

RESPONDENT	COMMENT
Neath Port Talbot County Borough Council	Confirms that the Council's new constitution continues to include systems which properly reflect the recommendations of the Waterhouse Report.
Neath Port Talbot County Borough Council	<p>Recommendation 8:</p> <p>The Council's whistle blowing procedure specifically includes reference to "any complaints or concerns affecting the treatment or welfare of looked after children".</p>
Neath Port Talbot County Borough Council	<p>Recommendation 9:</p> <p>Consideration is being given to failure by a member of staff to report actual or suspended physical or sexual abuse of a child, to be made a disciplinary offence.</p>
Neath Port Talbot County Borough Council	<p>Recommendation 58/59:</p> <p>The Council's constitution specifically identifies executive responsibility for Social Services and looked after children, particularly through a Social Services Cabinet Committee and the Director of Social Services.</p>
Vale of Glamorgan Council	The Council has taken on board the ethos of the Waterhouse Report.
Vale of Glamorgan Council	The Vale of Glamorgan Council has adopted the Welsh Assembly Government's standard constitution.
Vale of Glamorgan Council	<p>Recommendation 8:</p> <p>The Council has developed and implemented a "Whistle Blowing" guidance and procedure for staff.</p>

<p>Vale of Glamorgan Council</p>	<p>Recommendation 9:</p> <p>This is inherent in the Council's disciplinary and grievance procedure.</p>
<p>Vale of Glamorgan Council</p>	<p>Recommendation 58:</p> <p>The Council has engaged elected members in the various social care issues. The Social Services Inspectorate for Wales has been fully engaged in the rebuilding of social care within the Vale of Glamorgan.</p>
<p>Vale of Glamorgan Council</p>	<p>Recommendation 59:</p> <p>The Council will produce by March 2003, an annual report for all elected members relating to Social Service performance within the Vale of Glamorgan.</p>
<p>City and County of Swansea</p>	<p>Recommendation 8: Swansea has a corporate (Malpractice) policy which addresses the whistle-blowing issue.</p> <p>Recommendation 9: Disciplinary action will be taken falling short of summarily dismissing an employee.</p> <p>The Child and Family Services Division has a 'Personnel Folder' which includes a working document for the process involved in investigating allegations of abuse. This also includes an internal document providing guidance for preventing sexual exploitation / harassment within trust relationships.</p> <p>Recommendation 58: The City and County of Swansea has adopted a statement of corporate planning. This is to highlight the whole of the Authority's responsibility and to detail the expected staff response.</p> <p>Recommendation 59: Members are appraised of all inspection reports, best value reviews services, plans relating to children and performance data and management information concerning children's services.</p>

Pembrokeshire County Council	This council's constitution specifically confirms that the Cabinet roles and responsibilities include those relating to social services and looked after children.
Pembrokeshire County Council	One of the ten cabinet members has been assigned a responsibility for children and young people.
Pembrokeshire County Council	One of the Council's four Overview and Scrutiny Committees has been established to review or scrutinise issues and services relevant to the well-being of children and families.
Pembrokeshire County Council	Recommendation 8: The Council has a corporate whistle-blowing policy which has been in operation for a number of years.
Pembrokeshire County Council	Recommendation 9: The Council's Employee Relations Adviser will be discussing with the Trade Unions an amendment to our Disciplinary Policy Procedure and this will be formally raised at the next Employee Liaison Group in September.
Pembrokeshire County Council	Recommendation 58: Arrangements have been established for a rolling programme of training for members and the Director of Social Care and Housing ensures that appropriate areas of activities in social care, particularly the role of members as corporate parents of looked after children, are included as part of the programme.
Pembrokeshire County Council	Recommendation 59: Under the new constitutional arrangements, the Director will submit reports to the Cabinet and liaise closely with the Cabinet member who has been assigned responsibilities for children and young people. A specific item on "Corporate Parenting" has recently been included in the work programme for the Children and Families Overview and Scrutiny Committee.

Denbighshire County Council	The Authority has adopted a Leader with Cabinet form of new constitution and, therefore, all social services functions are now executive functions.
Denbighshire County Council	There is no longer a social services committee. All policy matters included within the Council's policy framework are agreed by full Council.
Denbighshire County Council	The role of implementing the policy framework falls to cabinet. It has also the role of co-ordinating the development of the policy framework for which purpose it engages the Scrutiny Committees.
Denbighshire County Council	Denbighshire has four Scrutiny Committees, one of which is Personal Services Scrutiny Committee which covers all social services matters.
Denbighshire County Council	Cross-cutting issues are being developed through the new Children and Young Persons Partnership framework which involves several cabinet portfolios: Social Inclusion, Lifelong Learning, Health and Well-being, Promoting Denbighshire, Communications.
Denbighshire County Council	Recommendation 8: The Authority adopted a whistle blowing policy for Social Services two years ago. It has now prepared an authority-wide policy which is based on the original Social Services document and will replace it. The policy does not apply to schools. Councils will consider this policy on 30 th July.
Denbighshire County Council	Recommendation 9: The Authority is currently drawing up a proposal to comply with this requirement.

Denbighshire County Council

Recommendation 58:

The Authority fulfils its duties:

- a. It has designed a checklist for councilors to remind them of their responsibilities and to provide them with idea of what they might do to specifically contribute.
- b. The Personal Services Scrutiny Committee has received reports on corporate parenting
- c. Likewise it receives quarterly reports on performance.
- d. It includes performance monitoring in reports on rota visits
- e. The director takes every opportunity to advise councillors of their key roles.

Denbighshire County Council

Recommendation 59: It should be the explicit duty of the Director of Social Services to inform elected members of all matters of concern touching upon children's services. This includes reports upon them; to provide information on comparative spending; and to submit an annual report to the social services committee on the departmental performance in relation to children's services.

Denbighshire County Council

- a. The Authority accepts that it is the explicit duty of the Director of Personal Services (which includes social services) and a series of report to both Scrutiny and Cabinet demonstrate compliance (e.g. SSIW Inspection Report on Child Protection services, quarterly performance monitoring reports, Children's Services Plan and Children First Plan).
- b. There is no Social Services committee following the adoption of the new constitution.
- c. The Cabinet receives monthly financial performance reports on all services. Comparative data is included in the quarterly monitoring reports and forms part of the policy agreement data.
- d. As examples of compliance the Authority has received or scheduled to receive reports on the following

	<ul style="list-style-type: none"> ● Child Protection Impact report (cabinet and scrutiny) ● Social Services Restructuring (cabinet) ● Work Force Strategy (cabinet and scrutiny) ● Children First Report and Development Plan (in preparation)
Flintshire County Council	<p>Recommendation 8:</p> <p>This Council has a Whistle blowing Procedure which provides guidance for employees on how to raise internal concerns about practice and it is distributed to all members of staff.</p>
Flintshire County Council	<p>Recommendation 9:</p> <p>To date, Flintshire has not revised its Disciplinary Procedure to meet the specific requirements of Recommendation 9. However, a case will be put forward for its amendment.</p>
Flintshire County Council	<p>Recommendation 58:</p> <p>The key route to achieving this recommendation is via the executive member for the Directorate of Education and Children's Services and Recreation.</p>
Flintshire County Council	<p>Recommendation 59:</p> <p>Within Flintshire, there is a system in place for reporting regularly to elected members via the Leaders Strategy Group and the Executive, on matters relating to looked after children.</p>
Flintshire County Council	<p>The Children First Management Action Plan is submitted to, and approved by, elected members, who also receive copies of annual performance plans.</p>

Flintshire County Council	Flintshire's new Children's Services Plan is also due for submission to the County Council at the end of July 2002, after which it will be submitted to the Assembly for approval.
Flintshire County Council	The Council is satisfied that the arrangements that they have in place for developing and monitoring services to children and families (including looked after children) are robust within the County Council.
Caerphilly County Borough Council	<p>Recommendation 8:</p> <p>Whistle blowing procedures implemented 1st July 2001. The procedures are also incorporated into the Council's formal Constitution prepared under the modernisation agenda.</p>
Caerphilly County Borough Council	<p>Recommendation 9:</p> <p>Deliberate failure to report information, thus exposing a child to the likelihood of suffering significant harm, would be considered within the context of disciplinary procedures.</p> <p>Specific guidance is also given to all staff with regard to their responsibility and obligations within the All Wales Protection Procedures in relation to referring causes of suspected child abuse for investigation.</p>
Caerphilly County Borough Council	<p>Recommendation 58:</p> <p>This is an issue which is scheduled for development within the Social Services Directorate Improvement Plan over the next 12 months. A working group of members also meets with the Senior Management Team from the Children's Services Division to consider specific aspects of service provision on a regular basis.</p>

<p>Caerphilly County Borough Council</p>	<p>Recommendation 59:</p> <p>Monthly monitoring data is published across a range of indicators to which members have access. All appropriate aspects of concern are shared by report to members and involvement of the Cabinet Member for Social Services in Directorate Management meetings. Members are fully briefed on budgetary matters and in detail on exceptional costs, such as out county placements and comparative placement costs.</p>
<p>Bridgend County Borough Council</p>	<p>Recommendation 8:</p> <p>The LA has an implemented Whistle Blowing Policy (see file).</p>
<p>Bridgend County Borough Council</p>	<p>Recommendation 9:</p> <p>The existing disciplinary procedure is reviewed annually. Consideration of this Recommendation will take place during this year's review in light of the implementation of the All Wales Child Protection Procedures.</p>
<p>Bridgend County Borough Council</p>	<p>Recommendation 58:</p> <p>The new structure of the Council is as on the attached chart.</p> <p>There is a Cabinet Member holding a specific portfolio for Social Services and Housing. She meets on a regular basis with the Assistant Director, Children's Services and the Director of Personal Services. Reports are prepared for Cabinet, working to a work plan. Reports due to Cabinet include Children First, Children's Services Plan, Placements for Looked After Children.</p>

Bridgend County
Borough Council

In addition, the Council has created a Social Services Policy Forum, the first meeting of which considered an extensive report about placement shortages for LAC. The Council is developing an information strategy for Members so that all members are advised of the Relevant issues.

Four members attended the recent Assembly Conference on Corporate Parenting. An internal event for Members on Corporate Parenting is being planned.

Bridgend County
Borough Council

Recommendation 59:

The Children's First Management Action Plan, Children's Services Plan and the forthcoming Annual Business Plan will be discussed at Cabinet via the Policy Forum. The MAP and CSP are also reported to full council.

Regular budget reports are given to the Cabinet Member and to Cabinet.

There is scope to present reports on specific issues as and when necessary.

Matters of concern relating to Children's Services and/or individual children can be raised in the Director's weekly reports to the Cabinet Member and Leader.

Merthyr Tydfil County
Borough Council

Recommendation 8:

The Council has implemented a Whistle Blowing Policy, which is contained within the Policy and Procedures, which form part of the Code of Conduct for all staff.

Merthyr Tydfil County
Borough Council

Recommendation 9:

The current disciplinary procedures require some minor amendments in respect of this matter, although such a requirement could be constructed. Arrangements are now in hand for a more explicit requirement to be included in the disciplinary procedures, particularly in the light of the implementation of the new All Wales Child Protection procedures.

Merthyr Tydfil County
Borough Council

Recommendation 58:

The new Democratic arrangements for the Council were agreed at the annual meeting on 16th May 2002. A board consisting of ten members and which has a political balance, undertakes most of the main stream decision-making, in respect of the more routine matters. There are two board members with specific responsibility for the Health and Social Care portfolio and although they work in tandem, one of these has a specialist responsibility for Children's Services. Both Members meet on a regular and scheduled basis with the director of Social Services and with the Head of Children and Families. These provide structured forum for the sharing of detailed but impersonalised work information.

Additional reports are provided to the board on matters relating to Children's Services, and on a quarterly basis, the whole Council consider a report which covers all aspects of Children's Services, including Performance Management and statistical information.

Merthyr Tydfil County
Borough Council

Recommendation 59:

A business plan in respect of all social services was approved by the Council in June 2002, and it was resolved that this be updated on an annual basis including the Performance Management information already referred to.

Rhondda Cynon Taff County Borough Council	<p>Recommendation 8:</p> <p>There is a clear whistle blowing procedure in place.</p>
Rhondda Cynon Taff County Borough Council	<p>Recommendation 9:</p> <p>Failure to report abuse is already indicated in the Council's disciplinary procedures as an offence of gross misconduct.</p>
Rhondda Cynon Taff County Borough Council	<p>Recommendation 58:</p> <p>The council has recently agreed to establish a Members' Corporate Parenting Forum, to provide leadership in fulfilling the Council's functions as a corporate parent. This is in addition to the usual Overview and Scrutiny arrangement, and the role of the Cabinet. The Cabinet Member with a portfolio which includes responsibility for looked after children will chair a Forum.</p>
Rhondda Cynon Taff County Borough Council	<p>Recommendation 59:</p> <p>As there is no longer a requirement to have a Social Services Committee, Rhondda Cynon Taff have a protocol for carrying out the statutory role of the Director of Social Services which makes explicit the required reporting arrangements.</p>
Newport City Council	<p>The Council's constitutional arrangements continue to satisfy Recommendations 8,9,58 and 59 of the Waterhouse Report. The Council's constitution itself contains an explicit reference to the Council's Whistle Blowing policy.</p>
Newport City Council	<p>The Council's Disciplinary Code is currently under review but will satisfy the requirements of Recommendation 9.</p>

Newport City Council	The Council has continued to operate a rota for visits by non-executive members of the Council to children's homes. The results of these visits are recorded and reported to the Cabinet member for Young People's Services as a matter of public record.
Gwynedd Council	<p>Recommendation 8:</p> <p>Gwynedd has a whistle blowing policy which satisfies this recommendation.</p>
Gwynedd Council	<p>Recommendation 9:</p> <p>This matter was discussed in the Council Board meeting of December 2001.</p> <p>It was decided to suspend consideration so that the policy contents could be fully discussed, but this matter will be discussed further in September's council meeting and will also be put before Gwynedd Children's Defence Committee.</p>
Gwynedd Council	<p>Recommendation 58:</p> <p>It was decided to establish a Parent Panel Committee in Gwynedd Council.</p>
Gwynedd Council	<p>Recommendation 59:</p> <p>When discussing this recommendation in the Council meeting of January 18th 2002, council members of the Social Services Select Welfare Committee suggested that the Director in the first instance draw the Leader and Deputy Leader's attention to any matter which cases concern to in order to enable the Department to deal sensitively with matters.</p>
Gwynedd Council	In line with the Council's current policy, the Education Committee for Children and Culture was formed.

<p>Torfaen County Borough Council</p>	<p>Recommendation 8:</p> <p>Torfaen has sought to establish clear procedures and support systems for dealing with expressions of concern from staff. The Council approved a whistle blowing policy in April 1999 which was updated in June 2000.</p>
<p>Torfaen County Borough Council</p>	<p>Recommendation 9:</p> <p>A Corporate Working Party examined the implications of the Waterhouse Report and consequently changes were made to the Authority's Recruitment and Selection and Disciplinary procedures. The Disciplinary Rules and Procedures have been amended and raised in February 2002. This includes a statement that "any failure by staff to pass on an allegation of child abuse to an appropriate officer may also be considered gross misconduct".</p>
<p>Torfaen County Borough Council</p>	<p>Recommendation 58:</p> <p>Following an early Seminar for Elected members on the Waterhouse Recommendations and Corporate Parenting responsibilities, the Department developed a Corporate Parenting Pack for Councillors.</p>
<p>Torfaen County Borough Council</p>	<p>Recommendation 59:</p> <p>Appropriate arrangements have been put in place for :</p> <ul style="list-style-type: none"> ● co-ordinating the activity within the Social Services Department on preparing and implementing the Children's First programme ● engaging other local authority departments in the programme, as appropriate ● involving as appropriate other key agencies, such as the Health Authority and NHS Trusts, and also voluntary and independent sector providers ● ensuring that action plans are prepared and that monitoring reports are made as required; and

	<ul style="list-style-type: none"> • ensuring , in conjunction with the Chief Finance Officer that the expenditure of the additional funds provide for the programme is accounted for and that the details are recorded in the progress report in the National Assembly • submitting Children’s First progress reports to the National Assembly, following corporate endorsement.
Powys County Council	<p>Recommendation 8:</p> <p>This council has this, as with all their procedures they will continue to review in the light of work being done by the children’s commissioner.</p>
Powys County Council	<p>Recommendation 9:</p> <p>This would be regarded as misconduct in the personnel procedures and dealt with accordingly. However, it is not cited as a specific example, but will be.</p>
Powys County Council	<p>Recommendation 58:</p> <p>This is a regular item on committee agendas, and they are working on a corporate parenting pack for all members. They are doing a Best Value report on looked after children. They have a portfolio holder for Children’s Service who carries lead responsibility for corporate parenting.</p>
Powys County Council	<p>Recommendation 59:</p> <p>They are currently working on a revised protocol to fit their new structure; however, in a recent series case review, the process of advising and keeping members fully updated was lead by the Head of Children’s Services which is located in the Children, Families and Lifelong Learning Directorate.</p>

<p>Wrexham County Borough Council</p>	<p>A Joint Member Working Party has considered all the recommendations of the Waterhouse report and an action plan has been developed.</p>
<p>Wrexham County Borough Council</p>	<p>Recommendation 8:</p> <p>The council has adopted a whistle blowing procedure. This has been in place for some years, and was recently updated and is now incorporated within the Council's constitution. It specifically includes reference to 'sexual or physical abuse of clients'.</p>
<p>Wrexham County Borough Council</p>	<p>Recommendation 9:</p> <p>The code of conduct for employees made by National Assembly for Wales under section 82 of the Local Government Act 2000, specifically requires employees to report, under the Council's confidential reporting procedure, activities which employees believe to be illegal, such as improper or unethical ones. The code is deemed incorporated into employees' conditions of service. Breach, is therefore a disciplinary offence.</p> <p>Cardiff is currently reviewing their disciplinary procedures and will be taking account of the recommendation. However, the present statutory code appears to cover the situation.</p>
<p>Wrexham County Borough Council</p>	<p>Recommendation 58:</p> <p>Elected members have been advised regularly on these responsibilities through reports to Social Services Committee (up to May 2002). Executive Board, Children and Families Scrutiny Committee, Special Seminars have also been held for elected members on the implementation of the Children First Programme with a particular emphasis towards looked after children. Special training is held for members who are rota visitors to children's homes. The Chair of the Executive Board meets with looked after children in 'speakout' sessions.</p>

<p>Wrexham County Borough Council</p>	<p>Recommendation 59:</p> <p>In Wrexham, the Director of Personal Services provides regular reports to elected members on these issues as described above. A recent Best Value Review provided members with information on comparative spending on children's services. The Wales Programme for Improvement requirement to produce an annual performance plan, the introduction of Policy Agreements plus local requirements mean that members of the Executive board are provided with performance management information in relation to children's services on a regular basis.</p>
<p>Cardiff City Council</p>	<p>This council has had a whistle blowing policy statement for some years. It was reviewed shortly, prior to the publication of the Waterhouse Report, and will be reviewed again during the next six months. At that stage, it is intended to include stronger references to the responsibility to report abuse.</p>
<p>Wrexham County Borough Council</p>	<p>There has been a code of conduct specifically for social care staff for some years which is also being reviewed. Both the whistle blowing policy and the code of conduct emphasise personal responsibility and the need for all staff to combat core practice and abusive behaviour. They do not specifically state there could be a disciplinary sanction for failure to disclose such practice, however, this is being considered as part of the review of these documents.</p>
<p>Wrexham County Borough Council</p>	<p>The new constitutional arrangements terminated the requirement for Local Authorities to establish a Social Services Committee. Cardiff Council has a Leader and Cabinet model which includes a Cabinet Member with explicit responsibilities to children. The Children's Service, which headed by the Director of Social Services is part of this Cabinet Members portfolio responsibilities. Regular reports are made to the Cabinet Member on the performance of the Children's Services including the role of Members within that.</p>

<p>Wrexham County Borough Council</p>	<p>There have been explicit reports to the council on the performance of visitors to Children's Homes. In addition, the council has considered reports of the Social Scrutiny Committee and more recently the Young Persons Scrutiny Committee.</p>
<p>Wrexham County Borough Council</p>	<p>The Council is about to embark on more formal development of policies, protocols and services, based on its responsibilities as a corporate parent. This work will be reported to members, indeed it will actively involve Members in a number of aspects of it.</p>
<p>Monmouthshire County Council</p>	<p>The Council's new Constitution contains a specific section on whistleblowing within the Code of Conduct for Employees and the Council's confidential reporting procedure is reproduced, in full, as an appendix under 'Whistleblowing' Policy. At paragraph 1.3 specific reference is made to the Waterhouse Report and incorporates some of the wording and effect of Recommendations 8 & 9. At paragraph 10, an employee's failure to report their concerns regarding the treatment of vulnerable people in care settings can be treated as a disciplinary offence. These policies and procedures sit alongside the Social Services' Statutory Complaints Procedure "Complaints and Compliments".</p>
<p>Monmouthshire County Council</p>	<p>A "Complaints and Commendation Officer for Children" was appointed, with duties attached to children and young people who receive services from both the Social and Housing Services Directorate and the Lifelong Learning and Leisure Directorate. Children who complain are supported in accordance with the advocacy scheme run by the NSPCC. Training and raising awareness, has taken place with foster parents, child care staff, members and children.</p>
<p>Monmouthshire County Council</p>	<p>The Council has produced a "Corporate Parenting" training pack that outlines their duties in relation to looked after children. The whistleblowing policy which was of course approved by Members, is also included in the Corporate Induction Pack. Members receive reports in line with recommendation 59 through Council, the Cabinet and the Lifelong Learning and Leisure Select Committee.</p>

Conwy County Borough
Council

Recommendation 8:

The Authority already has clear whistleblowing procedures (adopted in May 20021).

Recommendation 9:

The Authority is currently conducting a review of its disciplinary procedures. The terms of this recommendation will be included in the new policy.

Recommendations 58 & 59:

These two recommendations mirror the present process within the Authority.

This will continue under the new constitution arrangements. Reports on the development of policy and the monitoring of the Authority's parental obligations will be submitted to the Council or Executive.

Reports on the performance of children's services will go to both the Executive and to the Social Wellbeing and Community Safety Scrutiny Committee.

Carmarthenshire County
Council

Recommendation 8/9:

The Council adapted a Whistleblowing Policy in November 2001, which addresses recommendations contained in the Waterhouse Report.

Recommendation 58:

A training programme has been offered, in conjunction with Syniad, to all Elected Members setting out their responsibilities in relation to Corporate Parenting and other training in relation to Children First and visits to Children's Homes. This is an ongoing process.

Recommendation 59:

Th Executive Boards exercises the Council's functions as a Social Services Authority, with there being an Executive Board Member with the Social Care and Health Portfolio. The statutory role of

	<p>Director of Social Services is with the Director of Social Care and Housing.</p> <p>The Department's Annual Business Plan, which includes the Business Plan and Review for Children's Services, goes to the Executive Board and also the Health and Well Being Scrutiny Committee, which scrutinises Social Care provision.</p>
<p>Blaenau Gwent</p>	<p>Within the Council's Constitution, operating from 30th May 2002, there is a specific section dealing with confidential reporting under its Code of Conduct for Officers.</p> <p>Recommendations 8 & 9:</p> <p>There is a general instruction to staff to report any matter as designed, although there is no explicit disciplinary action for failure to report. This, however, will be considered in the future.</p> <p>The Council in September 2002 agreed specific proposals in relations to Children's Complaints which will be included in future changes to the Constitution.</p> <p>Recommendations 58 & 59:</p> <p>Regular reports are made to the Executive regarding Children's Services.</p>
<p>Isle of Anglesey County Council</p>	<p>(awaiting translation)</p>
<p>Ceredigion County Council</p>	<p>awaited</p>