						Level 1		Level and Sour	ce of Assurance		Level 3		Internal Audit	Planned Internal	
					er	Lever		Level 2			Level 3		Needs	Audit	m m
Busine	ss Risk	t	poo	status	Jpdat		Oth	er <u>Internal</u> Assur	ance	Other <u>/</u>	<u>ndependent</u> A	Assurance		Work	א Are
		Current Impact	Current Likelihood	Overall RAG Status	Risk Owner / Updater	Management Assurance	Council/ Cabinet	Scrutiny	Other	Internal Audit	Other Bodies	External Audit			Audit Plan Area
Risk ID 153 Risk Title Safeguarding Risk Level Corporate	If our safeguarding arrangements are not sufficiently robust (particularly with regards being able to fund, recruit and retain sufficient qualified social workers; ensure placement					Prioritise and target resources at maintaining care and support for those individuals in most critical need or at risk of suffering harm as part of the emergency planning infrastructure and re- prioritisation of the Councils COVID-19 Recovery Plan >Monitor the effectiveness of safeguarding arrangements bi-	>Directors annual report to Council >Fortnightly meetings with Cabinet Members	>Two dedicated Scrutiny Panels in place to scrutinise Social Services Work and Performance >Safeguarding and tackling poverty corporate development committee >Bi monthly	 Corporate transformation board Corporate Safeguarding Board Local authority designated officers for safeguarding within Social Services. >Mandatory Corporate Safeguarding 	> Internal Audit of Safeguar- ding >Internal audit of DBS	>Regional safeguardi ng board > CIW inspection regime >Regional partnershi p board	>Audit Wales	>Currently included as part of standard rolling audit schedule, repeated based on audit risk score.	>Safeguar ding cross cutting audit is included in the 22/23 audit plan	Safeguarding People from Harm
	sufficiency for looked after children and be able to provide or commission sufficient social care for adults with assessed care and support needs), then we will not be doing everything we possibly can to prevent the death, injury or neglect of a child or				s / Angela Morgan	monthly at the children's and adults performance scrutiny panels, the corporate safeguarding board and the regional safeguarding board, quarterly at CMT and monthly at PFM and take appropriate remedial action >Invest in the Council's direct care provision services to maximise capacity and reduce reliance on independently commissioned care services for adults (within the Council's		performance reporting to CMT >Monthly p&fm	Training in place for Staff and Members. >Corporate Priority >Corporate plan >Corporate Safeguarding Policy						Cross Cutting – Council Governance and Control – Safe
	vulnerable adult and consequential reputational damage.	High	High	Red	David Howes	overall available financial resources) >Implement new models for the commissioning local									

							Level and Source	ce of Assurance				Internal	Planned	
					Level 1		Level 2			Level 3		Audit	Internal	
			(0	ter								Needs	Audit	ŋ
Business Risk	+ L	poo	status	Jpda		Othe	er <u>Internal</u> Assura	ance	Other <u>Ir</u>	<u>ndependent</u> A	ssurance		Work	Are ר
	Current Impact	Current Likelih	Overall RAG S	Risk Owner / L	Management Assurance	Council/ Cabinet	Scrutiny	Other	Internal Audit	Other Bodies	External Audit			Audit Plar

independent	
domiciliary care	
provision to build	
capacity	
inc. by supporting	
providers to provide a	
fair and competitive	
wage to their staff	
(within the Council's	
overall available	
financial resources)	
>Provide specific	
advice to Welsh	
Government as to how	
they can safely	
implement the	
eliminate profit from	
children services	
policy commitment	
(including supporting	
the growth of not for	
profit looked after	
children	
care provision) to	
avoid inadvertently	
exacerbating the	
current lack of	
placement sufficiency	
for looked after	
children	
>Invest in increasing	
the number of Foster	
Wales Swansea foster	
carers and the number	
of in-house	
residential care beds	
for children (both	
locally and regionally)	
whilst decreasing	
reliance on	
independently	
commissioned foster	
and residential care	
placements (within the	

ſ								Level and Sour	ce of Assurance				Internal	Planned	
						Level 1		Level 2			Level 3		Audit	Internal	
				6	ter								Needs	Audit	ea
	Business Risk	t	poor	Status	Jpda		Oth	er <u>Internal</u> Assura	ance	Other <u>II</u>	<u>ndependent</u> A	ssurance		Work	n Ar
		Current Impac	Current Likelih	Overall RAG S	Risk Owner / L	Management Assurance	Council/ Cabinet	Scrutiny	Other	Internal Audit	Other Bodies	External Audit			Audit Pla

Council's overall					
available financial					1 '
resources)					1 '
>Work with the Health					1 '
Board to review the					1 '
current level of partner					
financial contributions					l I
to the funding of					
integrated					
integrated					1
intermediate care					1
services (inc					1
maximising regional					1
and national income					1
opportunities) to					ĺ
ensure					i
an effective service					1
offer that reduces or					1
delays recourse to					1
long term managed					
care (within the					1
Council's					1
overall available					1
financial resources)					
>Implement effective					l
recruitment processes					1
both within the					l
Directorate and the					l
corporate centre					
(including					
maintaining a					
sufficient workforce					
infrastructure) to					l
ensure that there are					l
no avoidable delays in					l
recruiting to					l
essential posts					ĺ
determined as					ĺ
necessary to maintain					1
a safe and effective					i
social services					i
function (within the					i
Council's overall					i
available financial					i
resources)					i
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							Level and Source	ce of Assurance				Internal	Planned	
					Level 1		Level 2			Level 3		Audit	Internal	
			s	ter								Needs	Audit	g
Business Risk	t	pooq	Statu	Upda		Othe	er <u>Internal</u> Assura	ance	Other <u>I</u>	<u>ndependent</u> A	ssurance		Work	an Are
	Current Impa	Current Likelih	Overall RAG	Risk Owner /	Management Assurance	Council/ Cabinet	Scrutiny	Other	Internal Audit	Other Bodies	External Audit			Audit Pla

>Implement a weekly	
Directorate workforce	
planning meeting to	
consider and prioritise	
all new recruitment	
requests to ensure	
that new recruitment is	
focussed on the	
maintenance of a safe	
and effective service	
and	
complies with current	
spending restrictions	
and supports delivery	
of the Council's MTFP	
>Remodel the	
workforce	
infrastructure for social	
services including	
investment in capacity	
of alternatively	
qualified staff (both	
frontline and back-	
office staff) to take on	
functions that can be	
safely delivered by a	
non-registrant	
workforce (within the	
Council's overall	
financial resources)	
>Prioritise maintaining	
investment in and	
maximising income for	
the funding of	
prevention and	
wellbeing	
services that reduce or	
delay recourse to	
statutory services and	
managed care and	1
support for children	
and	
adults who would	
otherwise develop	1

							Level and Sour	ce of Assurance				Internal	Planned	
					Level 1		Level 2			Level 3		Audit	Internal	
			(0	ter								Needs	Audit	g
Business Risk	t	poor	Status	Updai		Othe	er <u>Internal</u> Assura	ance	Other <u>//</u>	<u>ndependent</u> A	Assurance		Work	n Area
	Current Impac	Current Likelih	Overall RAG	Risk Owner / I	Management Assurance	Council/ Cabinet	Scrutiny	Other	Internal Audit	Other Bodies	External Audit			Audit Pla

care and support needs (within the Council's overall				
needs (within the				
available				
financial resources)				
>Prioritise a sufficient				
budget allocation				
(within the Council's				
overall available				
financial resources) to				
maintain the Council				
meeting at least the				
minimum level of				
statutory service				
across children's and				
adults services				
>Implement a social				
work academy in				
children services to				
support newly				
qualified staff to gain				
the skills and				
experience to become				
competent child				
protection practitioners				
>Work with NPT				
Council and the				
Swansea Bay Health				
Board to implement a				
recruitment strategy				
for				
overseas staff to fill				
critical workforce				
shortages across				
health and social care				
>Implement a `grow				
your own' strategy to				
support an increase in				
support an increase in				
the number of internal				
staff to pursue the				
social work				
qualification				
>Recruit agency social				
workers to cover				

							Level and Source	ce of Assurance				Internal	Planned	
					Level 1		Level 2			Level 3		Audit	Internal	
			S	ater								Needs	Audit	ea
Business Risk	1	poo	itatu	Upda		Oth	er <u>Internal</u> Assura	ince	Other <u>II</u>	ndependent A	ssurance		Work	١Ar
	Current Impact	Current Likelih	Overall RAG S	Risk Owner / L	Management Assurance	Council/ Cabinet	Scrutiny	Other	Internal Audit	Other Bodies	External Audit			Audit Plar

critical gaps in social work capacity		

Last Updated: 10/02/23