

SAFEGUARDING CHILDREN PRESENTATION TO BOARD OF TRUSTEES ACTION FOR FAMILY CARERS

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Working Together to Safeguard Children July 2018

Effective Support for Children and Families in Essex 2017

What To Do If You’re Worried A Child Is Being Abused. Advice for Practitioners March 2015

Every Child Matters 2003

AfFC “Safeguarding Children Policy and Procedure” 2020

AfFC “Annual Safeguarding Report” December 2020

Paul Osman

Lead Trustee Safeguarding, Action for Family Carers

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WHAT IS CHILDREN'S SAFEGUARDING?

- Safeguarding and promoting the welfare of children is defined by the Government as:
- Protecting children from maltreatment
- Preventing impairment of children's health and development
- Ensuring that children grow up with safe and effective care
- Taking action to enable all children to have the best outcomes

When we talk about children in this presentation, we are talking about anyone under the age of 18 years old.

FIVE KEY OUTCOMES THAT REALLY MATTER FOR CHILDREN'S WELLBEING

- “EVERY CHILD MATTERS 2003” HAS COMPARABLE OBJECTIVES
- Being Healthy: enjoying good physical and mental health and living a healthy lifestyle
- Staying Safe: being protected from harm and neglect and growing up able to look after themselves
- Enjoying and Achieving: getting the most out of life and developing broad skills for adulthood
- Making a Positive Contribution: to the community and society and not engaging in anti-social or offending behaviour
- Economic Wellbeing: overcoming socio-economic disadvantages to achieve their full potential in life

AfFC SAFEGUARDING CHILDREN POLICY STATEMENT

- AfFC aims to improve the outcomes of vulnerable children and young people through offering effective and efficient services to promote opportunity, prevent problems and act early when concerns arise.
- We recognise that:
- The welfare of the child/young person is paramount
- All children, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity, have the right to equal protection from all types of harm or abuse

THE LAW AND SAFEGUARDING

- There are three key national documents you need to be aware of that are central to understanding our responsibilities:
- ***Working Together to Safeguard Children (2018)***– the Government document that provides guidance to all those who work with children
- ***Children Act (1989 and 2004)*** as amended by the Children and Social Work Act 2017 – key legislation that continues to define when the state gets involved in family life, to support or protect children and young people.
- ***Safeguarding Vulnerable Groups Act (2006)*** duty to undertake safe recruitment practice

WHAT IS THE ESCB?

- The ESCB is short for **Essex Safeguarding Children Board**.
- There are seven agencies in Essex who are jointly responsible by law for keeping children safe i.e. Essex County Council, Essex Police and the 5 Clinical Commissioning Groups (not unitary authorities)
- These are called the Statutory Partners and they are the key decision makers who form the ESCB Executive and are responsible for the direction of travel with identified relevant agencies i.e. Education, Essex County Council for Voluntary Youth Service, District, City and Borough Councils, Office of the Police, Fire & Crime Commissioner, National Probation Service and the Community Rehabilitation Company.

Functions of the Board

- Develop multi-agency safeguarding policies and procedures
- Participate in the planning of children's services in Essex
- Communicate to partner agencies and raise awareness of the need to safeguard and promote the welfare of children
- Monitor and evaluate the effectiveness of what is done by partner agencies, individually and collectively, to safeguard and promote the welfare of children and young people
- Undertake child safeguarding practice reviews and advise partners on lessons to be learned
- More information can be found on the ESCB website www.escb.co.uk

LOCAL POLICIES AND PROCEDURES

These can be found on the Essex Safeguarding Children Board website, these include;

[The Southend, Essex and Thurrock \(SET\) Child Protection and Safeguarding Procedures 2019](#), is a document that lays out the local response to national safeguarding requirements.

[The ESCB Effective Support for Children and Families in Essex](#) This guidance is for everyone who works with children and young people and their families in Essex. It is about the way we can all work together, share information, and put the child and their family at the centre, providing effective support to help them solve problems and find solutions at an early stage to prevent problems escalating

CHILD ABUSE – KEY AREAS OF HARM

- When we talk about the abuse of children, we tend to group harm into four key categories. They are:
 - Neglect
 - Emotional Abuse
 - Physical Abuse
 - Sexual Abuse
- There are other types of harm that children and young people can suffer including impairment suffered from seeing or hearing the Ill-Treatment of Others, and these will be covered later.

CHILD ABUSE – KEY AREAS OF HARM

- In all the following types of abuse, there may be signs of harm that you can see, but on many, many occasions it is more likely to be an instinctive feeling that something is not OK.
- A comment, an upset child, a change in behaviour.
- Children who appear with unexplained gifts or possessions
- Children who have older boyfriends or girlfriends
- Children who go missing for periods of time

- Whilst not all changes are indicative of abuse, the best advice we can give is that if it doesn't feel right to you, don't ignore that nagging internal voice.
- Talk about your concerns with the safeguarding lead in your organisation or your manager or you can always contact Essex County Council Children and Families Hub for a consultation
- **SAFEGUARDING IS EVERYBODY'S RESPONSIBILITY**

CHILD ABUSE – WHAT IS NEGLECT?

- Neglect is defined by the Government as:
- **The persistent failure to meet a child’s basic physical and psychological needs, likely to result in the serious impairment of the child’s health or development.**
- It is the type of harm that is referred more frequently to Children’s Social Care than any other category, and more children are subject of child protection plans for Neglect in the UK than anything else.
- It can do severe damage, short term and long term, to the child, and is often made up of multiple incidents over time.

CHILD ABUSE – WHAT DOES NEGLECT LOOK LIKE?

What do you think of when you think of child neglect?

- A frequently hungry child?
- Dirty, grubby or living in a home that is indisputably dirty or unsafe?
- Pale, sickly, listless or underweight?
- Wearing inadequate or inappropriate clothing?
- Regularly forgotten to be picked up?
- Regularly miss medical/educational appointments?
- Untreated medical conditions including dental health?
- Frequently missing school?
- Left home alone or with inappropriate carers or strangers?
- Drinking alcohol regularly from an early age?
- **It can be all those things, and much more. It is not just about poor families; affluent parents can also neglect their children.**

CHILD ABUSE – NEGLECT – A CASE EXAMPLE

- You may not have heard of a little girl called *Khyra Ishaq*.
- She died, age 7 whilst in the care of her parents in 2008.
- Her weight was so low that it could not be plotted on a body mass index chart and she was described as extremely malnourished with severe wasting.
- Severe malnutrition was entirely due to an inadequate intake of food – significant starvation over a period of several months.
- She died in a house that had cupboards full of food, with locks on the doors. Her parents were deliberately neglecting her.
- Professionals at school and elsewhere were concerned and had made a number of referrals, but any attempts to engage with the family were rebuffed and Khyra sadly died at home.

CHILD ABUSE – EMOTIONAL ABUSE

- Emotional abuse is described officially as:
- ***The persistent emotional ill-treatment of a child such as to cause severe and persistent adverse effects on the child's emotional development.***
- A child can suffer emotional abuse at the hands of their parent or carer, their sibling, by a peer or older child, and this can happen face to face or on the online world.
- They may be conveying to the child that they are worthless, unloved, inadequate or valued only insofar as they meet the needs of the person
- The child may be made to feel frightened or in danger
- The challenge for us is to recognize that the child is suffering such harm
- The indicators of abuse are often also associated with other forms of abuse

CHILD ABUSE – EMOTIONAL ABUSE

- Like other forms of abuse, recognising deliberate emotional abuse is extremely difficult to interpret.
- A child could be angry, withdrawn, quiet, a bully, or get into trouble all the time. They may be desperate to please or completely emotionally detached.
- They may be the quiet child sitting alone with no friends, or the child who is behaving very badly to get people to notice him or her.
- The challenge we have in recognising emotional abuse is that the behaviours we talk about might be because of a different type of abuse.

CHILD ABUSE – EMOTIONAL ABUSE EXAMPLE

- *Mario* was a 16-yr-old boy who took his own life in February 2018.
- No service was aware of Mario's self harm. However, Mario experienced emotional abuse as a result of domestic abuse and had experienced physical abuse. He also suffered two bereavements during the year prior to his death.
- Mario began to actively explore suicide in the month prior to his death.
- Practitioners viewed Mario in isolation from the concerns about his wider family. Had any assessment of Mario been completed when opportunities arose after his two disclosures of physical abuse, it may have been possible to better understand the many issues which had begun to impact upon Mario's emotional health and wellbeing.
- Mario was not considered when assessing risk to siblings, he was an "invisible child"

CHILD ABUSE – PHYSICAL ABUSE

- Physical abuse is deliberately hurting a child causing injuries such as bruises, broken bones, burns or cuts.
- Physical abuse may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child (including Female Genital Mutilation).
- It could happen at the hands of an adult, or between children (peer on peer abuse).
- Bruising in an immobile baby

CHILD ABUSE – PHYSICAL ABUSE

- **All children can injure themselves, playing sports, falling over, picking up the everyday knocks and bruises as we grow up. The question is, when would you see an injury on a child and think you should do or say something?**
- Is the injury visible?
- Are there bruises to face, back, abdomen, arms, buttocks, ears or hands?
- Are there multiple clusters of bruises or bruises of uniform unusual shape or imprint?
- Has someone asked the child how they came to receive such an injury?
- What was the explanation given by them by their parent/carer?
- Does it sound plausible?
- Have there been other injuries in the past?
- Is the baby or child immobile?

CHILD ABUSE – BURNS

Does the child display?

- Circular burns from cigarettes
- Friction burns resulting from being dragged
- Linear burns (electric fire elements)
- Burns of a uniform depth over a large area)
- Scalds that have a line indicating immersion or poured liquid
- Old scars indicating previous burns/scalds which did not have appropriate treatment or adequate explanation

CHILD ABUSE – PHYSICAL ABUSE - EXAMPLE

- You may remember a death of a young boy in the UK that gained national attention, *Peter Connelly (Baby P)*, who died in Haringey, London in August 2007, at the age of 17 months.
- In his short life he suffered bruises on his face and chest requiring hospital attention at 9 months of age.
- At just over a year old he was back in hospital again with bruises, two bruised eyes and swelling on the head.

CHILD ABUSE – PHYSICAL ABUSE - EXAMPLE

- The following month a social worker saw 12 areas of bruises and scratches on his body.
- Two months later came the incident where injuries to Peter's hands and face were covered by the mother smearing chocolate over him ahead of a social work visit.
- Tragically, just three days later, Peter was dead. His mother, her partner and his brother were all found guilty of causing his death and jailed.
- But how were the injuries explained away and misinterpreted by so many professionals from different disciplines, despite the children being known to various protective services?

CHILD ABUSE – SEXUAL ABUSE

- Sexual abuse is defined within the SET Child Protection and Safeguarding Procedures as ‘forcing or enticing a child or young person to take part in sexual activities, whether or not the child is aware of what is happening’
- Sexual abuse can include what we call ‘contact’ activities, which involves physical contact and covers various sexual acts, from touching and kissing to serious sexual assaults
- It can also include ‘non-contact’ activities, such as online abuse, grooming a child in preparation for abuse, introducing them to inappropriate sexual material.
- The age of sexual consent in the UK is 16 years old.

CHILD ABUSE – SEXUAL ABUSE INDICATORS

- **Behavioural Indicators**
- Sexually explicit behaviour, play or conversation inappropriate to the child's age
- Continual and inappropriate or excessive masturbation
- Self-harming and risk taking behaviours
- Involvement in prostitution or indiscriminate choice of partners
- Anxious unwillingness to remove clothes in communal dressing rooms
- Running away

CHILD ABUSE – SEXUAL ABUSE PHYSICAL INDICATORS

- Pain, itching or injuries to genital area including bruising to buttocks, abdomen and thighs
- Presence of semen on vagina, anus, external genitalia or clothing
- Blood discharge on underclothes
- Vaginal discharge
- Enuresis (bed-wetting)
- Sexually transmitted infections
- Pregnancy

CHILD ABUSE – SEXUAL ABUSE

- Key facts to remember:
- Sexual abuse is not just something that men do – there are female sexual offenders in the UK as well.
- Children can sexually abuse other children, regardless of age. We call this ***peer-on-peer abuse***
- More sexual abuse of children occurs from someone they know (a family member, a family friend or neighbour) than from a stranger
- We also talk about **Child Sexual Exploitation (CSE)**, a crime where children receive something (cash, drugs, affection etc) in exchange for sexual activities. They may not even know this is exploitation.
- A child can be over the age of consent and still be sexually exploited.

CHILD SEX OFFENDER DISCLOSURE SCHEME

- Enquiries can be made by anyone in person or over the phone to police if they are concerned that a child may be at risk of sexual harm from a specific individual
- Police will search all information given and undertake checks with partner agencies
- Police will then decide if there is any information to disclose
- Information will only be disclosed to the most appropriate person who had responsibility for safeguarding the child

CHILD ABUSE – SEXUAL ABUSE – CASE EXAMPLE

- *Olivia* was a 12yr old girl with cerebral palsy who disclosed to her mother that she was sexually abused by her mother's partner. He had washed her in the bath, touching her inappropriately.
- Protective action was taken and the partner moved out of the home (for a period of time), but the forensic evidence was inconclusive, and no charges were brought.
- She then disclosed to her grandmother a few months later that further sexual abuse incidents had occurred, where she got her to watch pornography with him, involved in further sexual touching which escalated to rape. He was eventually jailed for 13 years.
- Olivia had initially retracted her allegation, and this coupled with lack of physical evidence, alongside the mother and partner had split up, were seen as factors which did not warrant a further child protection response.

OTHER SAFEGUARDING ISSUES

- We have earlier mentioned the four key aspects of child abuse. In this section we take a look at some other types of harm children may experience.
- However there are many types of issues that those working/volunteering with children and families may identify and sadly they are too numerous to talk about in detail in this presentation. Issues such as parental mental health and drugs and alcohol can have a severe negative effect on the child.
- Information on a range of safeguarding subjects is available on the ESCB website (www.escb.co.uk) or in the SET Child Protection and Safeguarding Procedures.

DOMESTIC ABUSE

- Domestic Abuse is defined by the Home Office as:
- “Any incident or pattern of incidents or controlling, coercive, threatening behaviour, violence or abuse between those aged 16 or over who are, or have been, intimate partners or family members regardless of gender or sexuality”
- The abuse can encompass, but is not limited to:
- Psychological, physical, sexual, financial or emotional

OTHER ISSUES – DOMESTIC ABUSE

- Domestic abuse related crimes equate to 15% of all crime and a third of violent crime in Essex.
- 12% of children under 11 years and 18% of 11-17 year olds have been exposed to domestic abuse between adults in their homes
- According to Women's Aid, a charity working with survivors of domestic abuse, children can experience both short term and long term negative effects on their wellbeing as a result of domestic abuse at home, but what that looks like may vary significantly from child to child.
- They could be anxious, scared, angry, guilty, withdrawn, frightened, become more childlike, and have a lower sense of self worth.
- Or they may not display any of this!
- Be alert to any change in behaviour – has there been a change of circumstances in the family recently?

CONTROLLING OR COERCIVE BEHAVIOUR

- Also known as coercive control, the use of control and coercion in relationships is a form of domestic abuse and since December 2016, a criminal offence
- Controlling behaviour is a range of acts designed to make a person subordinate and/or dependent by isolating them from sources of support, exploiting their resources and capacities for personal gain, depriving them of the means needed for independence, resistance and escape and regulating their everyday behaviour
- Coercive behaviour is an act or a pattern of acts of assault, threats, humiliation and intimidation or other abuse that is used to harm, punish, or frighten their victim

OTHER ISSUES – ONLINE HARM

- There has been a lot of media attention recently on the risks to children whilst online.
- According to the latest Government White Paper on Online Harms published in February 2020,
- *Illegal and unacceptable content and activity is widespread online*
- *Online platforms can be a tool for abuse and bullying... the potential impact can be particularly damaging for children on their mental health and wellbeing*

OTHER ISSUES – ONLINE HARM

- *Child sex offenders use the internet to view and share child sexual abuse material, groom children online and even live stream the sexual abuse of children*
- Whilst we do not want to scare children about using the internet as a social, educational and entertainment tool, we need to remember that children and/or their carers may not recognise the risks with their online behaviour.
- There are some really good websites that advise how to keep children safe online, including NSPCC, Childnet, Barnardos, and Thinkuknow (the education programme from the National Crime Agency).

OTHER ISSUES – CHILD CRIMINAL EXPLOITATION

- Children are at risk of being criminally exploited by many people, including organized gangs and groups.
- Have you heard of ‘County Lines’?
- These are drugs gangs, (for Essex they originate mainly, but not exclusively, from London).
- They recruit children and other vulnerable people (sometimes younger than 10 years old) to move drugs and money around the county (and country)
- They are normally part of a much larger organised crime organisation.
- The age of criminal responsibility in the UK is 10 years old.

OTHER ISSUES – RADICALISATION

- Some groups will try to recruit children into committing extremist acts involving violence, using the same grooming techniques as other forms of exploitation, such as the internet.
- The Government developed a strategy to combat this in 2015.
- It is called PREVENT, and free online training is available from the Home Office website. There is a section on this on the ESCB website as there are many different things to look out for.
- Children who are being radicalised may start to change their opinions on people from different backgrounds.
- Radicalisation can be found across the spectrum of society, from non-Western, far left or far right beliefs.

RADICALISATION EARLY INDICATORS

- Showing sympathy for extremist causes
- Glorifying violence
- Evidence of possessing illegal or extremist literature
- Advocating messages similar to illegal organisations such as “Muslims Against Crusades” or other non-proscribed extremist groups such as “English Defence League”
- Out of character changes in dress, behaviour and peer relationship

CHILD ABUSE – SELF HARM

- This may include self-mutilation, eating disorders, suicide threats and other gestures by a child
- These must always be taken seriously
- The possibility that this may be caused by any form of abuse or neglect should not be overlooked
- Must always be seen as a child in need and offered help via available services
- Multi disciplinary assessment is the key

CHILD ABUSE – HONOUR BASED ABUSE

- Honour based abuse is a crime or incident which has or may have been committed to protect or defend the honour (izzat) of the family and/or the community
- Some of the behaviours may be the same as those used in domestic abuse
- Practitioners should be aware that a child could be a victim of violence/abuse in the name of honour for what an outside person may perceive to be a minor issue

CHILD ABUSE – PARENTAL SUBSTANCE MISUSE

- Parental misuse of drugs or alcohol becomes relevant to child protection when the misuse of the substances impacts on the care provided to their child/children
- Substance misuse may include experimental, recreational, poly-drug, chaotic and dependent use of alcohol and /or drugs

CHILD ABUSE – PARENTAL SUBSTANCE MISUSE

- **A referral to Children’s Social Care must always be made when:**
 - Substance misuse is combined with domestic abuse or mental illness
 - The substance misuse of a parent or carer is chaotic or is out of control
 - Drugs and paraphernalia (e.g. needles) are not kept safely out of reach of children
 - Children are passengers in a car whilst a drug or alcohol misusing carer is driving
 - Where both parents and drug/alcohol misusing, and/or there is a lack of positive social support network

CHILDREN WITH DISABILITIES

- Why are disabled children more vulnerable?
- Are there particular issues that increase vulnerability?
- If so what might they be?

DISABILITY ISSUES THAT INCREASE VULNERABILITY

- Dependency
- Being in receipt of intimate personal care
- Lack of communication or not being listened to
- Lack of participation and choice
- Social Isolation – spending greater periods of time away from home
- Being subjected to abusive practices that go unrecognised, such as behaviour management models, neglect and inadequate care

- **Factors associated with some types of impairment**
- Lack of understanding and training
- Reluctance to challenge carers or other professionals

WHAT IF A CHILD DISCLOSES ABUSE OR YOU ARE WORRIED ABOUT A CHILD?

- Not all children will tell you they are being abused or being neglected, if you are worried about a child speak to the safeguarding lead in your organisation or your manager.
- If a child does talk to you listen, without judging, **AND THEN** speak to your safeguarding lead or manager.
- It may be really hard to listen to a child tell you about the abuse they have suffered, but you need to :
 - Listen carefully
 - Tell the child they have done the right thing by telling you
 - Escalate the concern as soon as you are able
 - Do not jump to conclusions and accuse anyone of harming the child
 - Make a clear written record of what the child has said

WHAT DON'T YOU DO?

- You can ask the child to clarify something, but you **should not ask *leading questions*** (leading questions-“*Did Dad hit you? Did Mummy touch you?*” etc)
- Ask an ***open*** question (open questions “*That’s a nasty bruise – how did you get that?*” “*can you tell me why you are upset?*”)
- Don’t use your own words to describe events
- Don’t disbelieve the child’s account of what they say happened – however extreme or unbelievable it may seem to you
- It is not your job to investigate, so don’t keep questioning the child, pass on your concerns as soon as you are able.
- Do not gossip with other staff
- Don’t promise to keep a secret – you will need to tell someone to get help for the child

DUTY TO REFER

- Where there are signs that a child under the age of 18 years or an unborn baby is:
 - **Suffering or may have suffered abuse and/or neglect**
 - **Likely to suffer abuse and/or neglect**
- No professional has the right or responsibility to withhold information or to respect a child/young person's wish for confidentiality

GAINING CONSENT

- Where practicable, concerns should be discussed with the family and agreement sought for a referral to Children's Social Care unless this may:
 - Place the child at risk of significant harm through delay or the parents actions or reactions
 - Lead to the risk of loss of evidential material

ENSURING IMMEDIATE SAFETY

- Safety of the child is paramount
- The children's act 1989 empowers anyone who has care of a child to do all that is reasonable to safeguard his/her welfare
- Ensured medical attention is obtained if needed urgently
- If immediate protection is needed, call police (dial 999) then inform Social Care
- Discuss with designated child protection lead/manager
- Record all information in full

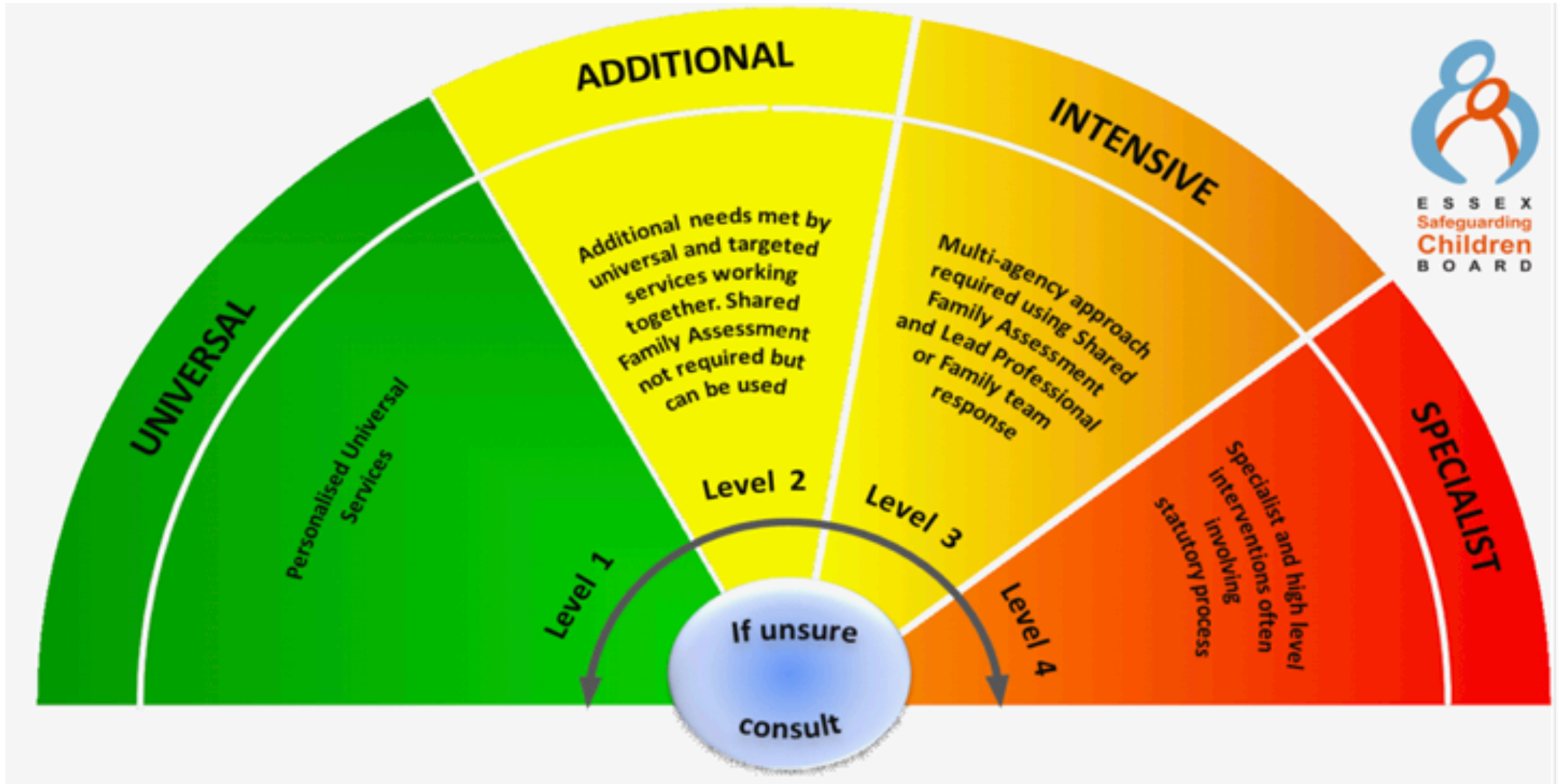
INFORMATION SHARING

- How much detail should you share with Social Care or Police?
- There are seven golden rules for information sharing:
 - Remember that the Data Protection Act is not a barrier to sharing information
 - Be open and honest with the person (unless it is unsafe or inappropriate to do so)
 - Seek advice if you are in doubt, without disclosing the identity or the individual involved where possible
 - Share with consent where appropriate and where possible, respect the wishes of those who do not consent to share confidential information
 - Consider safety and wellbeing
 - Check if it is necessary, proportionate, relevant, accurate, timely and secure
 - Keep a record of your decision and the reasons for it, whether it is to share information or not

EFFECTIVE SUPPORT FOR CHILDREN AND FAMILIES IN ESSEX

- This ESCB document sets out how everyone in Essex can work together to support children and families.
- The document contains the windscreen of need and potential indicators at each level of need from universal services through to specialist intervention. (Level 1 to Level 4)
- This support document can be found [here](#)
- The following slide shows the Essex Effective Support windscreen, which outlines the different levels of need. (more information and explanation of each level is in the Effective Support document)
- If you have any concerns about a child you need to speak to your safeguarding lead or manager/supervisor

EFFECTIVE SUPPORT



WHAT IS EARLY HELP?

Is the identification of and response to emerging problems within families

Promotes families reaching their full potential, being able to grow and achieve within their communities.

Enables families to access support before a crisis.

EARLY HELP IN ESSEX

- Team Around the Family Meetings
- Early help plan template
- Parent leaflet explaining Team Around the Family
- Early Help `How to Guides`
- Essex Directory of Services

All the above can be found on the [Essex.gov](https://www.essex.gov.uk) website

TEAM AROUND THE FAMILY SUPPORT OFFICERS (TAFSOS)

<https://www.essex.gov.uk/how-to-hold-a-team-around-the-family-taf-meeting>

TAFSOs are available to support practitioners to facilitate Early Help, they do this by offering:

Delivering Early Help workshops to practitioners

Early Help advice, guidance and signposting

Supporting with Team Around the Family meetings

CONCERNED ABOUT SOMEONE WHO WORKS OR VOLUNTEERS WITH CHILDREN AND THEIR BEHAVIOUR TOWARDS A CHILD?

- Most people who work with children and families want what is best for the child and are safe to be around them, sadly there are a few who may be there in order to exploit or abuse the child.
- All people who are engaged with families in whatever capacity should speak up if they see something that questions whether someone working or volunteering with children may be harming a child, committing an offence against a child, or behaving in a way that indicates they pose a risk of harm to children.
- That doesn't necessarily mean confronting the individual or challenging their behaviour, but you should know where to go to report your concerns without delay.
- We **ALL** have a responsibility to protect children from harm.

CONCERNED ABOUT A COLLEAGUE/OTHER WORKER OR VOLUNTEERS BEHAVIOUR WITH A CHILD?

- You may also have heard of **‘whistleblowing’** –this is when someone raises a concern about a dangerous or illegal activity within an organisation which places a child (or an adult) at risk.
- NSPCC has a Whistleblowing Advice line on their website.
- If a child is at immediate risk of harm from an adult or from dangerous practice, that may mean calling the police on 999
- If you work or volunteer with an organisation, check that their safeguarding policy includes a section on how to raise concerns about other members of staff, volunteers or other professionals with whom you come into contact. Check also that they include whistleblowing.

SAFEGUARDING CHILDREN POLICIES

- Action for Family Carers (AfFC) has safeguarding policies which contain a lot of the information from this presentation. They provide guidelines and information specific to AfFC such as identifying contact details e.g.
 - Designated Safeguarding Lead Heather Beach
 - Chief Executive Officer James Clarke
 - Nominated Trustee for Child and Adult Protection Paul Osman

ACTION FOR FAMILY CARERS (AfFC) SAFEGUARDING CHILDREN PROCESS

- The principal tool for safeguarding children is the Safeguarding Children Policy and Procedure. Additional policies which are particularly relevant to safeguarding at AfFC and are therefore reviewed annually are:
 - Adult Safeguarding Policy and Procedure
 - Bullying and Harassment Policy and Procedure
 - Disclosure and Barring Service Policy and Procedure
 - IT Security and Safety Policy and Procedure
 - Safer Recruitment and Selection Policy and Procedure
 - Whistleblowing Policy and Procedure
- Additional relevant policies which are reviewed on a 3-year cycle are:
 - Training and Development Policy
 - Complaints Policy

SAFEGUARDING CLEARANCE PROCESS

- The Criminal Records Bureau (CRB) and Independent Safeguarding Authority (ISA) merged in December 2012 to become the Disclosure and Barring service (DBS). AfFC uses the DBS Handling Policy and Procedure.
- A basic check shows unspent convictions and conditional cautions
- A standard check shows unspent convictions, cautions, reprimands and final warnings
- An enhanced check shows the same as the standard check plus any information held by the local police
- An enhanced check with barred lists shows the same as enhanced check plus whether the applicant is on the list of people barred from working with children or vulnerable adults or at a regulated provider
- Note however, if a person commits an offense after getting a satisfactory DBS clearance there is no feedback from the courts to the DBS system nor update communication to the DBS clearance requestor.

RECRUITMENT OF STAFF AND VOLUNTEERS

- AfFC management follows the Safer Recruitment and Selection Policy and Procedure including:
 - Assessment of role to assess need for DBS Disclosures
 - Ensure prospective staff and volunteers complete an AfFC application form and disclosures documentation
 - Check references thoroughly and appropriately
 - Recruit appropriately under the governing body policies and procedures

TRAINING

- Inductions will include familiarisation with all AfFC policies and procedures with emphasis on reporting protocols and recording keeping.
- All staff will undertake Safeguarding Children training at a competency level according to their role and responsibilities in accordance with the Southend, Essex and Thurrock (SET) Safeguarding Children training strategy.
- Basic Awareness of Safeguarding Children training, such as that provided by Essex Safeguarding Children Board, e-learning and classroom-based, will be completed upon commencement of employment with AfFC. This will be refreshed every 2 years.
- Level 2 Safeguarding Children training (responders) will be completed every 2 years.
- Management, Lead Trustee and those involved in recruitment will complete the Provider Management training (old level 3) with the local authority in addition to the basic safeguarding awareness training.
- All staff and volunteers will be made familiar with and have access to Essex Children Safeguarding Board webpage.

MANAGEMENT, SUPERVISION AND SUPPORT

- Regular staff and volunteer supervisions and team meetings will have safeguarding on the agenda to promote awareness and review practice.
- One to one supervision with individual staff members and volunteers, will be undertaken as appropriate, enabling a formal de-brief after active involvement in raising a safeguarding concern.
- Line managers will clarify with staff and volunteers their roles and responsibilities regarding their relationships with adults who have care and support needs with whom they may be in contact.
- Either the Designated Lead or Provider Manager training is undertaken by managers and other staff as appropriate.

SAFEGUARDING PROCESS OUTCOMES FOR AfFC MANAGEMENT

- Safeguarding actions are only reported to the board on an exception basis. All safeguarding incidents are recorded in the SAFEGUARDING LOG on the AfFC computer system and also on the CHARITYLOG system.
- The Nominated Trustee for Child and Adult Protection (myself) works with the Designated Safeguarding Lead (Heather Beach) in November each year to review and update the seven AfFC policies directly related to safeguarding as previously identified.
- In addition, although not a legal requirement, a full audit against the 45 relevant safeguarding children questions posed in the National Society for Prevention of Cruelty to Children (NSPCC) Safeguarding Children Self-Assessment Audit 2020 is carried out. 100% compliance has been achieved over the last few years.
- A written summary report of all safeguarding actions by AfFC is provided annually to the trustees at the December board meeting.

SAFEGUARDING CONTACTS

- Essex Safeguarding Children's Board
- www.escb.co.uk (including SET Procedures)

- Education Website
- www.education.gov.uk

- Child Exploitation and Online Safety
- www.ceop.police.uk
- <https://www.careinspectorate.com/index.php/news/848-just-whistle-child-sexual-exploitation>

RESOURCES



For more information and guidance on a range of safeguarding topics and learning and development opportunities go to www.escb.co.uk

You can find a list of national and local services to support children in the Essex County Council Children & Families [directory of services](#)

[Essex Schools Infolink](#)

[Essex Early Years and Childcare](#)

[Report a concern about a child: Report a concern about a child - Essex County Council](#)

[Thinkuknow – home](#) (Information and resources for online safety)