

Safeguarding

Organisational Best
Practice and Expectations

By Amy Elton



Amy Elton- Safeguarding Co-Ordinator

- Safeguarding Co-Ordinator for Forum CIO and Sector Support NEL.
- I'm available for the VCSE sector to use for Safeguarding information and support- completely free!
- I can provide education, training and support with Policy writing, procedures and general safeguarding advice.
- 12 years working in the community and safeguarding teams with HFRS.
- Safeguarding is one of my passions and something I care deeply about.

The logo for 'forum' is displayed in a lowercase, sans-serif font. Each letter is a different color: 'f' is teal, 'o' is purple, 'r' is orange, 'u' is pink, and 'm' is blue.

Sector Support
North East Lincolnshire
Partnership

Sector Support

- Sector Support North-East Lincolnshire Partnership (SSNEL) is run by Forum CIO (Previously named North bank Forum for Voluntary Organisations)
- Delivers projects and services across Yorkshire and the Humber.
- It has been funded by NEL Health and Care and NEL Council since April 1st 2016.

Safeguarding is

Everyone's

Responsibility

What is
Safeguarding?

What is Safeguarding

- Protecting a child or adult's right to live in society, free from abuse and neglect- NSPCC
- Working together to prevent and stop both the risks and experiences of abuse or neglect, while at the same time making sure that the child's welfare and adult's wellbeing is promoted - Care Act 2014

What is Safeguarding- 6 Principles

Empowerment - support for individuals to make their own decisions.

Proportionality - the least intrusive or restrictive intervention appropriate to the risks presented.

Partnership - working across services and communities to prevent, detect and report neglect and abuse.

Prevention - taking action before harm occurs or risk escalates.

Protection - supporting those in need as a result of abuse or neglect.

Accountability - enabling service users and leaders to challenge agencies for their responses to those at risk of harm.

Legislation- Most Relevant

- The Care Act 2014
- Sexual Offences Act 2003
- Public Interest Disclosure Act 1998
- [Working together to safeguard Children 2013](#)
- Safeguarding Vulnerable Groups Act 2006
- The Children Act 1989
- The Children Act 2004
- Children and Young Persons Act 2008
- The Childrens and Families Act 2014

Case Study- Victoria Climbié

10/23/2023



Forum- Amy Elton

Victoria Climbié

- Climbié's death was largely responsible for the formation of Every Child Matters initiative and the introduction of the Children Act 2004.
- Victoria Adjo Climbié (2 November 1991 – 25 February 2000) was an eight-year-old Ivorian girl who was tortured and murdered by her great-aunt and her great-aunt's boyfriend.
- After months of torture, Victoria died of hypothermia at her aunt's flat. She had 128 injuries all over her body. The Home Office pathologist who later examined her corpse described the case as "the worst case of child abuse" he had ever seen.
- Her death led to a public inquiry and produced major changes in child protection policies in the United Kingdom.

Victoria Climbié - Outcomes



- Publication of 'Every Child Matters' (2003) and passing of the Children Act 2004, supporting the formation of child protection plans and creation of an integrated children's computer system (ICS) to assist in the collection of evidence.
- Creation of the post of Director of Children's Services in each council who is accountable for the safety of all children in their area.
- Common Assessment Framework (CAF) established to support partnership working across agencies.
- Establishment of Local Safeguarding Children Boards (now replaced by Local Safeguarding Children Partnerships) to take responsibility for multi-agency child protection training and investigating the causes of deaths and incidents of serious harm, which could have been preventable.

- **Lack of professional curiosity:** Social worker called at Victoria's home several times, though got no reply so assumed they had moved away. This illustrates a lack of professional curiosity.
- **Lack of multi-agency working:** Victoria was known to three housing authorities, four social services departments, two child protection teams of the Metropolitan Police Service (MPS), a specialist centre managed by the NSPCC and was admitted to two different hospitals because of suspected and deliberate harm. Tragically, Haringey Social Services closed her case on the day she died highlighting a lack of vigilance and due diligence to protect Victoria across all agencies.
- **Poor staffing levels and leadership:** All agencies who knew Victoria were accused of giving low priority to child protection, reflecting underfunding, poor staffing levels and poor leadership.

This is a little story about four people named Everybody, Somebody, Anybody, and Nobody.

There was an important job to be done and Everybody was sure that Somebody would do it.

Anybody could have done it, but Nobody did it.

Somebody got angry about that because it was Everybody's job. Everybody thought that Anybody could do it, but Nobody realised that Everybody wouldn't do it.

It ended up that Everybody blamed Somebody when Nobody did what Anybody could have done.

With thanks to Mark Johns, NSPCC York & North Yorkshire



‘Adults at Risk’ or ‘Vulnerable Adults’

- An “**Adult at Risk**” is defined as any person aged 18 years and over who is or may be in need of community care services by reason of mental health issues, learning or physical disability, sensory impairment, age or illness and who is or may be unable to take care of him/herself or unable to protect him/herself against significant harm or serious exploitation.

Mental Capacity

The Mental Capacity Act 2005 is a law that protects vulnerable people over the age of 16 around decision-making. It says that every adult, whatever their disability, has the right to make their own decisions wherever possible.

People should be supported to make their own decisions if they can.

Consent

Practitioners should seek consent of the adult to share the information, unless doing so would increase the risk of harm.

A capacitated adult is free to make an unwise decision, the local authority and / or the [police](#) can take steps to protect them if they are at risk of [abuse](#) if they are being unduly influenced, coerced or intimidated.





What is expected by funders and local authority?

Safeguarding Responsibility

- **Does it apply to me?**

Safeguarding applies to every group that has any contact with children or families or adults at risk, however infrequent. It is not just for organisations providing childcare. Even if you only run one event a year to which children and their families or adults at risk are invited, you still have a responsibility to ensure your event is safe and the end users are protected from harm.

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- The National Council for Voluntary Organisations (NCVO) outlines Safeguarding responsibility for the VCSE sector as the following...

- **Understanding and managing the risks-** You must understand, manage, record and review the safeguarding risks in your organisation, thinking about everyone you come into contact with.
- **Policies and procedures-** You must have the right policies and procedures for safeguarding in your organisation. You need to make them public, make sure they are used, and you must review them regularly.
- **Making safeguarding a priority-** You need to make sure that safeguarding is key priority for your organisation as part of good governance. This includes having the right roles in place and adopting the right practices.
- **Supporting your staff and volunteers-** You must understand when it is appropriate and legal to carry out background checks on your staff and volunteers. Where it is not appropriate to take these checks, you must put other measures in place to ensure they carry out their roles safely. You must also make sure staff and volunteers have appropriate training and you should regularly review the training you offer.
- **Handling and reporting concerns-** Everyone involved in your organisation should understand how to recognise, respond to, record and report a safeguarding concern.
- **Your culture and values-** You must make sure all trustees, staff, volunteers and people you work with understand safeguarding and their right to be safe. Everyone should know how to speak up and feel comfortable raising concerns. You must review whether you have got this right and make changes if not.

<https://www.ncvo.org.uk/help-and-guidance/safeguarding/#/>

Safeguarding Checklist- How can I help?

This is an opportunity for your organisation to look at your safeguarding practice and find out where you may need help and support.

There is no enforcement in place to ensure VCSE organisations have adequate safeguarding practice. However, the charity commission and funders have an expectation that you should and do. And may ask for proof.

If there is a safeguarding incident within your organisation - you will be asked to provide details on how this was handled and what you have in place. You may also be asked to attend a 'serious case review' with other professionals. This is why good record keeping is vital.

1. Safeguarding Policy (Adult/child/both)

Should Include:

- A statement about your commitment to safeguarding
- A statement about your commitment to safeguarding training.
- Confidentiality and information sharing
- Record Keeping
- Definitions of abuse
- Relationship to other policy i.e., volunteering/recruitment
- A named safeguarding Lead

2. Safeguarding Procedures to have in place

- What to do if you receive a disclosure/ have a concern
- How and when to refer to local safeguarding teams
- What to do if you have concerns of a member of staff- LADO
- Recording securely

3. Training and staff awareness

- Make sure staff have read and understood safeguarding policy.
- Safeguarding training- Level 1 or equivalent (minimum)
- Keeping up to date on safeguarding- NSPCC website/ Sector Support
- Code of conduct- Staff ethical and behavioural expectations
- Provide staff support
- Signposting - i.e., Mental Health/ DAP

4. Safe Recruitment

- Application Forms
- Person Spec/ Job description
- Contracts
- DBS Checks- [Directgov.co.uk](https://www.direct.gov.uk)
- References!!
- Supervision!!

5. Wider safeguarding

- Health and safety
- Supervision of children and young people policy- if needed
- Record Keeping
- Complaints Procedure
- E-Safety

6. Trustees

- Does the board of trustees know its legal responsibility and duties regarding safeguarding?
- How are they made aware?
- Sign off on new/ refreshed policy and procedures
- Role descriptions for everyone on committee.

Support For North-East Lincolnshire



- Sector Support
- <https://www.sectorsupportnel.org.uk/>
- Childrens and Families Learning Zone
- <https://learn-nel.com/childrenslearningzone/>
- Safeguarding Adults Board
- <https://www.safernel.co.uk/safeguarding-adults-board/>
- Safeguarding Childrens Board
- <https://www.safernel.co.uk/safeguarding-children-partnership/>

Helpful Websites

Direct Gov

<https://www.gov.uk/guidance/safeguarding-duties-for-charity-trustees#policies-procedures-and-practices-you-need-to-have>

NVCO

<https://www.ncvo.org.uk/about-us/our-services/support-small-charities-voluntary-organisations/#/>

Charity Commission

<https://www.gov.uk/government/organisations/charity-commission>

Legislation link

Childrens- <https://www.childprotectioncompany.com/safeguarding-children/legislation-for-safeguarding/#:~:text=The%20Safeguarding%20Vulnerable%20Groups%20Act%202006&text=It%20was%20passed%20to%20help,children%20need%20to%20go%20through.>

Adults- <https://www.anncrafttrust.org/resources/safeguarding-adults-legislation/>

ANY
QUESTIONS?



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