
12	CPR-14		Theme 2 - Managing Allegations and Concerns about Adults working with Children	Safeguarding Boards require and scrutinise Local Authority reports on allegation management on at least an annual basis, and that reporting on allegations becomes part of the Estyn and CIW regulatory requirements.		Not directly	Regional Safeguarding Board / Regulators	Dylan Owen	Tbc	Yellow	Ongoing					NWSB has noted its intention to include performance information around compliance on this action in its annual report. The regional delivery group will undertake an annual audit on section 5 practice.
13	RP- B5		Theme 2 - Managing Allegations and Concerns about Adults working with Children	The regulatory body (ESTYN) is conducting inspections in individual schools and is reporting whether the safeguarding arrangements on a local (school) level meet the requirements	Work with ESTYN to support and respond to school-level inspections, ensuring that safeguarding arrangements in individual schools meet regulatory requirements.	Yes	Cyngor Gwynedd / Estyn	Gwern ap Rhisiart	Ongoing	Green	Ongoing	yes	Yes		Estyn shares any safeguarding concerns from school inspections with Gwynedd and these are discussed during their termly meetings with the Authority. Monitoring and risk mitigation arrangements are in place.	We will need to monitor all schools through out QA visits and ensure that any school that have safeguarding findings following an Estyn visit are supported to address those issues. We aim to visit all schools once every year, this will allow us to have all schools Estyn ready but more importantly safe.
14	13.1 "		Theme 2 - Managing Allegations and Concerns about Adults working with Children	Estyn corresponds with Gwynedd where safeguarding concerns are highlighted in an inspection. These are discussed in Estyn's termly visits with the Authority.	Estyn corresponds with Gwynedd where safeguarding concerns are highlighted in an inspection. These are discussed in Estyn's termly visits with the Authority.	Yes	Estyn/Cyngor Gwynedd	Gwern Ap Rhisiart / Dyfrig Ellis	Ongoing	Green	Ongoing	yes	Yes	This is dependant on the findings. We will support schools in securing boundaries for example.		
	13.2 "			Ensure monitoring and risk mitigation arrangements are in place	Ensure monitoring and risk mitigation arrangements are in place	Yes	Cyngor Gwynedd	Gwern Ap Rhisiart	Ongoing	Green	Ongoing	yes	Yes	No		
	CPR - 15 RP- C2 RP - C2a	Theme 2 - Managing Allegations and Concerns about Adults working with Children	Welsh Government consider requiring schools to develop an 'Adult Conduct of Concerns Policy' (known in England as a 'Low-level Concerns Policy') considering producing guidance on safe working practice.	Barrister's Report - Recommendation 2: Ensuring that records relating to safeguarding matters are stored in a secure central location, rather than being kept separately in the files of individual staff members	Welsh Government consider requiring schools to develop an 'Adult Conduct of Concerns Policy' (known in England as a 'Low-level Concerns Policy') considering producing guidance on safe working practice	Not directly	Welsh Government	Dylan Owen	October 2025 - April 2026	Yellow	Task			A scoping exercise / short research paper on the policy used in England has been completed. On 18.11.25, staff from Education, Safeguarding (Children and Adults) and Human Resources met to consider what Gwynedd could implement while awaiting clarification from the Welsh Government. Due to concerns about:	Whilst Welsh Government are reviewing the recommendation, the Council will review the pre-2019 central list and explore how we can reintroduce the practice of sending Part 5 information to HR, ensuring it is checked and incorporated into employment processes.	
15	CPR - 12		Theme 2 - Managing Allegations and Concerns about Adults working with Children	It is a requirement that thresholds for invoking the procedures are decided at a multi-agency meeting and not solely by the LADO, and take into consideration previous concerns, complaints and allegations	Ensure that multi-agency discussions take place to assess thresholds for any concerns involving individuals in positions of trust	Yes	Welsh Government	Dylan Owen / Sharron Carter	Tbc	Yellow	Ongoing			Possible resource implication - a corporate bid is under consideration	Currently, the Children's Department ensures that referrals are screened by the IAA and discussions take place with either the LADO or the DOS as to the need to instigate Part 5 procedures.	The Children's Department will also engage with North Wales Police to explore the practicalities of implementing the requirement to hold multi agency meeting when making decisions in relation to instigating part 5 procedures. This will include considering arrangements such as regular scheduled meetings to ensure effective communication and coordination.
	15.1 "			"	Ensure a consistent arrangement whereby referrals are first received by the Referral Team and then assessed by the LADO, so that decisions are never made by a single individual.	Yes	Cyngor Gwynedd	Sharron Carter	October 2025	Green	Ongoing					The Department will also assess whether additional resources or staffing will be necessary to support these changes and maintain compliance.
																Conversation is anticipated on this matter and viability across the region at the December NWSB.
																A further meeting is planned with Adult Services to consider wider implications for such threshold decision making.

				While the Government is considering implementing this recommendation, Children's Services will pilot a process for referrals concerning individuals in a position of trust. The Children's Department will reach out to the North Wales Police Service to consider the practicalities of doing this.	Yes	Cyngor Gwynedd	Sharron Carter	November 2025	Task						
		15.2 "		Determine any resources required to facilitate the successful implementation of this action. Department Heads and Director to discuss a corporate bid.	Yes	Cyngor Gwynedd	Dylan Owen / Sharron Carter	November 2025	Task						
		15.3 "		The NWSB Regional Delivery group has noted that audits will be undertaken to ensure compliance with this requirement and that National Section 5 training will be delivered to support LADOs.	Yes	Regional Safeguarding Board	Dylan Owen	?	Ongoing						
		15.5 "		Review the procedure in view of any further recommendations or guidance from Welsh Government on the matter in the future	Yes	Cyngor Gwynedd	Sharron Carter	Ongoing	Ongoing						
16	CPR - 5	Theme 2 - Managing Allegations and Concerns about Adults working with Children	When a referral is made under Wales Safeguarding Procedures Section 5, all safeguarding information on the child's records on the data management system must be taken into consideration when assessing risk and vulnerability	Ensure that, when a referral is made under Wales Safeguarding Procedures – Section 5, all existing safeguarding information held on the child's record is reviewed when assessing risk and vulnerability	Yes	All organisations	Dylan Owen	September 2025	Task	yes			Practice now involves consideration of previous referrals. An internal audit was undertaken to review past referrals to ensure appropriate consideration had been given.	Keep in mind any regional and / or national developments through the NWSB.	
		16.1 "		Adapt the Part 5 discussions forms and the Part 5 Strategy meeting forms, in order to ensure that this check information is recorded from now on. This change will also act as a reminder to other attendees of Part 5 meetings – such as representatives from the education or human resources field – to check relevant background information and records.	Yes	Cyngor Gwynedd	Sharron Carter	September 2025	Task	yes					
17	NEW-2	Theme 2 - Managing Allegations and Concerns about Adults working with Children	Too much emphasis on criminal threshold, need more consideration of "suitability to work with children"		Yes	Cyngor Gwynedd	Sharron Carter	Ongoing	Ongoing		YES	Yes - employ additional DOS who will also lead on the Audit Framework for the Department		Assessing thresholds will form part of the audit work that the Department will be putting in place. The intention is to recruit an individual, funded by the Welsh Government (via the Head of Education), who will operate as the Designated Officer for Safeguarding (DOS) and will also be responsible for developing an audit plan across the Department.	
18	NEW-3	Theme 2 - Managing Allegations and Concerns about Adults working with Children	Ensure other LAs are invited to <a href="#">part 5 strategy discussions and meetings</a> if it relates to a child in their area		Yes	Cyngor Gwynedd	Sharron Carter	Ongoing	Ongoing		YES	Yes - employ additional DOS who will also lead on the Audit Framework for the Department		Looking at who is invited and who participates in Strategy discussions will form part of the audit work that the Department will be putting in place. The intention is to recruit an individual, funded by the Welsh Government (via the Head of Education), who will operate as the Designated Officer for Safeguarding (DOS) and will also be responsible for developing an audit plan across the Department.	
19	NEW-4	Theme 2 - Managing Allegations and Concerns about Adults working with Children	Ensuring the referral form is easily accessible and not difficult to fill in	Ensure the referral form is easy to find and simple to complete, removing any barriers to access.	Yes	Cyngor Gwynedd	Dylan Owen	Tbc	Task		YES	IT Department capacity to undertake work	In the short term, the form has been added to the website under Child Abuse, Children and Family Support, and Keeping Pupils Safe. An email has also been sent to all Gwynedd school headteachers with the form attached as a reminder.	Work with the IT department to develop a digital version of the form so that users no longer need to download a PDF and send through an email; the information will be submitted and sent automatically through the website. To note that the form is a regional document and there are currently plans to adopt a nationwide single referral form.	
		19.1 "		Make the form is easy to find under Child Abuse, Children and Supporting Families and Keeping Pupils Safe on the Council Website.	Yes	Cyngor Gwynedd	Sharron Carter	November 2025	Task						
		19.2 "		Email all Gwynedd school Headteachers raising awareness of the revised form	Yes	Cyngor Gwynedd	Sharron Carter	November 2025	Task						
		19.3 "		Work with the IT department to develop a digital version of the form so that users no longer need to download a PDF and send through an email; the information will be submitted and sent automatically through the website	Yes	Cyngor Gwynedd	Sharron Carter	Tbc	Task						
20	NEW - 5	Theme 2 - Managing Allegations and Concerns about Adults working with Children	Ensure transparent and open culture when dealing with referrals - being open to information over the phone		Yes	Cyngor Gwynedd	Dylan Owen / Sharron Carter	Ongoing	Ongoing		No		The Department is available to provide advice and to receive referrals over the phone. There are also professional and ethical requirements for individuals raising concerns about a child to record key information so that clear written evidence is available, enabling the Department to act appropriately and accurately.	Part of our ongoing work involves raising awareness across the wider workforce to ensure that everyone understands the correct procedures, for example through training staff on what information needs to be recorded (see ref: RP-C2).	
21	NEW - 6	Theme 2 - Managing Allegations and Concerns about Adults working with Children	Rigidity and lack of flexibility when discussing thresholds		Yes	Cyngor Gwynedd	Dylan Owen / Sharron Carter	Ongoing	Ongoing		YES		See NEW-2	See NEW-2	
22	NEW - 7	Theme 2 - Managing Allegations and Concerns about Adults working with Children	Ensure chair of governors are invited to formal Part 5 Meetings		Yes	Cyngor Gwynedd	Dylan Owen / Sharron Carter	Ongoing	Ongoing		YES	Yes - employ additional DOS who will also lead on the Audit Framework for the Department	Practice now includes inviting the Governors representative and all other appropriate individuals to the meetings.	Looking at who is invited and who participates in Strategy discussions will form part of the audit work that the Department will be putting in place. The intention is to recruit an individual, funded by the Welsh Government (via the Head of Education), who will operate as the Designated Officer for Safeguarding (DOS) and will also be responsible for developing an audit plan across the Department.	
23	CPR - 10	Theme 2 - Managing Allegations and Concerns about Adults working with Children	The Welsh Government ensures that the revision of the Section 5 procedures is shaped by and takes account of the learning from this Review		No	Welsh Government	Dylan Owen	Tbc	Ongoing					Gwynedd is fully committed to actively participating in the piloting and implementation of any proposed changes. NWSB have noted that discussion are to be held at the Wales Safeguarding Procedures Project Board in Dec 25.	

24	CPR 16		<b>Theme 2 - Managing Allegations and Concerns about Adults working with Children</b>	The new Welsh Government Strategy (10-year Strategy 2025–2035 for the prevention of child sexual abuse (which builds on the National Action Plan for Preventing and Responding to CSA, July 2019) is stress-tested against the findings of this review and that any learning is incorporated into the new strategy		No	Welsh Government	Dylan Owen	Tbc	<span style="background-color: yellow;"> </span>	Ongoing				The Council has already responded to the consultation and have noted that learning it is essential that the Welsh Government's Child Sexual Abuse Prevention Strategy 2025–2035, is rigorously tested against the findings of the CPR. The strategy must consider the local learning in order to ensure meaningful improvements in practice.	Awaiting an update from the Welsh Government.
25	RP- B2		<b>Theme 2 - Managing Allegations and Concerns about Adults working with Children</b>	Restructuring and establishment of the Gwynedd Schools Safeguarding and Well-being Service.	Service continues to review if the structure is fit for purpose.	Yes	Cyngor Gwynedd	Gwern ap Rhisiart	Ongoing	<span style="background-color: green;"> </span>	Completed	yes			Restructuring has already taken place.  <b>11/03/2025</b> - Reported at the meeting that the re-structuring of Education Services in order to establish the Gwynedd Schools Safeguarding and Well-being Service has been completed. This introduces capacity to check the quality of school arrangements annually along with durability in terms of staffing.  <b>20/11/25</b> - The service has advertised for a 4th member of the team. 9 have applied, there will be appointment before the end of this term.  The service is now a team of 3, one manager and two officers, who are able to work as a team in order to respond promptly to requests for advice and support.	The service continues to review its structure to ensure it remains fit for purpose, identifying any areas that may need adjustment to meet current and future demands. We will add a 4th member to the team before the end of term.
26	NEW- 8		<b>Theme 2 - Managing Allegations and Concerns about Adults working with Children</b>	Ensuring better working relationship with Schools so that there isn't a perception that referring is troublesome/rejecting referrals		Yes	Cyngor Gwynedd	Gwern ap Rhisiart / Dylan Owen	Ongoing	<span style="background-color: grey;"> </span>	Ongoing			No	Team managers already meet regularly with headteachers, and scheduled arrangements are in place for schools that request them. It was previously standard practice for the Head and Deputy Head of the Children's Department to attend school headteacher forums occasionally - this practice needs to continue.	Maintain the current practice of regular meetings between headteachers and team managers, and participation in headteacher forums.
27	NEW- 9		<b>Theme 2 - Managing Allegations and Concerns about Adults working with Children</b>	Ensure better communication/co-ordination between education and children departments		Yes	Cyngor Gwynedd	Sharron Carter / Gwern ap Rhisiart	Ongoing	<span style="background-color: yellow;"> </span>	Ongoing			No	The Well-being and Safeguarding Team is currently meeting with operational management teams to ensure a better understanding of roles. In addition, the Virtual Head for Children in Care role ensures that consistent contact is maintained with Children's Services and the Education Department is key to the successful implementation of the "No Wrong Door" Policy.	Put in place arrangements for joint regular Manager Meetings to be held periodically (e.g., quarterly) in order to strengthen collaboration between the two Departments.
28	NEW- 10		<b>Theme 2 - Managing Allegations and Concerns about Adults working with Children</b>	Ensure clear recording of Strategy Discussions and clarification around decisions made at these meetings		Yes	Cyngor Gwynedd	Sharron Carter	Ongoing	<span style="background-color: yellow;"> </span>	Ongoing	YES	Yes - employ additional DOS who will also lead on the Audit Framework for the Department.		Looking at the quality of recording Strategy discussions will form part of the audit work that the Department will be putting in place. The intention is to recruit an individual, funded by the Welsh Government (via the Head of Education), who will operate as the Designated Officer for Safeguarding (DOS) and will also be responsible for developing an audit plan across the Department.	

Theme 3 - Training and Policies																	
No	Ref	Task Ref	Theme	Recommendation / Objective	Action	Can CG take action:	Relevant to:	Responsibility - Cyngor Gwynedd	Timescale	RAG	Task / Ongoing	Task Completed	Measure	Resources	What has already changed?	What still needs to be done?	
29	CPR - 17		Theme 3 - Training and Policies	Welsh Government commission a training resource based on the findings of this Review for use by all schools in Wales. This should be adaptable for use by other agencies working with children		No	Welsh Government	Gwern ap Rhisiart	tbc by WG	Yellow	Ongoing					The Council fully supports this recommendation and is keen to implement or pilot such training, once the Welsh Government has considered the matter.	
30	CPR - 18		Theme 3 - Training and Policies	All school staff, volunteers (including administrative and facilities) and Governors receive training on the modus operandi of sex offenders and sex offender grooming using the Finkelhor model	Ensure that all school staff, volunteers (including admin and facilities staff), and Governors receive training on how sex offenders operate and groom, using the Finkelhor model.	Yes	All Schools	Gwern ap Rhisiart	tbc	Yellow	Ongoing			This training will need to be developed. There isn't a recognised training provision for this, what's included in the current school training pack has been provided by the NSPCC and isn't sufficient to address the finding in the report.			
31	CPR - 19	30.1 "	Theme 3 - Training and Policies	The safeguarding Boards are assured that this training is delivered to Local Authority personnel in Education, Children's Services and Human Resources who lead on or respond to the management of concerns about adults working with children	Safeguarding Boards should be assured that all school staff, volunteers (including admin and facilities staff), HR staff and Governors receive training on how sex offenders operate and groom	Yes	Regional Safeguarding Board	Gwern ap Rhisiart / Dylan Owen / Ian Jones	tbc (see CPR-18)	Yellow	Ongoing	YES	Yes?	(see CPR-18)	(see CPR-18)		
		31.1 "															
32	CPR - 20		Theme 3 - Training and Policies	The Safeguarding Board is assured that all Local Authorities have clear Whistleblowing policies which are publicised and can be used safely by all staff	Cyngor Gwynedd's Whistleblowing policy is clearly communicated and can be used safely by all staff.	Yes	Regional Safeguarding Board	Ian Jones	April 2026	Yellow	Ongoing		Yes	?	Whistleblowing Policy is already in place and the Council has carried out an Internal Audit on the awareness of it in June 2024. A Task and Finish Group was established in July 2025 and there is a work program in place to review the Corporate 'Whistleblowing' Policy and the Schools Model Policy. This includes inviting external experts (PROTECT) to give an opinion and ensure that the policy is fit for purpose and carrying out a consultation process with the Unions. An amended policy has been drafted and circulated for review with the aim of presenting it to Cabinet for approval February 2026. The Task and Finish group have made a comparison with the Welsh Government policy in terms of schools and at the moment do not consider it necessary to introduce the new policy to Gwynedd schools. Instead, it is recommend that all schools move to adopt the Government's policy as soon as possible.	- Receive approval and adopt the new Policy - Commissioning a new recording and monitoring system for implementing the Policy - Programme to raise awareness and carry out training for Heads of Department, Assistant Heads, Managers, Team Leaders and staff N45	
		32.1 "		Internal audit of staff awareness of Whistleblowing Policy	Yes	Cyngor Gwynedd	Ian Jones	June 2025	Grey	Task	yes				Completed		
		32.2 "		Establish Task and Finish Group	Yes	Cyngor Gwynedd	Ian Jones	July 2025	Grey	Task	yes				Completed		
		32.3 "		T&F to review of the Corporate 'Whistleblowing' Policy and the Schools Model Policy. This includes inviting external experts (PROTECT) to give an opinion and ensure that the policy is fit for purpose and carry out a consultation process with the Unions.	Yes	Cyngor Gwynedd	Ian Jones	End of November 2025	Grey	Task	yes				Draft completed and circulated for review		
		32.4 "		Present to Cabinet to receive approval of the new Policy	Yes	Cyngor Gwynedd	Ian Jones	January 2026	Green	Task							
		32.5 "		Present to the Full Council to adopt the amended Policy.	Yes	Cyngor Gwynedd	Ian Jones	5 March 2025	Green	Task	no						
		32.6 "		Commission a new recording and monitoring system for implementing the Policy	Yes	Cyngor Gwynedd	Ian Jones	End of January 2026	Green	Task	no				In progress		
		32.7 "		Programme to raise awareness and carry out training for Heads of Department, Assistant Heads, Managers, Team Leaders and staff	Yes	Cyngor Gwynedd	Ian Jones	January - April, 2026	Green	Task / Ongoing	no	YES	Yes				
		32.8 "		Review the effectiveness of the policy every 3 years	Yes	Cyngor Gwynedd	Ian Jones	December 2028	Green	Ongoing	no						
		32.9 "		All schools move to adopt the Government's policy as soon as possible. Raising awareness and training.	Yes	Cyngor Gwynedd	Gwern ap Rhisiart		Yellow	Ongoing		YES					
33	CPR-13		Theme 3 - Training and Policies	Safeguarding Boards receive assurance that LADOs in their area have regular training and supervision		No	Regional Safeguarding Board	Dylan Owen	Tbc	Yellow	Ongoing					Awaiting confirmation of what is needed. The NWSB Workforce Development and Safeguarding Training subgroup will request updates in relation to compliance on this action.	

34	CPR - 24	Theme 3 - Training and Policies	The Welsh Government initiates a review of the Governance arrangements in schools in Wales which:  Ensures that Designated Safeguarding Persons and their deputies receive external supervision from qualified Social Workers from the relevant local authority	Ensure that Designated Safeguarding Persons and their deputies receive external supervision from qualified Social Workers.	?	Welsh Government	Gwern ap Rhisiart / Dylan Owen	Tbc	Ongoing	YES	With almost 100 Designated Safeguarding Persons in schools (not including deputy DSP's), additional resources will be needed to implement this recommendation effectively.	The Safeguarding and Well-being Team within the Education Department provides information, advice and support to the Designated Safeguarding Persons in schools across Gwynedd. This arrangement is unique to the county and the Team Manager is in constant contact with the Gwynedd child protection team. If the Designated Safeguarding Persons express a desire for more special supervision, this could be arranged as necessary.	With almost a hundred designated persons in schools, it will be necessary to secure additional resources to implement this recommendation effectively. This recommendation is anticipated to be discussed at the NWSB in December and potentially be referred up to the national safeguarding board.	
35	RP- C2	Theme 3 - Training and Policies	Barrister's Report - Recommendation C1: Introduce additional training for staff regarding record keeping procedures and ensure that staff are trained to an adequate standard	Add additional safeguarding record-keeping training to the existing e-module.	Yes	Cyngor Gwynedd	Ian Jones/Dylan Owen	December 2025	Task	?	The assessment of options for delivering this training has been completed. A key limitation is that we cannot alter the core model ourselves, as it is a standard national Social Care Wales training module. It was initially thought that we could add information to the "landing page", but after reviewing it and considering that this content would appear before even the most basic training content this approach was deemed inappropriate. We have now contacted Social Care Wales to ask if we can include an extra slide to the Gwynedd training.	A draft of the wording / training information is in place, but following feedback it now needs to be revised.	Refine and finalise the training wording. Await a response from Social Care Wales to determine how the training delivered in Gwynedd can be adapted.	
36	35.1 "			Assess the options for updating or revising the e-module.	Yes	Cyngor Gwynedd	Ian Jones	September 2025	yes					
	35.2 "			Contact Social Care Wales – awaiting confirmation of their response.	Yes	Cyngor Gwynedd	Dylan Owen	November 2025	yes					
	35.3 "			Draft wording shared with safeguarding and training staff for feedback.	Yes	Cyngor Gwynedd	Dylan Owen	November 2026	yes					
	35.4 "			Refine and finalise the wording.	Yes	Cyngor Gwynedd	Dylan Owen	December 2025	yes					
	35.5 "			Include safeguarding record-keeping training to the existing e-module.	Yes	Cyngor Gwynedd	Dylan Owen	tbc	yes					
	RP- B1b	Theme 3 - Training and Policies	The Safeguarding Executive Group scrutinises the levels of safeguarding training and VAWDASV in each Department and reports to the Corporate Safeguarding Strategic Panel on a quarterly basis;	The Safeguarding Executive Group scrutinises the levels of safeguarding training and VAWDASV in each Department and reports to the Corporate Safeguarding Strategic Panel on a quarterly basis;	Yes	Cyngor Gwynedd	Ian Jones/Dylan Owen	Ongoing	Ongoing	YES	The Safeguarding Champion (Hyrwyddwr Diogelu) role was funded through a corporate bid.	There is significant scope to increase the number of Council staff who have completed safeguarding and VAWDASV training. The Safeguarding Champion role was established in September 2025, with the appointed individual taking up the post in early November 2025. The Safeguarding Champion also works closely with the Safeguarding Panel and the Operational Group.	Create a Sub-Group under the Safeguarding Operational Group to develop and oversee a clear communication plan for all Council staff. The Sub-Group will also produce practical tools to reinforce and promote the importance of safeguarding training across the Council.	
	36.1 "			Issue reminders to all Heads of Department to ensure that staff complete the mandatory safeguarding training.	Yes	Cyngor Gwynedd	Ian Jones/Dylan Owen	August 2025	Task	yes				
37	36.2 "			Ensure that each department's performance dashboard reports the percentage of staff who have completed Safeguarding and VAWDASV training.	Yes	Cyngor Gwynedd	Ian Jones/Dylan Owen	October 2025	Task	yes				
	36.3 "			Appointment of Safeguarding Champion role to promote and raise awareness	Yes	Cyngor Gwynedd	Ian Jones/Dylan Owen	October 2025	Task	yes				
	36.4 "			Create a Sub-Group under the Safeguarding Operational Group to develop and oversee a clear communication plan for all Council staff, ensuring it meets the needs of frontline teams.	Yes	Cyngor Gwynedd	Dylan Owen	November 2025	Task					
	36.5 "			Develop and produce practical tools to reinforce and promote the importance of safeguarding training across the Council (via Sub-group)	Yes	Cyngor Gwynedd	Ian Jones/Dylan Owen	tbc	Task		Depending on sub-group recommendations			
	36.6 "			Regularly monitor the percentage of staff who have completed the mandatory Safeguarding and VAWDASV training.	Yes	Cyngor Gwynedd	Dylan Owen	Ongoing	Ongoing	Yes	December 2025 - Number of individuals who have completed Safeguarding - 75.9% (Sept - 73.5%) / Number of individuals who have completed Domestic Abuse - 72.8% (Sept - 71.1%)			
	RP- B2	Theme 3 - Training and Policies	Support and advice for schools on safeguarding arrangements including policy, training and safeguarding monitoring arrangements	Ongoing review of school safeguarding training package	Yes	Cyngor Gwynedd	Gwern ap Rhisiart	Completed	Ongoing	yes	Additional resources are needed to ensure that the team can visit all schools. This has been provided through WG grant.	11/03/25: Schools Training Pack updated. This is something that used to happen but a specific part of the package presented this year has been on "grooming" at the request of schools (see CPR-3)	Self-evaluation and monitoring arrangements in place. Annual visits are carried out by the Safeguarding and Well-being team. We wish to improve the self evaluation process completed by schools. This will better inform us of the issues that need addressing by us and help us to measure impact.	
													We intend to strengthen the way schools evaluate safeguarding and use this information to better inform us of the impact of our work to support them.	

38	RP- C2d	Theme 3 - Training and Policies	Barrister's Report - Recommendation D: Ensure that all staff who may be involved in making safeguarding decisions have completed a <b>mandatory minimum level of safeguarding training</b>		Yes	Cyngor Gwynedd	Ian Jones							75.9% of all Council staff have now completed the e-learning module. An individual has now been appointed to the position of Safeguarding Champion Recruitment and Selection Policy has been amended to reflect Mandatory Training on commencement of employment	Work to be done on email accounts for staff (particularly frontline) to enable them to complete mandatory training. Submit a bid for significant funding in order to improve that during the Council's bid cycle for 2026/27 and onwards.
39	38.1 "	Theme 3 - Training and Policies	<b>Stage 1</b> - Data Correction - substantial data cleaning and correction work is underway in order to give a full picture of the Council's reach.		Cyngor Gwynedd	Ian Jones	End of October, 2025	Ongoing							
40	RP- B1	Theme 3 - Training and Policies	Periodic review of Cyngor Gwynedd's Corporate Safeguarding Policy	Review Corporate Safeguarding Policy	Yes	Cyngor Gwynedd	Dylan Owen	April 2026	Ongoing					The Corporate Safeguarding Policy was reviewed in the second half of 2023 and adopted by the Cabinet in February 2024, with Full Council approval in March 2024. The Policy is subject to ongoing review every two years. As part of the Strategic Safeguarding work, an updated report will be presented to Full Council in 2026.	This has been added as an agenda item for the January 2026 Safeguarding Panel meeting. It is scheduled for publication in spring 2026.
41	RP- B2	Theme 3 - Training and Policies	Periodic review of School Safeguarding Policy and review of procedures to highlight where individual schools have significantly modified the content of exemplary policies			Cyngor Gwynedd	Gwern ap Rhisiart		Ongoing	yes			Additional resources are needed to ensure that the team can visit all schools. This has been provided through WG grant.	We review the policy every year during the summer. We now review the policy continually and will update schools on any change in year.	Continue to look at good practice across Wales in terms of policy.
42	RP- B1a	Theme 3 - Training and Policies	An internal audit of Gwynedd Council's <b>workforce awareness of safeguarding arrangements</b> ;			Cyngor Gwynedd	Dylan Owen	June 2026	Ongoing					Internal audit completed <b>June 2025</b> and reported to the Safeguarding Strategic Panel. It is intended to repeat this audit annually. Following the audit suggestion - appointment of Corporate Safeguarding Champion to promote awareness of the policy and procedures and to promote the training. Full report presented at the last meeting of the Response Board (15/09/25)	Repeat internal audit - June 2026.
43	RP- B1c	Theme 3 - Training and Policies	Safeguarding Executive Group scrutinising workforce percentages in each Department of the Council who have a current DBS, where necessary and reporting to the Corporate Safeguarding Strategic Panel on a quarterly basis.	Monitor departmental DBS compliance and report quarterly to the Corporate Safeguarding Strategic Panel.	Yes	Cyngor Gwynedd	Dylan Owen	Completed	Ongoing		Yes			The DBS compliance rates across departments are very high. Most are at 100%, with a few around 99.5% (typically due to staff on maternity leave or long-term absence). This is regularly monitored as a standing agenda item at Safeguarding Executive Group meetings, and each department's designated safeguarding lead is responsible for tracking their own figures.	These statistics be incorporated into the Response Board's future performance measures.
44	RP- B5	Theme 3 - Training and Policies	Visits to monitor and support safeguarding arrangements for individual schools annually	Visits to monitor and support safeguarding arrangements for individual schools annually	Yes	Cyngor Gwynedd	Gwern ap Rhisiart	Completed	Ongoing		YES			All schools have received a Monitoring Visit within the past two years, and an annual visiting schedule will operate from January 2025 onwards. Of the 45 schools visited up to July, 43 meet safeguarding requirements well or better. Two schools required a second visit or additional support to address specific matters such as attendance/absence recording and displaying safeguarding posters. Both schools now receive regular supportive visits to ensure actions are implemented.  An update was reported at the Response Board meeting on 20/10/2025.	Annual monitoring procedure in place. An ongoing issue which will be addressed in the measures presented to the Response Board and the Education Department's performance challenge meetings.
45	RP- B6	Theme 3 - Training and Policies	Scrutiny inspection of safeguarding arrangements		Yes	Cyngor Gwynedd	Scrutiny Officer or representative of the Scrutiny Investigation - awaiting confirmation	December 2025	Task				Yes - external provider	A Scrutiny investigation into safeguarding arrangements within Gwynedd schools is underway. An update was given to the Board 30/06/2025	Expected to report to the Education and Economy Scrutiny Committee in December 2025 but this has slipped to 12 February 2026 - this is due to process of procuring and appointing external provider to undertake research on voice of the child. Intention to return to present to the Board once completed.

## Theme 4 - Governance of Schools

No	Ref	Task ref	Theme	Recommendation / Objective	Can CG take action:	Relevant to:	Responsibility - Cyngor Gwynedd	Timescale	RAG	Task / Ongoing	Task Completed	Measure	Resources	What has already changed?	What still needs to be done?
46	CPR - 21		Theme 4 - Governance of Schools	<p>The Welsh Government initiates a review of the Governance arrangements in schools in Wales which:</p> <p>Clearly delineates Governor responsibilities to bring about a shift from a primary focus on financial management and results to one where safeguarding, health and wellbeing are seen as the proper foundation for learning and success</p>	Yes	Welsh Government	Gwern ap Rhisiart	This will take between 6 and 9 months according to WG.						Unfortunately, the consultation on governance arrangements in schools (referred to in the recommendation) has not addressed some of the issues as expected. We are aware that the Welsh Government intends to look more closely at this area soon, and we are supportive of that endeavour.	Education Department will develop and circulate a fixed agenda / program for the governing bodies of Gwynedd schools, which will focus on safeguarding and welfare issues, together with providing the appropriate data to help them assess the schools' situation (e.g. the number of exclusions).
		46.1 "		Develop a program for the governing bodies of schools in Gwynedd which focus on safeguarding and welfare issues			Gwern ap Rhisiart			Ongoing				We already provide mandatory safeguarding training for all Chairs and Designated Governor for Safeguarding. We have also made it mandatory for all Governors to complete basic safeguarding training. We also ensure that all Governors have a DBS. We have created a new Governor Handbook and this has been shared with all Governors.	We need to create a time table of tasks over the course of a year that would ensure that scrutiny is given to all aspects of safeguarding. Work hasn't started on this as of yet.
		46.2 "		Ensure appropriate data is shared to help assess the school's situation including wider health and culture			Gwern ap Rhisiart			Ongoing				We have started to collate the information needed to enable this to happen, all schools have agreed to share their data. We have faced technical issues but are working to create a school on a page site that would enable Governors to view school performance against a range of data including the once referred to in the recommendation.	Raise awareness among Chairs of Governors of the policy and responsibility.
		46.3 "		Feedback to ensure the program is reviewed on a regular basis in line with Welsh Government requirements.			Gwern ap Rhisiart								
47	CPR - 22		Theme 4 - Governance of Schools	<p>The Welsh Government initiates a review of the Governance arrangements in schools in Wales which:</p> <p>Supports the development and implementation of an easy-to-read dashboard of basic metrics to provide a measure of the wider health and culture of the school.</p>	Yes	Welsh Government	Gwern ap Rhisiart	No time scale has been provided.					We will need resources to create a dashboard that would facilitate the collection of such data.	See explanation in 50 - CPR-21	Cyngor Gwynedd will provide the appropriate data to the governing bodies.
48	CPR - 23		Theme 4 - Governance of Schools	<p>The Welsh Government initiates a review of the Governance arrangements in schools in Wales which:</p> <p>Requires Governing Bodies to keep accurate records of decisions made regarding safeguarding matters which are reported to the Local Authority in particular where a decision has been made which does not follow Local Authority guidance</p>		Welsh Government	Gwern ap Rhisiart							It is believed that the Government should consider strengthening this clause in order to ensure that the Local Authority gets the final decision in cases relating to prevention or action in safeguarding matters. At the moment, the decision to suspend has been allocated to the chair of governors, which raises some concerns in terms of clarity and responsibility.	
49	RP- C3		Theme 4 - Governance of Schools	To adopt recommendations from review into the ICP report when dealing with complaints in the future		Cyngor Gwynedd	Gwern ap Rhisiart		Green	Ongoing		No		<i>There has not been another similar case in Gwynedd since this ICP but if another case arises in the future (in any school) we will reinforce the message that being open and proactive from the start is essential if we want to respond appropriately.</i>	<i>It is not possible to give a specific completion date on this action - only a commitment to correctly implement independent complaints reports in the future.</i>

50	RP- Ch7		<b>Theme 4 - Governance of Schools</b>	<i>Continue to offer the best possible training and support to the Governors, this is part of the work to reform the Body.</i>		Cyngor Gwynedd	Gwern ap Rhisiart			Green	Ongoing			We will need an additional officer to support 94 governing bodies. Currently we have one officer. We have received a grant from WG that will allow us to appoint an additional officer.	Letter sent to Welsh Government requesting a national discussion on the suitability of the current system and the burden placed on Governors. Governors training offer is shared every September. In the meantime Governors can ask through the Clerk for any training that would help them. No change to report since the last meeting but support continues. We have continued our support for the Governing Body at Friars following publishing the CPR report.	Await the outcome of WG review into school governance arrangements and implement any recommendations that follow.
51	RP- Ch6		<b>Theme 4 - Governance of Schools</b>	<i>The Governing Body of the School and the Department of Education to carry out an investigation in order to compare the operating arrangements of Ysgol Friars with other schools in the County.</i>		Cyngor Gwynedd	Gwern ap Rhisiart	May 2026		Yellow	Task			We will need resources if there is an intention to commission an independant review.	The school's arrangements are now closely aligned with those of the rest of Gwynedd's schools.	When appropriate in terms of pressure on the school and Governing Body, commission an independent review of operating arragment at Ysgol Friars.
52	NEW- 12		<b>Theme 4 - Governance of Schools</b>	<i>Clarity around investigation and suspension arrangements for staff in schools - role of Chair of Governors in the process</i>		Cyngor Gwynedd	Gwern ap Rhisiart			Green	Ongoing		No	<i>Policies are already in place, developed ond a regional basis, that ensure that the process of suspending staff at all levels are clear. The Chair of Governors has the delegated power to suspend a Headteacher. There will be support from HR and education officer to do so. There is a risk assessment that must be completed before a member of staff is suspended.</i>	<i>Raise awarness among Chairs of Governors of the policy and responsibility.</i>	

## Theme 5 - Restrictive practices

No	Ref	Task ref	Theme	Recommendation / Objective	Action	Can CG take action:	Relevant to:	Responsibility - Cyngor Gwynedd	Timescale	RAG	Task / Ongoing	Task Completed	Measure	Resources	What has already changed?	What still needs to be done?	
53	CPR - 25		Theme 5 - Restrictive practices	The Welsh Government issues an addendum to the guidance on Reducing Restrictive Practices Framework 2022 around the filming of incidents by adults, and on the appropriate retention of such filmed records			Welsh Government	Gwern ap Rhisiart							Perpetrator acted contrary to the Schools Policy by filming cases - this is not standard practice. During QA visits we always look at the restrictive practice policy to ensure that is coincides with the model policy provided. Training is provided for free through the inclusion team.	Need to hold an internal discussion on the use of reasonable force, especially as there are currently two types of training available that teach different techniques. Education Department have specialist who are trained in CPD field and therefore harmonizing the training methods would be a good starting point to ensure a clear, consistent and safe approach across the services.	
		53.1	"	<i>Establish a sub-group to look into best practice and how best to respond to the recommendation (CPR-25)</i>		Cyngor Gwynedd	Gwern ap Rhisiart	<i>December 2025</i>		Green	Task						
		53.2	"	<i>Review the Council's Restrictive Practices policy</i>		Cyngor Gwynedd	Gwern ap Rhisiart	<i>tbc</i>		Green	Task						
		53.3	"	<i>Ensure that all schools adopt the new model policy and do not act contrary to it</i>		Cyngor Gwynedd	Gwern ap Rhisiart	<i>tbc</i>		Green	Task						
		53.4	"	<i>Provide training to support the new policy</i>		Cyngor Gwynedd	Gwern ap Rhisiart	<i>tbc</i>		Green	Task / Ongoing						
		53.5	"	<i>Monitor schools' use of the policy and continue to review the policy to ensure good practice</i>		Cyngor Gwynedd	Gwern ap Rhisiart	<i>tbc</i>		Green	Ongoing						

Theme 6 - Crisis Planning and Crisis Response																	
No	Ref	Task ref	Theme	Recommendation / Objective	Action	Can CG take action:	Relevant to:	Responsibility - Cyngor Gwynedd	Timescale	RAG	Task / Ongoing	Task Completed	Measure	Resources	What has already changed?	What still needs to be done?	
54	CPR - 26a		Theme 6 - Crisis Planning and Crisis Response	Welsh Government is assured that all Local Authorities have in place a strategic critical incident plan which sets out the mechanism for an immediate and coordinated multi-agency response <b>a. The plan sets out arrangements for victim care, securing evidence and managing the alleged offender</b>	An internal task group set up to review current plans in place at strategic and operational level to respond to critical incidents. The work will draw on good practice regionally and nationally		Welsh Government / All Local Authorities	Catrin Love	Draft plan by 31/12/25	Yellow	Task				An internal task group set up to review current plans in place at strategic and operational level to respond to critical incidents. The work will draw on good practice regionally and nationally	Once plan is agreed, there will need to be a programme of implementation and training in the Spring of 2026	
		54.1	"		Collate best practice examples from across Wales and beyond.	Yes	Cyngor Gwynedd	Catrin Love	w/b 1/12/25	Yellow	Task				Task group consisting of Health and Safety Officer and Emergency Planning Officer along with Assistant Head of Department and Regional Emergency Planning manager as required	Contact has been made with resilience partners to collate plans and establish best practice	Consider the contents of received material alongside of best practice and working arrangements in Gwynedd so as to draft an Emergency / Crisis Plan
		54.2	"		Present draft template to Response Board for final approval	Yes	Cyngor Gwynedd	Catrin Love	January 2026	Yellow	Task						
		54.3	"		Implement a swift and robust training programme so that all key stakeholders are made aware of the plan and receive training as appropriate on how to implement it on their sites.	Yes	Cyngor Gwynedd	Catrin Love	Feb - June 2026	Yellow	Task						
55	CPR - 26b		Theme 6 - Crisis Planning and Crisis Response	Welsh Government is assured that all Local Authorities have in place a strategic critical incident plan which sets out the mechanism for an immediate and coordinated multi-agency response <b>b. The plan includes a formal protocol for information sharing with other Local Authorities which might be impacted</b>	The plan will be drafted in conjunction with resilience partners across North Wales and include a formal protocol for sharing information		Welsh Government / All Local Authorities	Catrin Love		Yellow	Task						
56	CPR - 26c		Theme 6 - Crisis Planning and Crisis Response	Welsh Government is assured that all Local Authorities have in place a strategic critical incident plan which sets out the mechanism for an immediate and coordinated multi-agency response <b>c. There is a strategic plan to locate accessible on-site support for both children and adults in organisations where there has been a significant traumatic incident</b>	Research swift on-site support actions for both children and adults and outline contact details clearly in the plan.		Welsh Government / All Local Authorities	Catrin Love	January 2026	Yellow	Task						
57	CPR - 26d		Theme 6 - Crisis Planning and Crisis Response	Welsh Government is assured that all Local Authorities have in place a strategic critical incident plan which sets out the mechanism for an immediate and coordinated multi-agency response <b>d. In a critical incident of this nature consideration is given to seconding a social worker to work with the police investigation team to ensure that evidence and information are viewed through a safeguarding as well as criminal lens</b>	Discuss possibilities and mechanism to put this into practice.		Welsh Government / All Local Authorities	Catrin Love	April 2026	Yellow	Task						
58	PR- C2e		Theme 6 - Crisis Planning and Crisis Response	<b>Barrister's Report - Recommendation E:</b> Publish guidelines for staff regarding the circumstances where it is necessary/proportionate to <b>share information with the school's Governing Body</b>	Guidelines for the Governing Body (Safeguarding Policy)		Cyngor Gwynedd	Gwern ap Rhisiart	Completed	Grey	Ongoing				The arrangements in this area have already changed since 2019 and this information is now in the Safeguarding Policy of individual schools and the information presented to staff.	The Education Department will check to ensure that staff in schools are aware of this and if the understanding is not sufficient we will go about ensuring that everyone understands clearly.	

## Theme 7 - Ysgol Friars - Governance

No	Ref	Task ref	Theme	Recommendation / Objective	Action	Can CG take action:	Relevant to:	Responsibility - Cyngor Gwynedd	Timescale	RAG	Task / Ongoing	Task Completed	Measure	Resources	What has already changed?	What still needs to be done?	
			7.1 - Ysgol Friars - Governance	Continue to clerk the Governing Body until sustainable arrangements are in place. More sustainable options will have to be considered as an existing arrangement cannot continue for an extended period.			Cyngor Gwynedd										
59	NEW	59.1	7.1 - Ysgol Friars - Governance	Current clerk to work closely with the Project Manager from September onwards.			Margaret Davies / Governing Body	September – October 2025	Green	Ongoing				Project lead time	Project lead now in post and working closely with the clerk	School to appoint their own clerk	
		59.2	7.1 - Ysgol Friars - Governance	Governing Body agrees to advertise post following October half term with hope of starting in January.			Margaret Davies	October 2025	Green	Ongoing					First advert out however applicant no show at interview	Re-advertise positon immediately	
		59.3	7.1 - Ysgol Friars - Governance	Training and support for the new clerk during the first two terms from the Local Authority.			Buddug Mair	July 2026	Red	Ongoing				Re-advertise	Continue to try to appoint a clerk		
60	NEW	60.1	7.1 - Ysgol Friars - Governance	Review the Governing Body's ability to implement the recommendations that will result from the CPR, realistically assessing what steps are beyond its capacity.			Cyngor Gwynedd										
		61.1	7.1 - Ysgol Friars - Governance	Strengthen training and support for governors in the areas of safeguarding, strategic accountability, and performance monitoring.			Cyngor Gwynedd	Gwern ap Rhisiart	September 2025- July 2026	Green	Ongoing				Safeguarding lead meets with HT/ DSL every three weeks and attends GB meetings. Audit due 21 November	This level of support needs to continue currently	
61	NEW	61.2	7.1 - Ysgol Friars - Governance	Governors have been invited to join the Sept. 2nd School safeguarding training if possible.			Margaret Davies	2 September 2025	Grey	Yellow	Yes				2 governors attended	All governors due to complete NSPCC training by December 2025,	
		61.3	7.1 - Ysgol Friars - Governance	Request for all governors to complete a safeguarding module for governors from the NSPCC by October 2025 (cost to school of the modules).			Margaret Davies	End of Autumn	Green	Ongoing					Agreed and should be completed by December 2025	Special Governing Body meeting due on the 11th December - focus on safeguarding	
		62.1	7.2 - Ysgol Friars - School Leadership and Management	Support the interim Headteacher, Deputy and the two new Assistant Headteachers as they develop as a strong management team.			Cyngor Gwynedd										
62	NEW	62.2	7.2 - Ysgol Friars - School Leadership and Management	Regular SIA visits that focus on the improvement of the School, standards and pedagogy.			Margaret Davies / Gwern ap Rhisiart	Monthly from September onwards	Green	Ongoing					SIA visited during CPR publication and continues to visit as required	ongoing visits during the year to discuss school improvement	
		62.3	7.2 - Ysgol Friars - School Leadership and Management	Safe space half term for all members of the management team by 'trauma informed schools' (cost to the School - MED to organise) - voluntary.			Margaret Davies	October- July	Yellow	Ongoing					This has been organised for January 2025	Sessions organised to support senior staff to support staff during the academic year	
		62.4	7.2 - Ysgol Friars - School Leadership and Management	Monthly supervision of the Designated Person by an external person to support as they settle in the School.			Margaret Davies	October- July	Grey	Yellow	Yes			Cost implication for school	Monthly sessions in place by independent consultant to support DSP	Ongoing support central to support pressures on DSP at this current time	
		62.5	7.2 - Ysgol Friars - School Leadership and Management	Cross-School collaboration - working with SHO, BE, DO in relation to the Gwynedd and A55 alliance to ensure support from the pastoral side.			Gwynedd Headteachers	September onwards	Green	Ongoing					Formal agreement developed between four schools and first focus is inclusion	Awaiting outcome of funding application for collaboration	
		63.1	7.2 - Ysgol Friars - School Leadership and Management	Re-starting regular meetings between the pastoral side of YF, YT and YDH.			Margaret Davies	September onwards	Red	Yellow					Not in place at this time	Awaiting first inclusion meeting of the year	
63	NEW	64.1	7.2 - Ysgol Friars - School Leadership and Management	Support the recruitment and transition to a permanent Headteacher during 2026, reassuring staff and parents that robust arrangements are in place			Cyngor Gwynedd										
		64.2	7.2 - Ysgol Friars - School Leadership and Management	Governors with the support of the Local Authority to lead on this.			Governing Body / Gwern ap Rhisiart	January 2026									
64	NEW	64.3	7.2 - Ysgol Friars - School Leadership and Management	Strengthen middle leadership and ensure that school management processes are operational and transparent.			Cyngor Gwynedd										
		64.4	7.2 - Ysgol Friars - School Leadership and Management	Appoint associate governors for each faculty.			Margaret Davies	September 2025	Green	Ongoing					Associate Governors appointed and first training session to be put in place prior to starting the visits	Visits and feedback from Governors to GB meeting	
		64.5	7.2 - Ysgol Friars - School Leadership and Management	Audit the skills of faculty heads in order to plan relevant training for them.			Margaret Davies	September 2025	Yellow	Ongoing					First cycle of quality assurance completed and school is now revisiting SDP.	All staff need PDR meeting now policy has been ratified	
		64.6	7.2 - Ysgol Friars - School Leadership and Management	Middle/senior management training for individuals who have not had the opportunity to attend. These will be required in both Welsh and English.			Gwern ap Rhisiart	October- Spring 2026	Red	Yellow					awaiting further information from WG following start of new professional learning body		



70	NEW		7.4 - Safeguarding	Ensure that the role of the temporary additional Safeguarding Officer is effectively integrated, with a clear framework in terms of accountability and oversight.			Cyngor Gwynedd								
	70.1			Group C training in place.			Margaret Davies	September 2025						All SLT and relevant staff completed	Opening up Group C to pastoral staff at this time
		70.2		Weekly meetings with headteacher and designated Person.			Margaret Davies	September 2025 onwards						Meetings in place and continue to monitor workload and wellbeing of DSP	Local authority officer visits every 3 weeks- this to continue
		70.3		The opportunity to meet and develop a relationship with agencies - induction program for staff New To Role.			Gwern ap Rhisiart	To be discussed							
		70.4		Meetings between Children's Services teams and the School to ensure processes are in place.			Gwern ap Rhisiart								
71	NEW		7.4 - Ysgol Friars - Safeguarding	Continue to monitor the impact and develop a plan for a long-term sustainable solution when the temporary funding ends.			Cyngor Gwynedd								
		71.1		Termly reports to governors in relation to child protection/ safeguarding and staff roles.			Margaret Davies	December		Ongoing				Inplace first report 24/11	Special Governors meeting 1/12 and school will act on feedback from governors on the report
		71.2		Finance and staffing committee to consider the future following receipt of next year's budget.			Governing Body	April 2026						Grant for 2nd year completed	
72	NEW		7.4 - Safeguarding	To carry out regular safeguarding audits and provide ongoing assurance to the Authority and the Programme Board.			Cyngor Gwynedd								
		72.1		Estyn's safeguarding self-evaluation to be presented to governors in October.			Margaret Davies / Governing Body	October 2025						due 24/11	annual revisit to support self evaluation
		72.2		Local Authority to visit the School regularly to carry out regular audits and report back to the board			Gwern ap Rhisiart	November 2025						School audit in place and feeds into action plan. LA safeguarding visit completed and awaiting report and recommendations	awaiting report and recommendations
		72.3		Designated governor and the designated person to carry out half-term audits and report back to the governing body.			Margaret Davies / Governing Body	Every half term						this will be developed	
73	NEW		7.5 - Ysgol Friars - Communication and Transparency	Strengthen communication methods with parents, pupils and the wider community to build trust and confidence in the new arrangements.			Cyngor Gwynedd								
		73.1		Updating the website.			Margaret Davies / Governing Body	September 2025		Ongoing				Website has been updated and continue to work on it as a result of feedback.	we need to consider if our provider is the right
		73.2		Introducing class charts.			Margaret Davies / Governing Body	September 2025- parents October 2025						classcharts introduced, training undertaken and staff confident in its use. Now also open to parents and carers	continue to develop its functions to support communication
		73.3		Introducing monthly drop-ins.			Margaret Davies / Governing Body	September 2025		Ongoing				Series of drop ins have been introduced however attendance is low	Need to work with families as to how best to engage in workshops
		73.4		Regular meetings with parents e.g. how to support your child in Year 11.			Margaret Davies / Governing Body	October 2025		Ongoing				Sessions have happened and continue to be planned to support pupils needs	Additional sessions for Year 11 commissioned by an external agency for Fen 2026 on wellbeing and support
		73.5		Regular correspondence with parents.			Margaret Davies / Governing Body	In progress		Ongoing				this is at the early stage of development	continue to develop its functions to support communication
		73.6		Regular contact with parents.			Margaret Davies / Governing Body	November 2025		Ongoing				Established and continues to be developed	Full survey to be sent in January
		73.7		Developing a social media presence.			Margaret Davies / Governing Body	October 2025		Ongoing				Continues to be an area for development	
		73.8		Rescheduling of morning services.			Margaret Davies / Governing Body	September 2025						Rotas in place and this term nearly all assemblies have happened as planned	need to continue to refine to share immediate messages
		73.9		Rescheduling and extending the morning registration period.			Margaret Davies / Governing Body	September 2025						completed	registration now extended for improved tutor relationships
		73.10		Work with local governors and local agencies to develop relationships with the community.			Margaret Davies / Governing Body	In progress		Ongoing				Early stages of development with links with agencies strengthening	
		73.11		Collect parental views more consistently and report back on improvements following this, e.g. annual parent survey plus opportunities for parents to raise queries and give feedback at annual year-group meetings.			Margaret Davies / Governing Body	December 2025		Ongoing				Next survey January 2026	
74	NEW		7.5 - Ysgol Friars - Communication and Transparency	Publish regular updates on the school's progress and actions, including responding to the recommendations of the CPR report.			Cyngor Gwynedd								
		74.1		Work with the Local Authority's communications department to ensure that communication is			Margaret Davies / Governing Body / Sian Gwynfryn Jones	In progress						letters prepared and sent	
		74.2		Work with the education department ensuring that joint lettering takes place on CPR issues			Margaret Davies / Governing Body / Sian Gwynfryn Jones / Sarah Marion Jones	September 2025						letters prepared and sent	