

Agenda Item No: 4
Report To: Overview and Scrutiny Committee
Date of Meeting: 13 February 2024
Report Title: Safeguarding Annual Report
Report Author: Alison Oates
Job Title: Safety and Wellbeing Manager
Portfolio Holder: Cllr. L Wright
Portfolio Holder for: Communities and Health



Cllr. P Feacey
Member Champion for Safeguarding

Summary: This yearly report details how Ashford Borough Council supports the delivery of the priorities set by both the Kent Safeguarding Children Multi-agency Partnership (KSCMP) and the Kent and Medway Safeguarding Adults Board (KMSAB).

This has been a particularly positive year for the Council in that we received a special mention in respect of our exceptional annual report to the KMSAB. It is through these processes that we also strive to make continual improvements in this area of work to safeguard those most vulnerable, with the ever-changing landscape of challenges that are seen not only locally but are reflected nationally too.

This report provides information on the referrals that the Council has made to the various relevant agencies.

The report details the safeguarding activity that the Council has organised or participated in, including supporting the National Safeguarding Adults Awareness week, improvement to our own training packages and continued awareness raising.

Key Decision: NO

Significantly Affected Wards: All wards

Recommendations: **The committee is recommended to note the report.**

Policy Overview: The Council's Safeguarding Policy was reviewed in September 2023 and is available on the website. The council has both a moral and legal obligation to ensure that all children and adults at risk are protected and kept safe from harm. Safeguarding is relevant to the council's current

Corporate Plan 2022-24 i.e. the Caring Ashford priority theme.

Financial Implications:	None
Legal Implications:	<p>The Children Act 1989 states that the child's welfare is of paramount importance and that every child has the right to protection from abuse, neglect and exploitation. Statutory guidance on making arrangements to safeguard and promote the welfare of children under Section 10, 11 and 13 of the Children Act 2004 specifies what is required of local authorities.</p> <p>The Care Act 2014 codified the principles of wellbeing and placed safeguarding adults' duties on a statutory basis. The council's policies and procedures are governed by this act, which provides the legal framework of how local authorities (Kent County Council – KCC) and other parts of the public sector, including the borough council, should protect adults at risk of abuse or neglect.</p> <p>The Counter-Terrorism Act 2015 dictates that all local authorities are vital to the Prevent work, which exists to reduce the risk of people being drawn into terrorism, while under the Modern Slavery Act 2015 the council has a statutory duty to report and provide notification to the National Crime Agency about any potential victims of modern slavery or trafficking.</p> <p>Together, these legislative provisions place stringent responsibilities on local authorities and their partners regarding the general safeguarding of both children and adults at risk.</p>
Equalities Impact Assessment:	Not required for this update report
Data Protection Impact Assessment:	Not applicable
Risk Assessment (Risk Appetite Statement):	Not applicable
Sustainability Implications:	Not applicable
Other Material Implications:	No other material implications

**Exempt from
Publication:**

NO

**Background
Papers:**

Not applicable

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Report Title: Safeguarding – Annual Report

Introduction and Background

1. This report covers the period January 2023 to December 2023 and includes:
 - An update on the council's safeguarding policy
 - Accountability and governance arrangements
 - Actions taken
 - Referral update
 - Training update
2. Safeguarding continues to have a high profile with significant political and media focus nationally on high profile cases (Finley Boden; 10 months, Jacob Crouch, 10 months; Suma Begum, 24; Ann King, 88 years) as well as locally.
3. The production of this annual report forms part of the council's measures to meet its safeguarding responsibilities.

Ashford Borough Council's Safeguarding Policy

4. The council's Safeguarding Policy stipulates that an annual review will be undertaken each September by the Safeguarding Lead Officers Group. This was completed in September 2023.
5. The policy was reviewed to ensure it is up to date and aligns with national legislation, along with best practice from around the county. It also emphasizes the need for collaborative work across the council, reflecting local working arrangements with the relevant statutory partners and includes the referral process flow chart.
6. The council's Management Team approved the revised version of the Safeguarding Policy in November 2023 with all associated documents being updated on the council's [website](#) and staff SmartHub.

Accountability and Governance

7. Ultimately, accountability for safeguarding as relevant to the functions of the borough council falls to the Chief Executive. The Chief Executive and Management Team are responsible for ensuring that the council's responsibilities and procedures are implemented, monitored and consistently reviewed.

8. The Designated Safeguarding Officer (DSO) is responsible for dealing with reports and concerns about the protection of children, young people and adults at risk appropriately and in accordance with the authority's Safeguarding Policy. If the DSO is unavailable the Deputy DSO (DDSO) or one of the Safeguarding Lead Officers (SLOs) can assist.
9. A Safeguarding Lead Officers Group was established in 2016 and continues to support the DSO. This is an operational group with representatives across the council with key skills and knowledge who can support the council to meet its responsibilities. SLO roles are undertaken on a volunteer basis, on top of the officer's substantive duties and without their dedication and commitment this important work would not happen.
10. SLOs are assigned to the following areas:
 - Adults at Risk
 - Children at Risk, including Child Sexual Exploitation
 - Domestic Abuse
 - Prevent (preventing extremism)
 - Modern Slavery and Human Trafficking
 - Contracts and Procurement
 - Training
11. The DSO is supported by the Specialist Management Support Officer. They assist with organising the SLO group, collating evidence and completing statutory returns to the KMSAB and KSCMP, organising events including those to raise awareness of safeguarding, updating the external and internal websites and sharing relevant information (such as the weekly update to SLOs that includes information from both the adults and children's boards, external training and seminars, Kent and Medway policy and protocol updates, newsletters from external organisations and notification of the publication of Domestic Homicide Reviews and Safeguarding Adult Reviews).
12. **All borough councillors, employees and volunteers are responsible for carrying out their duties in a way that actively safeguards and promotes the welfare of children, young people and adults at risk. They must act in a way that protects them from wrongful allegations of abuse as far as possible, bringing safeguarding concerns to the attention of the DSO or in their absence to the Deputy DSO.**

Work Undertaken

13. SLOs meet at least quarterly to review the council's safeguarding governance, policymaking, procedures, working practices, training and monitoring arrangements. SLOs review recent countywide Domestic Homicide Reviews (DHRs), Safeguarding Adult Reviews (SARs), Serious Case Reviews (SCRs) and Local Child Safeguarding Practice Reviews (LCSPRs) to see if any of the

lessons learnt or recommendations have an impact on the work of the council and its working procedures. In addition, Kent Community Safety Partnership hosts various DHR Lessons Identified Webinars and the KMSAB topical Open Sessions, which relevant officers attend.

14. The council's Management Team receives six-monthly safeguarding reports for strategic review, operational oversight and to cascade information through the organisation.
15. In March 2023 the Modern Slavery and Human Trafficking Statement was refreshed. This statement sets out the steps that the borough council will undertake to ensure there is a collaborative approach across the organisation. The review for 2024 is currently underway.
16. In May 2023 the council completed the Kent and Medway Safeguarding Adults Board (KMSAB) annual agency report. All KMSAB partner agencies are required to complete this document annually regarding safeguarding activity that took place in the previous calendar year (April 2022 to March 2023). These reports are peer reviewed at the Quality Assurance Working Group and are made available to the Board and Business Group Members. **The Chair of the KMSAB stated that our submission was one of the best that the board had received and would be used as an example of best practice for future returns.**
17. In September 2023 we completed the KMSAB statutory self-assessment framework (SAF) which was subsequently peer-reviewed in November 2023. There are 35 areas that we are assessed on; this is on a RAG rating system (i.e. green – the organisation meets the requirement consistently across the organisation; amber – the requirement is met in part, there may be pockets of excellence and areas for improvement; red – the organisation does not meet this requirement). The peer review panel mainly agreed with our self-assessment, a few minor changes were made. Ashford Borough Council did not score red in any area. Any areas which are not compliant are subjected to an action plan. This can be found at **Appendix A**.
18. The action plan details that there are 11 areas that are amber, however it should be noted that most only require minor activity to become fully compliant. Some of the areas that scored amber relate to county-wide learnings following SARs and are consistent across the majority of agencies. The action plan is allocated to the DSO who will work with the SLOs and Specialist Management Support Officer to complete the actions and ensure full compliance within 12 months.
19. National Safeguarding Adults Awareness Week took place between 20 and 24 November 2023. This is a national event that is hosted by the Ann Craft Trust and that encourages councils, health providers and other organisations to raise safeguarding awareness with the aim of empowering members of the public and staff to act when they are worried about the welfare of another person, or indeed are experiencing abuse/neglect themselves.
20. The theme of this year's event was "Raising awareness of safeguarding best practice" with each day focusing on a different strand; these were:
 - Monday – What's my role in Safeguarding Adults?

- Tuesday – Lets start talking – taking the lead on safeguarding within your organisation.
 - Wednesday – Who cares for carers?
 - Thursday – Adopting a trauma informed approach to safeguarding adults.
 - Friday – Listen, Learn and Lead.
21. Ashford Borough Council was keen to promote awareness of safeguarding and supported this week of action with the public, staff and members in a variety of ways that included:
- Comms messages via the council's social media and the staff SmartHub
 - A display in the Customer Contact Centre, with topical posters and various leaflets available, including the KMSAB leaflet in numerous languages
 - A display in the One You Shop, with leaflets available
 - Providing leaflets to venues such as Repton Connect, Bright City Church and the Ashford Library
 - Although not the same week, raising safeguarding awareness takes place face-to-face at each *Eat Well, Spend Less* roadshow where there is a display, leaflets and merchandise relevant to adults and young people. This information is available to both members of the public and other agencies and voluntary services in attendance
 - Although post awareness week, there are plans to provide leaflets to some of the harder to reach groups in various languages and maintain the availability of leaflets in the Customer Contact Centre
22. There is continuing engagement with the County's Channel Panel to assess and support those who may be vulnerable to being drawn into terrorism. Channel uses existing collaboration between partners to support individuals and protect them from being radicalised.
23. The Assistant Director Contest and Serious Organised Crime (SOC), KCC has a standard agenda item at Ashford Community Safety Partnership meetings; this includes a yearly update on the Counter Terrorism Local Profile (CTLP) in respect of Ashford.
24. The Kent & Medway Prevent and Serious Organised Crime week of action was scheduled to run alongside the National Safeguarding Adults Awareness Week. As well as raising awareness the week included activities and workshops for community groups and professionals. Details of these were shared with relevant officers.
25. The Ashford Community Safety Partnership Prevent Action Plan has recently been updated for the period 2023-26.

26. Other awareness weeks included the National Hate Crime Awareness Week (October 2023) and Carers Week (June 2023) details of which were shared with staff on the SmartHub.
27. Ashford Domestic Abuse Forum has continued to work closely with the council's Domestic Abuse Coordinator to offer a service to all victims of domestic abuse. The One-Stop-Shop offers a weekly drop in facility and continues to provide support to those in need. There is a multi-use facility in Tenterden where specialists are available once a month to give support and advice and which has resources to deal with emergencies as and when they arise.
28. A Neighbourhood Housing Officer attends the twice-monthly Multi-agency Risk Assessment Conference (MARAC) meetings to continue to safeguard adults and children from domestic abuse.
29. The DSO attends the Local Children's Partnership Group and provides input and support for their priority areas.
30. The safeguarding pages on the staff SmartHub were developed to provide additional information and have been updated. The new areas include Making Safeguarding Personal; Mental Health; Suicide and Suicide Prevention; ABC's own procedure in respect of requesting a Safeguarding Adult Review (SAR); the Advocacy information sheet has been expanded to outline the various kinds of advocacy. Some of these build on the recommendations made following the safeguarding self-assessments or learning from a safeguarding review.

Referral Update

31. Between 1 January 2023 and 31 December 2023, the council recorded 38 referrals from officers concerning an adult or child/children; this is an increase of 15 reports as compared to the same period last year. The majority of referrals are linked to adults and are reviewed as part of the Safeguarding Lead Officers meetings. There have been no referrals to the Adult Vulnerability Panel since April 2023, as this meeting was led by Kent Police and ceased in April 2023 under their new neighbourhood policing model; however, this forum was reinstated in January 2024 and this has been welcomed.
32. All referrals are recorded and monthly reviews are conducted by the relevant lead officer to ensure that the matters have been addressed.

Referral Group	1 Jan to 31 Mar 2023	1 Apr to 30 Jun 2023	1 Jul to 31 Sep 2023	1 Oct to 31 Dec 2023
Adult Social Care	4	6	5	6
Adult Vulnerability Panel	1	0	0	0
Children	3	0	6	2

Domestic Abuse	1	1	2	2
Total	9	7	12	10
No of months	3	3	3	3
Average per month	3	2.33	4	3.33

33. Recurring themes within the adult referrals are around self-neglect and mental health; this along with co-occurring conditions (substance use and mental health disorder combination) is reflected nationwide and highlights the growing number of complex cases that are presenting.
34. The Council will shortly be moving to a new county-wide referral recording system, which is specifically in respect of safeguarding. The system allows for the wishes of the person to be recorded (making safeguarding personal) and will also be useful for when a vulnerable person moves from one Kent district to another.

Training

35. The authority is currently 96% compliant for Level 1 safeguarding training (e-learning) and 80% compliant for Level 2 training (virtual face-to-face). The Level 2 compliance is higher than last year. Of the 39 people who have not completed this training, 21 are either new to the role or their last certification has just expired and they are awaiting the next course. Management Team are strongly encouraging relevant staff to book on (and attend) the courses.
36. A process is in place to ensure managers and staff are reminded to book their training once it falls due. If an officer fails to complete their training after three reminders have been issued their manager is then notified to take appropriate action. For Level 2 learning, officers receive a notification 9 months before expiry – this gives them two opportunities to book and attend a course. These are held every March and September.
37. Officers can attend continuous personal development courses based on safeguarding subjects on a regular basis which are facilitated by the KSCMP and KMSAB.
38. The DSO is an associate trainer for the KSCMP and is now trained to deliver the following courses and meets her obligations to the KSCMP by delivering two multi-agency courses per year:
 - a. KSCMP Basic Child Protection course
 - b. KSCMP Child Safeguarding for Designated Practitioners
39. Ashford Borough Council members are able to access safeguarding training: [Safeguarding Children and Adults at Risk 2021 \(learningnexus.co.uk\)](http://learningnexus.co.uk)

40. The KCC Prevent Coordinator delivered a bespoke training session to the in-house housing repairs team on 4 December 2023 and this was well received by the attendees.
41. An emerging theme within safeguarding practice is in relation to agencies becoming trauma informed and this will be an area of focus for the DSO in the next year, once she has completed her Trauma Informed Ambassador programme.

Conclusion

42. Ashford Borough Council believes that 'safeguarding is everybody's business' and is committed to ensuring any children, young people or adults at risk are protected from abuse and are provided with opportunities to thrive.
43. As this report shows the last 12 months have been busy with audits, peer reviews and an increase in referrals being managed by the DSO and our SLOs.
44. We will continue to meet our obligations and ensure that the KMSAB and KSCMP priority areas are fully embedded in our safeguarding practises. Our aspiration for 2024/25 is to ensure that the voice of the child or adult at risk is sought, heard, listened to and acted upon and our approach to making safeguarding personal will be developed. We will also engage with wider preventative programmes and link with other workstreams to ensure any harm from abuse and neglect is prevented.
45. Safeguarding children, young people and adults at risk of harm, abuse and neglect will always be a difficult and emotive area of work. This statutory function cannot be done in isolation; it's only truly effective when we work collaboratively and restoratively with our partnership agencies to ensure this is achieved. It is also essential that we safeguard the staff that work in these areas to ensure they themselves do not experience secondary and vicarious trauma.

Portfolio Holder's Views

46. While there can be no room for complacency in such an important field as Safeguarding, this report reflects excellent progress in carrying out our statutory obligations and a willingness to make ongoing improvements which should lead to even better outcomes in future. I would like to thank the Designated Safeguarding Officer and the Safeguarding Lead Officers for all their dedication and hard work for the residents of Ashford.

Cllr Liz Wright

Portfolio Holder for Communities and Health

Member Champion Comment

47. Recent events in the media have underscored the paramount importance of safeguarding, emphasising the need for steadfast commitment to ensuring the safety and well-being of our vulnerable residents. I am delighted to note that the Kent and Medway Safeguarding Adult Board has recognised our report as exceptional, a testament to the dedication and excellence displayed by our team.

48. I wanted to thank each officer for their unwavering dedication to our community and for ensuring that safeguarding remains at the forefront of our endeavours.

Cllr Peter Feacey

Member Champion for Safeguarding

Contact and Email

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Appendix A

Kent & Medway Safeguarding Adults Board **Self- assessment of organisational arrangements to safeguard and promote the wellbeing of adults at risk** **(SAF)**

Peer Review – Action Plan


The Peer Review Panel will include at least three representatives from the Quality Assurance Working Group

Panel members will:

- Consider the evidence provided for each requirement
- Determine whether the RAG rating is to be accepted or amended
- Consider the action plan and make additional suggestions if required
- Provide support and challenge.

The following RAG rating will apply:
GREEN – the organisation meets the requirement consistently across the organisation.
AMBER – the requirement is met in part; there may be pockets of excellence and areas for improvement.
RED - the organisation does not meet this requirement.

Organisation	Ashford Borough Council
Name and Job Title of Person(s) attending the Peer Review Panel on behalf of the organisation	Alison Oates - Safety and Wellbeing Manager, Designated Safeguarding Officer Belinda King - Specialist Management Support Officer Vikki Perry - Housing Lead Specialist (Tenancy & Estate Management)
Date of Panel	Tuesday 21 November, 10am – 11:15am (group 1, day 2, session 1)
Panel Members	Bridget Fordham – Medway NHS Foundation Trust Vickie

	Requirement	RAG Rating 2023	Panel Member Comments	Action Required (if applicable)	Panel RAG Rating
	OUTCOMES FOR, AND THE EXPERIENCES OF, PEOPLE WHO USE SERVICES				
A2	The Making Safeguarding Personal (MSP) approach is embedded into the organisation's safeguarding practices. The individual or their advocate/representative is involved throughout, If this has not been possible, the reasons are clearly documented.		<p>Panel members agreed the amber rating.</p> <p>Panel members asked whether the internal referral form to the DSO includes a question on the views and wishes of the individual (as this has been the case for other districts)</p> <p>Alison advised that it does not at the moment, but Ashford will be moving to the QES management system. There will be a mandatory field on this system to capture the views and wishes of the individual.</p>	<ul style="list-style-type: none"> Check that the QES system development for Ashford includes the mandatory field to capture the views and wishes of the individual. 	Amber
A4	Relevant staff are aware of the range of Advocacy Services in their local area and how to make appropriate referrals		<p>Members felt that this requirement should be rated amber as the evidence provided does not capture the types of advocacy services available. It was suggested that the information provided to staff should provide examples of when each service may be used, to help share learning on the relevance and importance of advocacy.</p> <p> Flowchart for Statutory Advocacy.1</p>	<ul style="list-style-type: none"> VW to share the flowchart on the types of advocacy service available. (attached) Update advocacy information to reflect the types of advocacy and when they may be used. Once the information above has been created and launched, share examples of awareness raising activity as evidence to support the rating. 	Amber

	Requirement	RAG Rating 2023	Panel Member Comments	Action Required (if applicable)	Panel RAG Rating
A8	The organisation promotes awareness of co-occurring conditions (mental health and substance/misuse) and demonstrates processes and person centred practice to overcome any potential barriers to engagement		<p>Panel members suggested this requirement is changed to amber Questions from panel:</p> <ul style="list-style-type: none"> • Clarification on the removal of the vulnerability panel and STAR process • Is there awareness of the dual diagnosis protocol Dual Diagnosis Protocol - Kent County Council, which has been re-launched recently? • How are any barriers to engagement mitigated? • Members were not aware of the dual diagnosis protocol. Panel members advised that this has been revised and the team who produced it are raising awareness. • Panel spoke of STAR process. BF asked if concerns were escalated when the vulnerability panel ceased. Alison advised that concerns were escalated and they have been assured that the panels will be re-instated from January. • STARs meeting lead by housing options teams. • Vikki Perry advised that during a meeting social care, it was established that they have a clinic for individuals on the 'green list' on Fridays at the Ashford Gateway, to discuss support. Ashford BC has agreed to send a housing team rep to this meeting • Spoke of findings from SARs and the MARM process 	<ul style="list-style-type: none"> • Advise when vulnerability panels have been re-instated, • Advise how 'green list' clinic works 	Amber

	Requirement	RAG Rating 2023	Panel Member Comments	Action Required (if applicable)	Panel RAG Rating
	LEADERSHIP				
B2	The organisation has an accountable operational lead (s) for adult safeguarding. This is explicitly contained within their role profile or job description		<p>Panel members agreed the amber rating and asked what is required to make this green?</p> <p>Alison advised that currently, not all safeguarding leads have safeguarding in their job descriptions, will be sending a letter from HR to confirm their functions within the organisation.</p>	<ul style="list-style-type: none"> Letter from HR to safeguarding leads to confirm their safeguarding functions. 	Amber
B5	The organisation actively participates in the work of the KMSAB and/or its Business Group or Working Groups		<p>Panel members agreed an amber rating, would like more evidence and narrative. The panel explained the working group rep process and how the system should work, for example how it works for health</p> <ul style="list-style-type: none"> DHR is not a function of the Board (part of CSO) Could reference the districts safeguarding meeting. There are district reps on all of the KMSAB working groups – how is information fed into these reps? Could utilise some of the information from B6 	<ul style="list-style-type: none"> Update narrative and evidence 	amber

	Requirement	RAG Rating 2023	Panel Member Comments	Action Required (if applicable)	Panel RAG Rating
B6	Feedback from staff within the organisation is used to inform the work of the Board		<p>As above – could consider</p> <ul style="list-style-type: none"> • Are agendas from each of the working group meetings shared by the district leads so that all districts can feed in their contribution in advance of the meeting? • Is the Board’s newsletter shared and this will include details of any policy updates and how to get involved. • How seek views from staff on materials produced by the Board 	<ul style="list-style-type: none"> • Update narrative and evidence 	Amber

	Requirement	RAG Rating 2023	Panel Member Comments	Action Required (if applicable)	Panel RAG Rating
	SERVICE DELIVERY AND EFFECTIVE PRACTICE				
C2a	The organisation raises awareness of what constitutes a referral for an assessment of care and support needs (section 9) and how to raise this appropriately with the local authority.		<p>Panel members rated this as amber</p> <ul style="list-style-type: none"> Members could not see the section on - assessment of care and support - on the safeguarding page, as referenced in the return Members spoke of the reasons why this has been added to the SAF and why it is important to differentiate between a referral for safeguarding and referral for an assessment of care and support needs Members spoke of the ADASS/LGA what constitutes a safeguarding concern document and the flowchart within this 	<ul style="list-style-type: none"> Vickie to send the ADASS/LGA what constitutes a safeguarding concern document. Raise awareness with staff on what constitutes a referral for an assessment of care and support needs (section 9) and how to raise this appropriately with the local authority. Update this section and evidence to provide assurance that staff are aware of the different processes in place for making a safeguarding referral and a referral for an assessment of care and support needs. 	Amber

	Requirement	RAG Rating 2023	Panel Member Comments	Action Required (if applicable)	Panel RAG Rating
AC 3	The organisation has a clear pathway in place when working with adults at risk who transfer between services and/or areas		Panel members agreed the amber rating	Implementing QES Safeguarding Software	Amber
C6	The organisation seeks feedback from adults with care and support needs (or their advocate/representative) and this informs safeguarding practices and/or the work of the KMSAB		Panel members agreed the amber rating	<ul style="list-style-type: none"> Housings strategy and tenant satisfaction survey is being progressed. 	Amber

	Requirement	RAG Rating 2023	Panel Member Comments	Action Required (if applicable)	Panel RAG Rating
C8	The organisation has a “did not attend/was not brought policy” which takes into account how to work with individuals where engagement is challenging		<p>Panel members agreed the amber rating and asked for clarification on what action would make this green?</p> <p>Alison and Vikki spoke of current processes – for example: Will work with housing colleagues, how engage if are missing appointments to make sure that they are seen.</p> <p>Vikki – will knock and speak to neighbours if have concerns, if have further concerns – contact 101</p> <p>Alison and Vikki advised that they want to add to training – how record non-attendance and consider the risk and mitigations</p>	<ul style="list-style-type: none"> • Work with housing colleagues to provide more narrative and evidence. • Update the training as suggested. 	Amber

	Requirement	RAG Rating 2023	Panel Member Comments	Action Required (if applicable)	Panel RAG Rating
	PERFORMANCE AND RESOURCE MANAGEMENT				
D6	The organisation has systems/processes in place to ensure that staff training is commensurate with their adult safeguarding duties and lawful responsibilities		<p>Members agreed an amber rating</p> <ul style="list-style-type: none"> • What are the current compliance rates? • Is there a training matrix/competency framework? May wish to refer to the <u>KMSAB one Kent and Medway SAB - KMSAB Training</u> <p>Alison summarised some of the current training and suggested that she meet with the learning and development to discuss a matrix/compliance levels.</p> <p>Level 2 - all managers and frontline staff (teams training)</p> <p>Landscape gardeners – receive yearly in person safeguarding training.</p> <p>Compliance is reported to management teams – 2 x per annum.</p> <p>Spoke of refuse collectors – this is an outsourced contract – Alison felt safeguarding training could be included in the new tender.</p> <p>Repair contract – previously, have reported concerns</p>	<ul style="list-style-type: none"> • Discussion with Learning and Development to develop a matrix. • Consider training for refuse collectors (in new tender). 	Amber